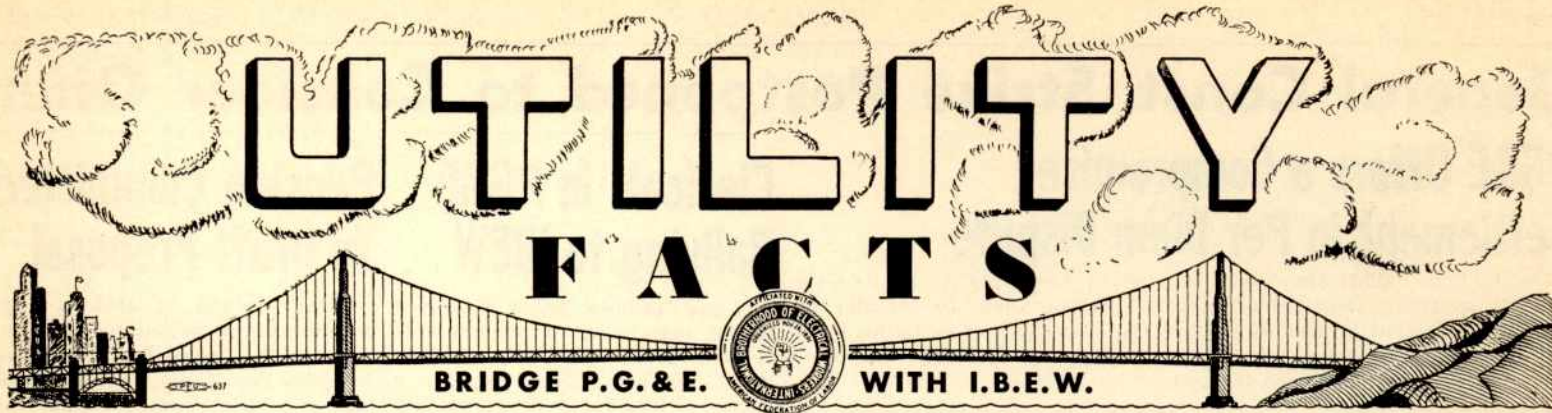


File



Full Autonomy To Be Returned to Local No. 1245

New Set of Officers To Be Elected; Executive Board Meets December 3

Full autonomy will be restored to Local 1245 by the International Office of the International Brotherhood of Electrical Workers. This decision was made known by I-O Representative W. A. Smith who has been heading up Your Union as acting business manager since the International office of the IBEW accepted control of the local early this year in order to effect amalgamation of old locals 1324 and 1245. Officials of the two former locals asked for I-O help and received it.

The job of amalgamation is now finished. Acting promptly, W. A. Smith dispatched the following letter to Eugene B. Hastings, president pro tem, and the Executive Board members announcing the return of Local 1245 to full autonomy. The letter to President Hastings is self explanatory and is printed herewith in entirety as follows:

Nov. 6, 1951

"Eugene F. Hastings,
President Pro Tem, Local 1245,
Concord, California.

Dear Gene:

In accordance with a letter to the Executive Board dated September 18, 1951, outlining the International Office Policy, whereby the I-O wishes to follow through with commitments as stated in the above mentioned letter, we now believe that the time has come when the membership of Local 1245 can take over the operation and assume the autonomy of this local union.

Therefore, at the next Executive Board meeting on December 3, 1951, the board will be requested to fill the office of President of the local, a vacancy created by the resignation of Chester D. Sorenson, and also to appoint a Business Manager. This is in conformity with Article 18, Section 16 of the IBEW constitution.

Those appointed at that time will serve during the interim until the regular elections can be held. The Executive Board will also at that time set dates for the nomination and election of all officers of Local 1245.

Upon the installation of the reg-

ularly elected officers, the International office will return the local union autonomy to the membership of Local 1245.

Trusting that this matter will receive your serious consideration, I remain, with all best wishes,

Fraternally yours,
signed

W. A. Smith,
Int. Rep., IBEW

FLASH!

