



LOCAL 1245 RE-OPENS WAGE, PENSION NEGOTIATIONS

PHYSICAL WAGE TALKS UNDER WAY

Immediately after certification by the National Labor Relations Board, Local 1245 moved to open wage negotiations with the Pacific Gas and Electric Company. As a result of this action the first meeting was held April 1, 1952, only five days after certification.

The Negotiations Committee consisting of Douglas Smalley, Robert Glasgow and Harry Bollin Jr. assisted by the Business Office presented our basic demands to the company for their consideration. A second meeting is scheduled for April 11th at which time the Union will further substantiate our demands.

In order to facilitate the consideration of all cost items in-

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Local Union 1245, IBEW, Joint Policy and Executive Board

Joint Policy and Executive Board Meeting, California Hotel, San Francisco, March 23 and 24.

Left to right: L. E. Barbour, Policy Committee, Colgate; Jesse Nash, Policy Committee, San Francisco; Donald Hardie, Policy Committee, East Bay; Kenneth Ambrose, Policy Committee, S.M.U.D.; Robert Glasgow, Policy Committee, Sacramento; Sydney Hudson, Policy Committee, Line Construction; H. A. Sturges, Policy Committee, North Bay; J. W. Cochrane, Policy Committee, Clerical-at-large; H. O. Eddie, Policy Committee, Humboldt; William Cook, Policy Committee, Key System; George Wagner, Treasurer, Outside Construction; Cecil Davis, Vice President, San Joaquin; F. R. Brown, Executive Board Member, Southern Area; R. T. Weakley, Business Manager; Frank Gilleran, President - Executive Board Member, Stockton; Elmer Bushby, Recording Secretary - Executive Board Member, Colgate; Ray Pembroke, Executive Board Member, Northern Area; Marvin Brooks, Executive Board Member, Central Area; Alex Purmal, Executive Board Member, General and Line Construction; W. H. Bowser, Policy Committee, Sacramento City Lines, D. L. Smalley, Policy Committee, Stockton; John W. Jarrell, Policy Committee, Shasta; P. H. Roehr, Policy Committee, San Jose; W. N. Stephenson, Policy Committee, Drum; Charles Rawlins, Policy Committee, De Sabla; Edward Sunkler, Policy Committee, Coast Valleys; J. P. Jorgensen, Policy Committee, Gas Supply and Control; Glen Mosier, Policy Committee, San Joaquin.

Standing, left to right: A. D. Coatney, Policy Committee, Sierra Pacific; J. C. Loschy, Policy Committee, General Construction.

MESSAGE TO PG&E CLERICAL EMPLOYEES

Local 1245, IBEW-AFL, was certified on March 27, 1952, as the system-wide union and certified representative of 11,575 of your brother and sister PG&E employees and now asks your consideration of a few FACTS when you cast YOUR ballot in the Clerical "run-off" election to be conducted by the National Labor Relations Board. This election will be conducted in the same manner as before and will be between the IBEW-AFL and the UWUA-CIO, with the "neither" box being eliminated from the ballot.

The rapid developments of the past few years have materially changed the standards of living of all working people throughout the Nation. The trend in changing economic conditions **MUST BE MET BY CLERICAL EMPLOYEES** if they are to maintain their position in the wide field of American industrial employment.

As all other types of workers continue to make progress, so must the **CLERICAL EMPLOYEE**, who **CERTAINLY IS ENTITLED** to a high standard of living and a good wage.

The IBEW clearly defines its purpose in desiring to represent the workers of your group: **TO SECURE AND MAINTAIN FOR YOU A STANDARD OF WAGES AND WORKING CONDITIONS IN KEEPING WITH THE TIMES.**

Elsewhere in Utility Facts are the highlights of Your Union's Program.

Local 1245, IBEW, WITH YOUR HELP, has the strength to bargain system-wide for Clerical employees, with Clerical employees doing the bargaining, and **HAS AN**

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Pension Meeting Sunday, April 6

Local Union No. 1245 Executive Board will meet Sunday, April 6, on final pension proposals to the company. A few remaining details of your pension proposals will be analyzed and completed at this meeting.

