

UTILITY FACTS



VOL. 2—No. 8

SAN FRANCISCO, CALIFORNIA, FEBRUARY 5, 1952

④

Local 1245 Opens Wage, Pension Negotiations

January 24, 1952

Mr. Harold F. Carr,
Personnel Manager,
Pacific Gas and Electric Company
Dear Mr. Carr:

Local 1245, IBEW-AFL wishes to take this opportunity to advise you that we wish to open the questions of Wages and Pensions upon the expiration date as contained in the current Memorandum Agreement dated March 9, 1951.

The conditions covered by said Agreement became effective on April 1, 1951 and expire on March 31, 1952.

The questions of general wage increases, an improved pension plan and certain fringe issues as well as certain inequities will be the subject matter upon which we will negotiate.

I bring this matter to your attention at this time in order that your preparation will result in the general examination of your position in respect to the subject matter. This should serve to facilitate discussion and settlement of the detailed proposals which we shall offer.

I would be glad to receive any communication you may wish to send in regard to the above matters or to meet with you to discuss them.

Very truly yours,
RONALD T. WEAKLEY,
Business Manager

PG&E Answer

PACIFIC GAS AND ELECTRIC
COMPANY

January 29, 1952

Mr. Ronald T. Weakley,
Business Manager
International Brotherhood of
Electrical Workers, AFL
Local Union 1245

Dear Mr. Weakley:
We acknowledge receipt of your letter of January 24, 1952 wherein

Current Activities Of Your System-wide IBEW Local Union

NLRB HEARINGS

Your union has been before the NLRB for a series of formal hearings on the petition of the San Francisco Area Group of Professional Employees Assn. to represent the "professional" and "technical" employees of PG&E.

IBEW seeks to maintain the previous designation of certain employees as "physical" while PG&E is using this petition to attempt to get some 300 employees out of the physical unit and into a professional-technical unit.

CIO is in the picture as an "intervenor," having lost their shirt in a similar case in Southern California Gas Co.

As usual, IBEW supplies a full-time labor attorney to protect your interests, while CIO supplies token representation.

IBEW's position boils down to:
(1) The NLRB rulings on certain employees should not be disturbed.
(2) We do not oppose a "professional" unit for such employees previously designated and seek to represent and bargain for them so that the system-wide union--IBEW--isn't faced again with dual-

(Continued on Page 2)

you advise us that you wish to open the questions of wages and pensions upon the expiration date (March 31, 1952) of the present agreement covering same.

We will advise you in due time of a meeting date for the purpose of discussing your proposals.

Very truly yours
H. F. CARR
Manager, Personnel Dept.

HFC:AFW

Clerical Organizing Moves Forward

Organization among clerical employees of PG&E has been moving forward steadily since the last issue of Utility Facts, particularly in the unorganized divisions of the company. International Representatives Della McIntyre and Merritt Snyder report that meetings have been held with small interested groups in many of the Clerical Divisions.

Open meetings have met with good results in a few areas and a new IBEW Unit of Local 1245 was established in Auburn, with jurisdiction in the Drum Division. Temporary officers were elected for the Auburn Unit at a meeting on Thursday evening, in the Auburn Hotel, and these new members are sure that they can complete the organization of this division for the IBEW.

L. U. 1245 Election Of Officers Under Way

Nomination for officers and committeemen who will represent you in Local Union 1245 are coming in promptly and the last of the unit meetings were scheduled for January 31. (Nominations must be made not later than February 1, 1952).

When minutes of the last unit meeting, indicating names of nominees in those units are in and preparations have been completed the mail referendum will proceed.

It is important to mail your ballots promptly as they must be received in the post office box in San Francisco not later than 9 a.m., February 27, 1952, to be counted.

We are not interested in how you vote but we do urge you to vote.

FLASH!

As this issue of Utility Facts went to press, word was received that the Washington NLRB has ruled that a system-wide election will be held for both the Physical and Clerical PG&E employees. Election should take place around the first of March.

WATCH FOR COMPLETE DETAILS IN BULLETIN which will be in the field shortly.

CIO Finance Report Explodes Phony Membership Claims

According to its own official financial report, the CIO has no more than 4 million per capita tax-paid members.