Division Operators in East Bay and S. F. Divisions have successfully completed negotiations for an increase in pay with PG&E on the basis of a vastly increased work and responsibility load resulting from the company's huge expansion program. Wages were increased approximately \$38.00 per month. The job of the division operator is much more complex now with many lines bringing added power through the stations to serve California homes and industries.

A committee composed of Trygvie Erickson, San Francisco operator, Bob Long, East Bay operator, and M. G. Snyder, I-O Representative, met with PG&E Personnel Department representatives and negotiated the increase. For full details, see bulletins to be issued as soon as the proposal has been signed by Your Union.

Truth may temporarily take second place to a well told lie, but eventually truth finishes first.

Negotiations On Contract Under Way

The long awaited kick-off in the negotiations on job definitions and lines of progression for Division and General Construction Dept. members, a new Clerical contract, and a new General Construction contract has taken place and committees will be busy meeting with Pacific Gas and Electric Company during the coming weeks. The PGE Company has shown a willingness to get right down to "brass tacks" and, in initial meetings, praised Your Union for the thought, care and "know how" embodied in its proposals.

GAINS MADE IN STEAM

First up in the proposals was the one for the Steam Technical Dept., which was concluded in one day, on Nov. 14, with gains made for many of the workers in this department on an inequities basis due to added job content. An apprentice instrument repairman's classification was established in this department. "Instrument Man" was changed to Assistant Test Engineer with a top of \$84.75 per week. "Assistant Efficiency Engineer" was changed to Test Engineer with a top scale of \$90.25 per week.

Further meetings, to be scheduled shortly, will take up steam operation and maintenance and steam heat. The committee included Ronald T. Weakley, business representative, chairman; members, Ray Michael and Grant Berry, assisted by I-O Representative M. G. Snyder.

GAS PROPOSALS IN NEGOTIATION

Next up was the Gas Negotiating Committee headed up by Bus. Rep. Mert Walters, with members Claire Haenggi and Ellis Elliott, and Snyder assisting. This committee met with the company on Nov. 15 and

(Continued on Page 3)

There Are No "B" Members in #1245

There are no longer any "B" members in Local Union 1245. All the members of Your Union are either "BA" or "A" members, and as such, have as high a voting privilege as any union in the International Brotherhood of Electrical Workers. The IBEW plans to do away with the "B" membership in all its local unions.

The only difference between an "A" and a "BA" membership is that the "A" member is enrolled in the IBEW death benefit and pension plan. This costs the "A" member \$2.90 more per month at the present time than "BA" membership and at death the member's heirs receive a \$1,000 death benefit. At age 65, the "A" member at the present time collects \$50 per month for the rest of his or her life. As pointed out in a previous issue of "Utility Facts", this plan has been in effect for a great many years, long before company pension plans were heard of and long before there was any Federal Old Age and Survivors Insurance on the law books.

SIMPLY AN ADDITIONAL PLAN

The International Brotherhood of Electrical Workers is in no way attempting to offer its death benefit and pension plan in the place of the pension plan which will be negotiated soon with Pacific Gas and Electric Company. It is simply an additional plan, such as private insurance companies sell, but it is much cheaper to belong to this additional plan than to any similar plan insurance companies in the nation can now offer. Private electrical contractors pay a one per cent gross payroll contribution each month into the plan to assist in keeping the premium so low. Any member will get more out of the plan than he could possibly pay in even if

(Continued on Page 4)

General Const. Strike Postponed to Consider Offer

PG&E Offers a Compromise Settlement in Per Diem Dispute

Referendum ballots have been sent out by Local 1245 to all its General Construction Department members asking them to consider an offer made by Pacific Gas & Electric Co. as a basis of settlement. In the meantime, the strike, which could have been called any time after Nov. 19, has been postponed to consider the offer.

VOTE WAS 10 TO 1

Just a month ago, General Construction members of Your Union voted 1446 for and 179 against in a special strike vote to enforce demands for a \$5 per week increase in living expenses when working at some distance from home areas. Another point in the demand was the removing of the 180 days limitation that a G-C employee could receive expenses. The company has been paying \$17.50 per week with a 180-day limitation since 1947.