Assistance will be given to the committee by Brother **GLEN WALL**, pension analyst from the IBEW Research Department, who will also assist in the pension committee in negotiation with the company on **YOUR PENSION PLAN.**

PENSION NEGOTIATIONS WILL BEGIN ON APRIL 8TH.

Watch for complete details of **YOUR PENSION PLAN** which will be in the field following the Sunday meeting.

UTILITY FACTS

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



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

'A' Memberships Coming In

A good number of our members are taking advantage of Electrical Workers Benefit Assn. membership under the old plan which expires May 1, 1952. After May 1, the new plan will go into effect for all who become members after that date.

It should be remembered that the following steps should be taken to assure proper application:

1. The EWBA form must be filled out.
2. \$2.00 must accompany this form as registration fee.
3. \$5.40 in cash to cover one month's dues to be paid by new members even though a payroll deduction card is signed due to the time necessary to submit check-off cards to the company.
4. Present B-A members should, in addition to filling out the EWBA form and paying the \$2.00 registration fee, pay \$2.90 or the difference between B-A and A dues for the current month. Also, a new PRD card should be signed for \$5.40 instead of \$2.50.

The time is short. See your steward or representative or mail your application to this office.

PRESIDENT GILLERAN NAMES COMMITTEES

Following the joint Executive Board and Policy Committee meeting of March 23-24, President Frank Gilleran made the following committee appointments:

Physical Contract Committee:
Ray Michael, Steam Gen. Dept., East Bay Div.; John Loschy, General Construction Dept.; Holden Hayden, Electric Overhead, San Francisco Div.; C. D. Smith, Gas Service Dept.; Stockton Div.

Wage Negotiating Committee:
Bob Glasgow, Sacramento Division; Doug Smalley, Stockton Division; Harry M. Bollin, Jr., General Construction.

Pension Negotiating Committee:
Albert Schoof, Clerical, Colgate Division; Chet Sorensen, San Joaquin Division; Don Hardie, East Bay Division.

Trustee Committee: Collum Mc-

Physical Wage Talks Are Under Way

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involved should we have to take our case to the Wage Stabilization Board, it is proposed that those cost items in the contract, such as overtime, shift premium, etc., be considered a part of this negotiations.

To protect our members during this period of negotiations and due to the fact that the expiration date of the present agreement was to end April 1, 1952, it is proposed that all wage increases, fringe benefits, and other cost items negotiated be effective on April 1, 1952.

We have demanded a 26c per hour increase for all employees represented by the Union. This is to be applied as follows:

- (a) A general across-the-board increase to compensate for the increase in the cost of living.
- (b) To eliminate the existing wage differentials between the PG&E and other comparable utilities on the Pacific Coast.
- (c) To eliminate existing inequities between departments of the Company.
- (d) For revision of wage rate structures resulting from negotiation of job definitions.

A demand for an additional 4c per hour is based upon the increased productivity of our members. Each year every employee services more consumers proportionately than he did the year before.

Believing that the PG&E, to be in line with other companies, should contribute to a Health and Welfare Plan. It is proposed that the Company allow an additional 9½c per hour for this purpose. This would be applied to a plan mutually selected by the Company and Union.

The Business Office has developed arguments to substantiate our demands and at the next meeting these will be presented to the Company in detail.

Negotiations will resume on wages on April 11.

Pensions will be negotiated on April 8.

New By-Laws Out Shortly

Your new by-laws are in the process of preparation for booklet printing. Having been approved by President D. W. Tracy and minor last-minute changes made, the by-laws will be printed for our entire membership. The printing and proof-reading job is time consuming but your office is making every effort to get the new laws into your hands as soon as possible.

Kenzie, Steam; Delbert Petty, Overhead; Kenneth Groff, Clerical.