The financial report was published in the December 24 issue of the CIO News. The figures explode claims of 6 million members.

The total CIO per capita tax is 10 cents per member per month. Its total per capita tax receipts as listed in the financial report, aggregate \$4,898,662. This figure includes some initiation fees from members of local industrial unions. Assuming it all to be per capita tax at the rate of \$1.20 per year, simple arithmetic shows it is based on a membership of 4,082,222.

Thus CIO claims to equality status with the AFL are shattered. Instead of having equal strength, the CIO has only half the tax-paid membership of the AFL.

UTILITY FACTS

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



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

Current Activities Of Your System-wide IBEW Local Union

(Continued from Page 1)

unionism such as we have witnessed in the past to the extent of wrecking bargaining unity. (3) IBEW is fighting, and will continue to fight PG&E's attempts to split off ANY group from the rest of the system to defeat unified bargaining.

The formal hearings were concluded on Jan. 23 and the deadline for briefs to Washington is three weeks from that date. In the meantime, the current physical and clerical election petition in Washington drags on. If there is to be an election, we want it soon so we can finish our negotiations without the CIO around to sabotage them.

WATER NEGOTIATIONS

The Water Committee (Collection and Domestic) met Jan. 22 and concluded the union's presentation of our proposals on job definitions and lines of progression. Company is preparing a counter proposal. The committee, chaired by Rep. Paul Smith, included George Latshaw of De Sabla Division, Ed Marliani of Stockton Division, and Everett Rypinski of Sacramento Division.

MAIN CONTRACT NEGOTIATIONS

Your committee, chaired by Rep. L. L. Mitchell, and including Gordon Strazzo, Sacramento Gas; George Latshaw, De Sabla Water; Ray Michael, East Bay Steam; Paul Zimmerman, East Bay Electric, met with the PG&E's committee Jan. 15 and 16.

They went through to Sec. 36 on discussions of our proposals and are scheduled to go in again Feb. 5 and 6 to get through if possible, and get the company's counter proposals after discussion.

The committee is being assisted by Bus. Mgr. Ron Weakley, I.O. Rep. Della McIntyre, and G. C. Rep. Paul Smith.

It is recognized that the physical or "orange" book is the backbone of the agreements on PG&E. We are, in effect, negotiating for all

employees—clerical, general construction, and physical—as we want to iron out all those items which can be applied to all employees first, and then iron out those problems concerning specifically the clerical or the general construction employees. Incidentally, the G. C. and physical employees were combined in the last system-wide election and we are after one book to cover both groups, as per the NLRB decision.

Further clerical and G. C. negotiations are being scheduled for items other than the main points covered by the Physical Agreement negotiations. You want uniformity and we are working to get it.

* * *

STEAM NEGOTIATIONS

On Jan. 29 and 30, your Steam Committee negotiated with PG&E on lines of progression and job definitions. The committee, consisting of Chairman Ray Michael of Martinez, Cliff Powell of Eureka, Fergus K. Smith of Bakersfield, Gene Farrell of Moss Landing, and Grant Berry of San Francisco, pushed the union arguments. Bus. Mgr. Ron Weakley assisted the committee and the company's counter proposals are being worked up.

* * *

ELECTRIC COMMITTEE

Your Electric Dept. Committee met Jan. 25 and completed, for final draft and submission to the company, our proposals on job definitions and progressions. The committee, chaired by Rep. Hans Elliot, assisted by Rep. Mert Waiters, consisted of Paul Zimmerman, Oakland Underground; Leo Gilleran, Brighton Substation; Holden Hayden, San Francisco Overhead; Glen Mosier, San Joaquin Electric; Gordon Kerker, Santa Rosa meterman; Manny Ferriera, San Jose clerk-driver (now service operator), and William White of Drum Powerhouse.

Efforts are being made to get into Commercial, Warehouse, Garage, Central Supply, and others, as well as speeding the company's counter proposals for the entire Gas Dept.

* * *

SIERRA PACIFIC POWER

A very active committee, chaired by Archie Coatney, is working up new contract proposals so that the agreement can be improved when it comes open on May 1, 1952. A letter will shortly be sent to the company requesting re-opening of the agreement. This office will assist in any manner desired.