Innumerable meetings between the PG&E, Local 1245 G-C members and officials, and Federal Mediator V. Wayne Kenaston, and finally between Union and Company, brought forth a concrete proposal from the utility in order to avert a tie-up of its construction work. PG&E's General Construction Dept. builds electric lines and handles station, steam, hydro and gas construction projects all over the company's system, which operates in 46 out of California's 58 counties.

COMPANY FINALLY BREAKS DOWN

Starting with a flat "NO" in the initial meetings, the final result was a firm offer, which indicates how far the company was induced to come by a determined attitude on the part of the Union's membership. It was the solid action of the General Construction members, plus the willingness of the division members to back them all the way, that finally broke the impasse.

Full explanation of the proposal will accompany the referendum ballot to the General Construction membership.

One union on PG&E property can get things done!

UTILITY FACTS

Official Organ of
LOCAL 1245, I. B. E. W.



450 Harrison Street
San Francisco 5, Calif.
SUtter 1-0082

General Construction ATTENTION!

Every General Construction member is asked to vote on the compromise living expense proposal contained in the special referendum vote now being conducted by Your Union. If you have not received your ballot, contact your steward immediately or write in directly to Local Union 1245, Room 210, 450 Harrison Street, San Francisco 5, Calif. A referendum ballot will be mailed to you immediately

3 IBEW Members Win in PSEA Vote

Three of the four members of your union who were nominated to the Board of Trustees of the Pacific Service Employees Association won in the voting which was tabulated on November 6. For the first time in history, Local 1245 members were asked to back up their union brothers in a PSEA Board of Trustees election.

Results of placing these three well qualified men, who have been active in PSEA as well as Your Union, on the Board of Trustees will be to insure rank and file participation on the board. These three can be counted upon to work for the best interest of all employees of PG&E and continue PSEA's program of social, recreational, and educational activities in the best tradition of the association.

Thanks to all Local 1245 members who cast their ballots for Dwight Porter of De Sabla Section, Edward Jackson of Drum Section and Verner Madsen of North Bay Section, the successful candidates. Congratulations to these three brothers on their election to this important body.

CLERICAL INTEREST GROWS

Interest is growing in the IBEW clerical program. The Union wants the clericals to desire a place in the bargaining group as much as the Union desires to have them in it. Local 1245 now represents clericals in five valley divisions.

Clericals in PG&E Rallying to IBEW

If the National Labor Relations Board rules that a system-wide clerical election should be held on PG&E property, signs point to a majority vote in favor of making Local 1245, IBEW, the bargaining agent for the clerical people in each of the offices of the utility company. A four-point program is being explained by Your Union to the clerical workers in the unorganized divisions just as fast as the clerical organizers can get into the territory to hold meetings.

HERE ARE CLERICAL AIMS

Once in the IBEW union, clerical members run the show, with lots of help from the executive board, the business manager, and the paid full-time business representatives in the field. Here is the program Local 1245 is offering the clerical workers:

1. **Wage Security.**—When the cost of living goes up, Your Union takes the necessary steps to bring your take-home pay into line.

2. **Working Conditions.**—Makes your place to work as pleasant as possible from a health and consideration standpoint. Includes a job bidding procedure to insure that classification and company seniority rights will be protected in awarding jobs.

3. **Job Security.**—Protects your interests in case of a cutback during periods of recession in business. Sets the steps of demotion in cases of layoffs and cutbacks so that you go down in the order you came up. Watches to see the management lives up fully to the terms of its contracts with the Union.

4. **Pension Security.**—Work has started on pension plan proposals for a workable plan that will insure your economic security after you are past the retirement age.

ALL SUCH PLANS HINGE ON THE WILLINGNESS OF CLERICAL WORKERS TO DO SOMETHING FOR THEMSELVES. IN THIS CASE, AS A STARTER, IT MEANS VOTING IBEW IN THE FORTHCOMING ELECTION.