Facts About Local Union 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 Intl. Brotherhood of Electrical Workers. You elect your own officers, handle your own funds, and run your own affairs, in Local Union 1245. Your local is now being administered by the officers that the membership has recently elected by a mailed referendum ballot. 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 40 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 by the UWUA-CIO 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. Local Union 1245 is chartered for only "A" and "BA" membership. 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 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 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 IBEW death benefit and pension.

(For complete details of the IBEW plan see your stewards, business representatives, etc.) This is strictly an IBEW plan for members only! IT HAS NO RELATIONSHIP TO THE COMPANY PENSION PLAN CURRENTLY BEING NEGOTIATED BY YOUR UNION.

INTERNATIONAL PER CAPITA TAX

The per capita tax to the International Office is paid out of the local union treasury. It is 70c 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.

ASSESSMENTS

Assessments are rarely necessary, when you establish dues that adequately take care of your local's financial requirements. However, local assessments are in the absolute control of the membership of your local. Assessments cannot be passed at the first meeting but must be held over 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 10 years of existence.

NOMINATIONS

These must be made openly at a meeting of the membership—not by petition or by any committee, and are outlined in the local union by-laws.

ELECTIONS

Elections for local union officers are by mailed referendum. These are held by a secret vote above all suspicion—with candidates or their watchers allowed to be present—and are conducted by an election committee selected by the rank and file members. Elections for officers are held in the month of June, every two years.

TERM OF OFFICE

The local union elects its officers for a term of two years.

MEETINGS

Our Constitution—which has grown out of over 60 YEARS EXPERIENCE—requires that the 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 at regular stated intervals during the year. All of

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HERE ARE THE MEN WHO SERVICE YOUR ORGANIZATION

The Business Staff of Local 1245 works with the Business Manager as your service group. These brothers were appointed on the basis of their background of organizers, stewards, grievance men and all-around good union men. They were good workers on the job and have the respect of both fellow workers and the supervision they deal with.

The service work of the staff is the line of communication of the union. Over 85 unit meetings are attended by your Business Representatives. Service ranges from Needles to almost the Oregon line and over to Nevada on Sierra Pacific. Grievances, contract committee work, organization, driving thousands of miles over all possible kinds of country while being away from their families for days at a time adds up to a tough job.

The Representative's job cannot be successful without a Shop Steward system which is the basic backbone of any union. The membership, working through the steward, he in turn working with the Representatives and Grievance Committee, tying this together with the business office adds up to an effective organization. The business office in turn works with the elected officers and executive board members of Local 1245 to complete the picture of your present organization.

These are some of the men charged with the responsibility of advancing at all times through Progressive Labor Representation the best economic security for its membership through the establishment of maximum wages, hours and conditions. You, as members, are charged with the responsibility of supporting your Union and your officers on a progressive program, as you as individuals and collectively, are the Union. Put your united support be-



Left to right, front row: Ed Hanlon, San Francisco Division; Al Kaznowski, Sacramento and Drum Divisions, S.M.U.D. and city lines; Hans Elliot, San Joaquin Division; Ron Weakley, Business Manager; Ed White, Assigned to Organization; Howard Sevey, Office Manager.

Rear row: Gene Hastings, North Bay Division; Al Hansen, East Bay Division, Key System, Oakland, Alameda, Berkeley; Paul Yochem, Outside Line Construction; Don Hoebel, De Sabla, Colgate and Sierra Pacific Power; L. L. Mitchell, Stockton Division, City of Lodi; Jim Gibbs, Shasta and Humboldt Divisions.

Not present: Mert Walters, San Jose, Coast Valleys and Gas Supply and Control; Paul Smith, General Construction.

hind your Union and thereby advance your economic interests to the fullest degree.

Organize the Unorganized!

That is the theme of your elected leadership as the prime job for shop stewards, business representatives, unit officers and members. Applications are streaming in right now. East Bay heads the list of new "apps."