The meetings of the Sierra Pacific unit show healthy, active participation by the membership. It is to be remembered that an organizing job is needed so that your negotiators will have maximum backing when they go in. Sign up the fellow or girl who hasn't yet joined and support your union.

43 Years in the IBEW

The following is a letter from W. V. "Walt" Penders, who retired Dec. 31, 1951, after 31 years service with the PG&E.

To All PG&E Employees:

I have been a member in the IBEW since March 22, 1909, when I started to work in the utility industry. I carried a card since the first day I started to work, joining Local No. 633 and later transferring to Local Unions 151, 202 and finally to Local Union 1245.

I have worked for various utilities in San Francisco area for more than 43 years, 31 years in the employ of PG&E in a number of classifications, including helper, journeyman lineman, maintenance electrician and meter installation and service. Some of you old-timers will remember such jobs as the Flood Building, Telephone Building Stock Exchange, Phelan Building, Palace Hotel, St. Francis Hotel and recently Macy's.

During all these many years, working in utilities, I have seen the IBEW and the American Federation of Labor go forward to make many gains such as shorter hours, better wages and conditions for the members and I feel that all employees, or people who work for a living, should be members of their union in order to protect their security.

I have watched the unions rise and fall in strength, depending much on conditions of the country, but I always carried my card and protected my standing in the union—even though it was hard to do at times.

I am happy to have been a member of the Brotherhood which now has grown to over half a million members—a far cry from the old days which I can remember—and I also appreciate and am proud of the \$50 pension I now receive each month from the International, as it makes my retirement so much easier. I expect to be around a good many years more and in the long run, with these benefits I am receiving from the Brotherhood, my union dues were the best investment I ever made. It makes me feel more secure too, to know that my IBEW dues over the years have provided a death benefit of \$1000, now fully paid up, which will go to my beneficiary.

Here's to the success of the IBEW in its effort to give PG&E employees One Big IBEW Union on the system, under Local Union 1245.

Fraternally yours,
WALT PENDERS

On Feb. 4, O. G. Harbak presented Walt with a gold pin. We join Vice President Harbak's expression of appreciation for Walt's many years of loyal service. Best wishes for his retirement years.

FLASH!

IBEW-AFL vs. NABET-CIO
IBEW wins nation-wide NLRB election of Columbia Broadcasting Technicians. Results were as follow:

IBEW	616
NABET-CIO	177
No Union	14
Challenged	6
Void ballots	2

Total votes cast.. 815

LOCAL UNION 1245 WINS LONG FIGHT

Several years ago, when the East Bay Physical Division was under UWUA-CIO representation, many complaints were registered to that union by its membership, protesting the inadequate heating facilities at the Central Supply, Emeryville Warehouse.

Evidently the UWUA made no attempt to put up a fight for its membership, as the record shows that nothing was ever done to remedy the situation complained of and the inadequate heating still prevailed.

After the IBEW gained the bargaining rights for this group, formerly represented by CIO, this old source of contention was brought to the attention of Local 1245 about six months ago.

The case was immediately processed through the grievance procedure, by Representative Al Hansen, Brother E. A. Anderson, from Central Supply and members of the East Bay Grievance Committee, and was turned down by the Company at that level. Subsequent meetings were obtained with high officials of Central Supply and the grievance was eventually referred to the General Office in San Francisco. Meetings were held with Personnel Manager Carr, Mr. Tilson, Baxter, Meyerholz and Vice President Sutherland.

As a result of these meetings, and the firm position taken by the Union, the Company agreed to install a complete steam heating system. PG&E engineers have already laid out the system and, as soon as the equipment is here, installation will begin.

Much credit is due to Homer Reeves, steward at Central Supply, for his intelligent and businesslike manner in assisting the Local in the handling of this case, which again proves that Union teamwork goes much farther than individual action.

**IF WE MUST LIE TO WIN,
THEN WE'D RATHER LOSE!**

Facts About L. U. 1245 And the IBEW-AFL

Autonomy

PG&E employees in Local Union 1245 have the same autonomy as our other 1600 Local Unions within the International Brotherhood of Electrical Workers. You will elect your own officers, handle your own funds and run your own affairs, in Local Union 1245. You will be associated in ONE BIG UNION with Physical, Construction, Gas, Electric and Steam Departments, and Clerical employees of PG&E lending the strength of such unity to each other.