Then comes actual joining of Local 1245. Step three is to come out in force at monthly meetings, and give full expression on the floor of your desires in all questions at issue.

Step four is to back up Your Union and its business manager as a means of getting the advances you desire in the four-point program stated above.

TWO NEW UNITS

New units set up include one in San Francisco and one in Fresno. In San Francisco, Al Gonsolin is

Pension Committee To Draft Proposal

After months of looking into pension plans negotiated by unions with industries all over America, Your Union's pension committee is now ready to begin the work of drafting a pension proposal for the PG&E members of Local 1245. This important issue will be ready for negotiation soon.

COMMITTEE NAMED

"Al" Hansen, who is East Bay Division business representative for Local 1245, heads up the committee as chairman. Ron Weakley, business representative for the San Francisco Division; Harry Wrinkle, clerical organizer who comes from the Sacramento Division; Kenny Groff, East Bay Division meter reader; Lester G. Glasson, San Francisco substation operator, and Charles Galyean, Richmond Line Department member, have been named on the preliminary draft committee. The committee will be augmented after the ball starts rolling.

Pension plans of nearly one hundred major industries have been inspected and the best ideas will be incorporated into the Local 1245 proposals. The first meeting of the committee is slated for Tuesday evening, Dec. 4, at 450 Harrison Street, San Francisco. Members are invited to send in their ideas for a workable plan.

MEMBERS WILL VOTE ON PLAN

When the proposed plan has been written up in finished form, it will be submitted to the various local units at the regular monthly meetings for discussion. Any changes voted on at these meetings will be incorporated into the proposal which will then be presented to PG&E for negotiation.

Utility Facts will get a boost for the "Reports From the Field" column. Members in Humboldt and Shasta Divisions have appointed committees to "send the dope" to ye editor. How about the rest of the divisions, fellas and gals?

chairman and Joe Sullivan is the secretary. The new S.F. unit meets once a month to keep up with the latest in the election campaign. In Fresno, Robert Laine is chairman and Lyelle M. R. Wulff is secretary. Meetings will grow in numbers as the campaign gets further along and it looks now as though the election will be held the latter part of February or in March.

Gas Workers' Story In Nov. Journal

The Electrical Workers' Journal, the official organ of the IBEW rated nationally as the top magazine of any union, has an article in the November issue that should be "must" reading for every member of Local 1245 and for their families and friends as well. The magazine presents the "Gas Workers' Story" and the article selects Your Union's members in Pacific Gas and Electric Company for a large number of outstanding pictures that vividly portrays the great work carried on in this mushrooming industry.

1245 MEMBERS IN PICTURES

The story is well and informatively written and the liberal pictorial illustrations cover every phase of the work Your Union's members do in Pacific Gas and Electric Company's gas operations. Local 1245's members should be very proud of the fact that their local union was selected to be the focal point of this very moving story about a great industry.

If you aren't receiving your copy of the Electrical Workers' Journal, ask your steward to give you a change of address card or drop a line to your union at 450 Harrison St., San Francisco 5, Calif., Room 210 and one will be immediately mailed to you. Local 1245 has requested 3,000 additional copies of the journal for distribution in this area.

Union Files Brief With the NLRB

A 31-page brief has been filed with the National Labor Relations Board in Washington by Local 1245's legal representative, Attorney Mathew O. Tobriner of San Francisco. It calls attention to the fact that the original examiner who heard the UWUA (CIO) petition for a systemwide election of physical and clerical employees of Pacific Gas and Electric Company selected only those areas for a spot check of the UWUA pledge cards where the CIO union has its greatest historical strength. The spot check was supposed to be made to ascertain if the CIO pledge cards were valid.

The Union's brief also makes it clear that Local 1245 does not believe that the Watch Engineers in the PG&E steam plants should be removed from the bargaining unit. The PG&E seeks to remove the Watch Engineers from the bargaining unit by changing their titles to Shift Foremen. It was pointed out at NLRB hearings that their duties had not been changed by the company and that

Company Replies to Wage Hike Request

November 1, 1951.

Mr. W. A. Smith,
Acting Business Manager,
Local Union 1245, International
Brotherhood of Electrical Workers, AFL,
450 Harrison Street,
San Francisco, Calif.

Dear Mr. Smith:

Following is confirmation of this Company's position with respect to your request for an increase in wage rates although the current wage agreement with your Union will not terminate until March 31, 1952.

We believe that a firm contract on wages, one with a fixed termination date, is important in the interest of stable labor relations and a sound wage policy. To achieve such end we entered into a wage agreement with the IBEW dated Sept. 1, 1950, with Sept. 30, 1951, as the termination date.

Although such wage agreement still had almost seven months to run, we executed a letter agreement with you on March 9, 1951, by which in consideration of the Company voluntarily reopening the wage agreement and agreeing to a general wage increase of 5.8 per cent effective April 1, 1951, the Union agreed, among other things, to a firm wage agreement of one year terminable on March 31, 1952.

The Union thereby received substantial benefits for the employees it represents in return for its agreement to a one-year contract. It is therefore our feeling at this time that no equitable reason exists for voluntarily reopening the agreement.

In addition to the reasons stated above and as I explained at the meeting, we are not in a position to increase wages again.

Very truly yours,

H. F. CARR,

Manager, Personnel Department.

they exercised very little, if any, supervisory authority.

Your union also took the position in its brief that collectors and meter readers should not be transferred from the physical to the clerical group. If they were transferred at this time, they would lose the bidding rights and other privileges gained under the physical contract which are not now enjoyed by clericals. After Local 1245 wins the forthcoming election (if it is ordered by the NLRB) then the meter readers and collectors may select which contract they wish to work under and request the union to transfer them to that contract.

Don't be a freerider, join the IBEW today!

Union's Position: Cost of Living Clause Needed in New Contract

Company Unwilling to Grant 2.8 Increase At This Time; Contract Expires March 31

On Aug. 23, 1951, IBEW Local 1245 wrote the Pacific Gas & Electric Co. requesting a review of the wage picture due to changes in the wage stabilization formula as amended, which allowed a further increase of 2.8 per cent above the 10 per cent allowed on Jan. 15, 1950 and already negotiated by this Local Union.

UNION ASKS A HEARING

A request was made for a date to meet and talk over the situation. On Oct. 31, 1951, the Negotiating Committee chosen by the Executive Board met with the Company and the Company's reply letter, which is published in this issue of Utility Facts, is an answer given by PG&E which is unacceptable to the Union.

In essence, the Company states it is unwilling to consider another voluntary reopening of your present wage agreement in spite of the obvious increase in the cost of living.

This occurs in spite of PG&E's multi-million-dollar rate increases already granted, as well as current requests for additional millions by the Company based in part on increased operating costs due to employees' wages.

REOPEN IN APRIL 1952

There is no question on our part that we have a bona fide wage contract running to March 31, 1952, and that we intend to live up to it. This has about four months yet to go.

However, we pointed out to the Company that it is requesting additional revenues to meet expenses in its rate increases and that it is no more than fair that we too should be allowed an increase on the same basis.

PAST EXPERIENCE IS WARNING

In analyzing the situation and reviewing past experience, we find in dealing with this company that if it granted an additional 2.8 per cent wage increase now allowable, it would want to extend the present agreement another year from this date. Under these conditions we would be barred again from further increases should the cost of living index rise to a higher level, and there are indications that it will.

There also is a possibility that the Wage Stabilization Board will amend its Order No. 8, of 2.8 per cent, to a higher figure to somewhat alleviate the added expense caused by increased taxes and cost of living.

COST OF LIVING CLAUSE

Inasmuch as it is obvious to all concerned that some method of periodic wage adjustment is needed to keep the income of our mem-

bers in line with the cost of living, Your Union's officers feel that we cannot agree to any long-term agreement without a cost of living clause.