Type of Organization

For more than forty years IBEW has had Utility Workers organized industrially — from janitor to the highest skilled — including clerical workers. Utility employees have not and cannot be split up into craft unions. There is as much difference between a building trades or craft union and a utility union as between night and day. We have always extended organization in IBEW to clerical employees when organizing utility workers.

Types of Membership

We regret to say that employees have been shamelessly lied to on this subject. We have no "second class" membership for anyone in the IBEW. All our members have equal rights in our Local Unions and in the International Convention. Charters for Local Unions of "B" members are no longer available within the IBEW. The only difference between "A" and "BA" membership is your option to enjoy the pension and death benefits for which you pay the costs, or to forego those benefits and have the same rights and voting privilege through the "BA" membership. Local Union No. 1245 is chartered for "A" and "BA" membership. When any "BA" member decides to carry the death benefits and pension, and pay the extra cost, he or she merely transfers to the "A" membership.

Dues

Present dues in Local Union No. 1245 have been set at \$2.50 per month for "BA" members and \$5.40 a month for "A" members, which includes the cost of the death benefit and pension.

International Per Capita Tax

The per capita tax to the International Office is paid out of the Local Union treasury. It is \$.70 per member per month. It is divided as follows:

- 7c to the Convention Fund
- 3c to the Defense Fund
- 10c to the Journal Fund
- 50c to the General Fund

70c

Admission Fees

No initiation or admission fees for any PG&E employee who joins the IBEW at any time during the

"Open Charter" period of the present organizing drive.

Cost of Benefits

The member wishing to carry our death benefit and pension has to pay the extra cost for these. Included in the "A" dues as shown above, a member pays monthly \$1.20 for the death benefit and \$1.60 for the pension.

Benefits

DEATH BENEFITS

After 1 year continuous good standing	\$300.00
After 2 years continuous good standing	\$475.00
After 3 years continuous good standing	\$650.00
After 4 years continuous good standing	\$825.00
After 5 years or more	\$1000.00

PENSION BENEFITS

At the age of 65, with 20 years continuous good standing, monthly pension of \$50.00.

Why the Beneficial Membership?

From the earliest days of this Organization, our members were imbued with the desire to create benefits for all. In the dangerous occupation of electrical work, so hazardous that insurance companies would not insure members engaged in the electrical trade, union members often passed the hat to see that their Brothers who died on the job had a decent burial. So, in 1922, the Brotherhood founded the Electrical Workers Benefit Association to provide low cost death benefits for its members.

Another outstanding accomplishment, of which we are justly proud, is our Pension Plan for retired members which was established in 1927. The IBEW was a pioneer trade union in the pension field. It instituted its pension plan for two important reasons: (1) to help the older members in our ranks when they grew too old to work, and (2) to combat the methods, prevailing in those times, when many anti-labor employers held pension plans as a club over the heads of workers to keep them working at sub-standard wages by dangling a pension ahead of them and often fired them on some pretext before they reached pension age. These benefits for our membership were born of necessity. They are made available to those who desire them and are optional to the individual.

Assessments

Assessments are rarely necessary, when you establish dues that adequately take care of your Locals' financial requirements. However, Local assessments are in the absolute control of the membership of your Local. Assessments can be passed at the first meeting but must be held for at least two weeks' consideration and passed by majority vote. No national assessment has ever been levied in all the years — except on those carrying the death benefit and pension. And this was done by a referendum vote to

build up the death benefit and pension fund and to provide these benefits, without cost, to those members in the Military Service. Local Union 1245 has never had a Local assessment in its more than ten years of existence.

Nominations

These must be made openly at a meeting of the membership—not by petition or by any committee.

Elections

These are held by a secret vote above all suspicion—with candidates or their watchers allowed to be present—and are conducted by election committee selected by the rank and file members. The nominations and elections for officers are held in the month of June—every two or four years, as decided by the membership.

Term of Office

Each Local Union elects its officers for a term of two or four years, as the membership decides by majority vote. (Almost all of our Locals elect for two years.)