To accept a 2.8 per cent wage increase now with another year's tag on it is out of the question. The present wage agreement's expiration date of March 31, 1952, is, in the considered opinion of Your Union, the time to negotiate an agreement which will fit our needs for the future.

TALK IT OVER AT MEETINGS

We suggest that you talk it over at your meetings and give your officers some indication of what course you would like them to follow.

NEGOTIATIONS ON CONTRACT UNDER WAY

(Continued from Page 1)

was exploratory in nature and was limited to intent and definitions of basic proposals. Meetings on Gas will be set up to rapidly process these proposals.

The entire negotiating process will be programmed by the Union and PGE due to the volume of work in going through the very thorough Local 1245 proposals and in presenting counter proposals. General Construction and Clerical will be important contracts to be settled. Electric, Garage, Warehouse, Commercial and Water proposals will be coming along as fast as they can be scheduled with the utility company.

G-C CONTRACTS SOON

Under the direction of Paul Smith, business representative who handles General Construction affairs, an eleven-man committee whipped a new G-C contract proposal into shape, to cover wage scales, job descriptions and definitions and all General Construction classifications. The proposals made an imposing total of 74 pages. Smith, Alex Permal, Steve Tatties, John Michael, Lee Andrews, Ed Buntrock, Larry Smylie, Joe Lo Bue, Wilburn Pittman and George Neal composed the committee.

ORANGE BOOK GETS ATTENTION

The Physical Contact proposals, or "Orange Book" as it is better known, have been written up and all items have been correlated. The final proposals have been sent to the company and an early date will be set for actual negotiations.

Whose Hands Tied? Expose UWUA Lies

Organizers of the UWUA (CIO) are flooding PG&E territory at this time and are using every device known in an attempt to fool the rank and file clerical workers of PG&E into voting the CIO union as bargaining representative for the employees of the utility company. Among the devices is liberal use of the "barefaced lie" and frequent references to the signing away of rights to PG&E last March when your IBEW union negotiated a 5.8 per cent wage increase with the company.

A look at the record tells a vivid story of who gave away what. **DOYLE SIGNS AWAY RIGHTS**

Harold Doyle, signing for his small Bay Area UWUA (CIO) clerical group in accepting the 5.8 per cent increase won by Local 1245 (AFL), signed the following proposal made by PG&E, and we quote:

He agreed to "continue in effect until March 31, 1952, the terms of this agreement between this company (PG&E) and your union (UWUA) (CIO), dated June 23, 1947, covering clerical and office employees represented by you in collective bargaining".

UWUA STYMIED

Thus the CIO union cannot bargain for a new clerical contract for four more months.

On the other hand, a new IBEW clerical contract is all ready for negotiation and a date is being set for the early part of December, 1951.

Now just whose hands are tied? We let the facts speak for themselves.

LATE NEWS!

Dates to discuss the General Construction and Clerical Contracts have been set with PGE! Opening discussions on a new General Construction Contract are set for 10 a.m. on Thursday, Dec. 6. Clerical negotiating committee will begin talks on a new clerical contract at 10 a.m. on Tuesday, Dec. 11.

Key System Negotiations

Local 1245 will try for a new contract with Key System, cutting the present 48-hour work week to 40 hours with no loss in take-home pay in negotiations which began on Nov. 26. Anniversary date of the contract is Jan. 1, 1952 and negotiations should be completed by then, says Al Hansen, Bus. Rep., who is handling the Union's end of the talks. Your Union represents the electrical maintenance workers of Key System, which transports thousands of workers daily from East Bay points to San Francisco.

Union Makes Offer to Estimators, Draftsmen

Estimators and draftsmen of Pacific Gas and Electric Company are invited to rejoin Local 1245 in the bargaining unit under a recent proposal made by W. A. Smith, acting business manager of Your Union. "There is no reason why these professional men, many of whom are graduate engineers, should not now be represented in a section of the Agreement with PG&E. They are now invited to sign sufficient pledge cards to enable us to ask for NLRB certification. When 30 per cent have signed, we will file for an election," said Smith.

NEED A 30 PER CENT SIGNUP

All estimators, draftsmen and mappers (the mappers are already represented in Local 1245's bargaining unit) are urged to hold organizational meetings in each division and department and sign at least 30 per cent to IBEW pledge cards. When that is done, the second step will be to send them to Local 1245, Room 210, 450 Harrison Street, San Francisco 5, California. Then the group will be invited to select and send a committee any weekend desired to San Francisco to draft proposals on job definitions and working conditions. Pledge cards can be obtained from any business representative of the Union or to write in direct to the above mentioned address.

SIGN PLEDGE CARDS NOW!

Some of the estimators and draftsmen have considered joining an outside professional engineers' group. This group would have little leverage in securing economic gains from PGE Company. By joining Local 1245, the estimators and draftsmen would have the full backing and support of more than 9000 members of the local union in collective bargaining.

Line Const. Wkrs. To Be Classified

Line Construction Division of Local 1245, the men who build lines, towers and substations for the private contractors, will soon be sent questionnaires by Paul Yochem, business representative, asking full information on past experience. This will enable Yochem to use the abilities of the members to the fullest extent in placing them on good jobs.

A lot of work will result to the Line Construction Division from Camp Beale project and the Folsom Dam project. Camp Beale is located near Marysville and this World War II tank training base is to be rehabilitated by the military.

A firm position is a winning one!

THERE ARE NO "B" MEMBERS IN #1245

(Continued from Page 1)

he lives only one year after retirement.

FACTS UPSET THE LIES

This knocks the props out from under the Utility Workers' Union of America (CIO) claims in its latest propaganda sheet that Your Union is selling a second class membership. UWUA organization offers no death benefit and pension plan, because it is truly a second class union, but in Your Union you have the privilege of getting a fine additional insurance plan backed by 500,000 IBEW members all over America at a low premium.

Reports From the Field

General Construction and Division members are beginning to turn out for meetings in numbers that indicate a healthy interest in everything Your Union is trying to do for every man and woman carrying a Local 1245 card. At a recent San Jose meeting, 147 turned out with 140 at Belmont. Another meeting in San Jose attracted 102. In Eureka, 91 were present at the monthly meeting. In some areas, it may be necessary to rent larger halls to hold the General Construction Workers' turn-outs.

Sec. 34.66, P. L. & R.

U. S. POSTAGE

PAID

San Francisco, Calif.

Permit No. 5700

ELECTRICAL TECHNICIAN AN ADDED NEW RATING

The expanding use of carrier communication and mobile radio, the greater use of carrier relaying, and the increase in the number of automatic substations throughout the PGE Company's system made it desirable for Your Union and the company to get together on establishing a classification called Electrical Technician.

ELEC. TECH. IS SPECIALIZED

The wage rate and the duties reflect the specialized work and skill required in connection with the job of Electrical Technician. The job is defined as requiring an employee who is qualified to work without direct supervision in the installation and maintenance of carrier and space communication, signal and remote control equipment, station apparatus, instruments, control devices and protective equipment. Such an employee may also be required to have a radio-telephone operator's license, second class.

In the Divisions and the Gas Supply and control, the job pays \$87 per week to start with a top at the end of one year of \$89.50. In the

General Construction Department, the job pays \$92 per week to start with a top at the end of one year of \$94.50.

This work was formerly done in the Divisions by an Electrician at a top rate of \$84.75 and, in Gas Supply and Control by an Electrician, Telephone, at the same rate. The gain amounts to \$4.75 per week. In General Construction, the work was done by an Electrician at a rate of \$89.87 and the new rate gain amounts to \$4.63 per week.

The new rating will be posted for bids as openings occur. In the San Joaquin Division the above work has been done by Communication Men, A, B and C. Employees currently classified as Communication A will be reclassified as Electrical Technician, since they are now performing the duties required by the above definition. Communication Men B and C will be reclassified as Electrician or Apprentice Electrician at a place in the respective wage scales corresponding to their present duties and wage rates.