Meetings

Our Constitution—which has grown out of over 60 YEARS EXPERIENCE—requires that our Local Unions hold regular meetings of the membership at least once a month. All members in good standing have full and equal voice and vote at these meetings.

Reports

Financial reports are made to the membership quarterly. All officers handling Union funds must be properly bonded.

Executive Board

Each of our Local Unions has an Executive Board. However, our Executive Boards must submit their recommendations and actions to the monthly meetings of the membership.

Services

Through affiliation with IBEW, the services of our Research Department, established in 1924, and our Legal and Public Relations Departments is available to the PG&E employees the same as to all our Local Unions. The services of the International Officers, Representatives, Technicians and Negotiators will also be available WHENEVER DESIRED and REQUESTED AT NO COST TO THE LOCAL UNION.

Our Ninth District, International Office, is located at 703 Market Street, San Francisco. The Vice President's headquarters are here, and his service to PG&E members is as near as your telephone.

Promises

We believe it is unfair to make you any promises as to what can be done for you as an individual or a department. We do point with pride to what has been accomplished for the Physical Group and other Classifications we have represented. We do offer a stable and strong, experienced and respon-

sible Organization, already well established on the PG&E property. REMEMBER — many former CIO DIVISIONS are now affiliated with IBEW, following their majority vote to make such change. If they had been satisfied with CIO they would not have petitioned for NLRB election to vote for other Union representation.

LOCAL UNION No. 1245, of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, affiliated with AMERICAN FEDERATION OF LABOR,

450 Harrison Street,
San Francisco 5, California

Pension Research In Progress

The management of PG&E during last year's negotiations agreed to sit down with us and negotiate with respect to changes proposed by the union for betterment of the pension plan covering employees of the company.

The Wage Agreement, under which this item would be negotiable, expires in April of this year. We are making every effort to be in position to properly present arguments in support of the changes desired by our membership.

At the request of Local Union 1245, the International office referred the pension matter to the Research Department of the Brotherhood, at Washington, D. C. Research Director Wm. W. Robbins has assigned his assistant Brother Glen Wall, a Pension Analyst, to work full time with Local Union 1245 until an adequate pension program has been developed and submitted to your negotiating committees.

Brother Wall arrived in San Francisco Monday and brought with him the Pension Plans in effect on most of the major utilities in the country. He will make an analysis of these for comparison with the present PG&E Pension Plan.

The IBEW has learned through experience with its pension plan for the membership that any such plan must be studied carefully and must be actuarially sound. This takes much more than a quick assumption that the company is going to "buy" some "PIE IN THE SKY" pension program—such as that being presented by the CIO match cover method.

If you have suggestions to make in regard to pensions, feel free to call Brother Wall, in care of Local 1245, and discuss them with him.

"A" Membership Referendum Ballots Sent to Membership

All members of Local 1245 who belong to the IBEW death benefit and pension plan ("A" members) have been sent referendum ballots to vote on a proposed change in the pension section of the plan. Similar steps are being taken by all locals of the IBEW. The proposed change will give the largest benefit to the members belonging for the longest period of time. At present, the benefit is the same for everybody.

For instance, an IBEW member joining the plan in 1952 and who would reach the age of 65 in 1972 and thus would have belonged to the plan for 20 years would receive a \$30 per month pension benefit for the rest of his life. If the member became 65 in 1977 and had joined in 1952 he would have paid in for 25 years and would receive \$40 per month pension benefit as long as he lived. The member who became 65 in 1982 and was thus a member of the plan for 30 years would get the maximum \$50 per month benefit.

Any "BA" members of Local 1245 who transfer into the plan and so become "A" members before May 1, 1952, would receive the maximum allowance of \$50 providing that upon reaching age 65 they shall have been members in good standing for 20 years, providing the changes as described in the referendum ballot are voted by the membership.

Lest the UWUA (CIO) try to make something of our "A" and "BA" membership (there are no "B" members in Local 1245), Utility Facts again wants to remind our members and those who may become our members that the death benefit and pension plan is the only difference between an "A" and a "BA" member of IBEW. For \$2.90 per month additional (\$5.40 per month is the present "A" member's dues) over and above the \$2.50 paid by the "BA" member, a fine additional plan may be added to your life insurance (the death benefit is \$1000) and also to your pension security.

Only IBEW offers this fine coverage at small additional cost. Our opposition UWUA has nothing in its set-up to offer similar protection to its membership. Contact your shop steward or your business representative for "A" membership blanks if you want to transfer now.

Pay your dues by check-off. It saves your money!

Sign a new member today!

L. U. No. 1245 Member Rescue Hero Dies at 33

A young man whose heroism was instrumental in saving the lives of 226 persons aboard the snowbound streamliner City of San Francisco died recently—apparently the victim of an overworked heart.

Thirty-three-year-old Jay Gold of Colfax, shop steward and a member of the local union's grievance committee, was the driver of the PG&E's snow tractor that worked for three days and two nights bringing food, medicine and medical attention through the blizzard to the passengers on the ice-locked train.

Gold, at his station at Rainbow Tavern, near Donner Summit, complained of feeling ill. He died aboard a jeep as it was taking him down Highway 40 to a doctor in Roseville.

NO COMPLAINTS

It was the first time since the rescue saga began that Mr. Gold had complained of anything.

A lean six-footer with a quiet manner and a friendly smile, he had piloted his "snowcat" through the 80-mile winds, dug it out when it stuck in the mountainous drifts, wrestled with the heavy cases of food and went without sleep—all without a murmur.

He and his partner Charlie Swing got 400 pounds of emergency food to the passengers after they ate their last supplies aboard the train on the second day.

Again the next day, he twice made the 15-mile run from Soda Springs to the marooned train to bring in more supplies, a doctor and medicines.

Late that night, as he was sitting down to his first hot meal, the word came through: "panicky passengers have started walking from the train — need transportation."

Without a word, he and Swing wearily struggled into their storm clothes, dug out their "snowcat" and made a third trip in one day to the streamliner — only to find that the report was a false alarm.

'A LITTLE TIRED'

When the rescue was over and the passengers safe, Mr. Gold went back to his regular job of patrolling the PG&E's power lines across the Sierra—admitting only that he was "a little tired."

Rescues were nothing new to Mr. Gold. In 1937, while a student at Placer Junior College, he and a friend entered a burning home in Auburn to rescue a 6-year-old boy. Two years later, he pulled a man from under the wheels of a moving train in the railroad yards in Roseville.

A bomber pilot in Italy and North Africa during the war, he

won the Air Medal with three Oak Leaf Clusters for flying 35 missions—most of them over the Romanian oil fields.

Friends yesterday pointed out still another reason why they called him a hero: "He had high blood pressure since the war," said one. "He knew it and he knew what he was doing—working like that."

Brother Gold's passing means the

loss of an outstanding member of our organization.

We take this opportunity to extend our heartfelt sympathies to his widow, Helen, who is employed in the offices of the PG&E at Auburn.—(Reprinted in part from the San Francisco Chronicle.)

DISREGARD RUMORS — GET THE FACTS!

Sec. 34.66, P.L.&R.

U. S. POSTAGE

PAID

San Francisco, Calif.

Permit No. 5700

REPORTS FROM THE FIELD

Clerical workers in Eureka, representing the Humboldt Division, have elected new officers for the ensuing year. George Ferguson is the new chairman, with Eugene Euchin, vice president, Nelda Pence as secretary and John Cook as master-at-arms. These officers will carry on the fine work of their predecessors in a strong clerical unit where nearly every clerk is an IBEW member. Congratulations to the outgoing and incoming officers!

* * *

Don Grandstaff is the new chairman of the De Sabla Grievance Committee and with his many years of experience in various union jobs will do very well in his assignment. Dan Simmons of Oro-

ville is another "wheel horse" and he is helping Business Representative Don Hoebel a great deal.

* * *

When the March of Dimes time comes around again, dig down deep and give to a worthy cause. One of our well liked brothers, J. Ebe of Modesto, saw the March of Dimes in action when one of the members of his family was stricken by dread polio. Costs of an iron lung and all the expenses of treating the polio patient was taken over by the March of Dimes and it amounted to nearly \$100 per day. When Ebe asked how much he owed for the treatments and care the answer was "Not one penny." "Thank God for the March of Dimes fund," says Bro. Ebe and we can add a solemn Amen to that.