There are plenty of non-members who can be approached and sold the program of IBEW on the system. Now is the time to heal old sores and to welcome by specific, personal request ALL PG&E employees into the IBEW. Many ex-CIO members are joining and we heartily welcome the spirit of unity which has been their decision.

REMEMBER, ours is a Brotherhood, and we mean just that.

You, as a dues-paying member, can help your own advancement in wages, pensions and conditions by contacting, talking IBEW program, and signing up your fellow employee who hasn't "got the word," as the Navy says.

In spite of the terrific load your business office has in negotiations, elections, and new procedures, every effort is being made to drive for new organization to put YOUR union on a stable, strong, self-supporting, effective UNION basis.

ATTEND YOUR MEETINGS!

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

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Officers handling union funds must be properly bonded.

EXECUTIVE BOARD

Your local union executive board submits a report of its recommendations and actions to the monthly meetings of the membership; following the bi-monthly executive board meeting, copies of the minutes and reports of the executive board meetings are sent to all secretaries to be read to the membership at the regular monthly membership meetings throughout the PG&E system.

SERVICES

Through affiliation with IBEW, the services of our Research Dept., established in 1924, and our Legal and Public Relations departments are 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. This is in addition to the services given you by your 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.

WE OFFER A STABLE AND STRONG, EXPERIENCED AND RESPONSIBLE ORGANIZATION, ALREADY WELL ESTABLISHED

Message to PG&E Clerical Workers

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ORGANIZATION WHICH CAN PROVIDE RESEARCH AND ALL OTHER NECESSARY FACILITIES.

We feel we have submitted good proposals and that our rank and file Clerical Committee deserves your support and that YOU WILL BENEFIT in direct ratio to the extent of YOUR SUPPORT.

THE CLERICAL EMPLOYEES HAVE AWAKENED TO FIND THAT WITHOUT AN ORGANIZATION TO NEGOTIATE FOR THEM AND TO BACK THEM, THEIR WORK AND WAGE STANDARDS WILL STEADILY FALL FAR BELOW THE STANDARDS OF ALL OTHER TYPES OF WORKERS.

The IBEW herein makes NO WILD PROMISES. We offer a system-wide union of all PG&E employees with DIRECT REPRESENTATION FOR ALL CLERICAL EMPLOYEES dedicated to the improvement of wages and conditions through peaceful collective bargaining.

IBEW wishes to thank all PG&E employees for the courtesies extended our representatives in this election campaign. IBEW goes into this "run-off" election on the following basis:

Results of the NLRB election in the System-Wide Clerical Unit were as follows:

| | |
|--------------------------------|-------------|
| IBEW-AFL | 994 |
| UWUA-CIO | 716 |
| Neither | 364 |
| Challenged | 4 |
| Void | 31 |
| Total Voted | 2109 |
| Clerical Eligible | 3018 |

Neither union received a majority of all votes cast as required by the National Labor Relations Act (50% plus one vote). Therefore a "run-off" election will be held by mail in the same manner as the previous election between the IBEW-AFL and the UWUA-CIO, with the "Neither" box being omitted from the ballot.

TO COMPLETE THE JOB FOR ONE SYSTEM-WIDE UNION, WE URGE YOU TO VOTE FOR THE IBEW.

Local 1245, IBEW-AFL
Room 210, 450 Harrison St.
San Francisco 5, Calif.

ON THE PG&E PROPERTY AND NOW CERTIFIED TO REPRESENT 11,575 PHYSICAL PG&E EMPLOYEES.

REMEMBER—Many hundreds of former CIO Physical members are now joining Local Union 1245.

Information for Meter Readers, Collectors

Since meter readers and collectors were severed from the Physical units by NLRB orders and included in the Clerical unit, they will vote in the forthcoming Clerical election and IBEW will bargain for them when we win the coming election.

As to dues, the members in those classifications who pay their dues by cash will be handled as in the past. Those on payroll deductions have had their dues impounded by the company pending disposition of differences between IBEW and the company. IBEW, while disagreeing with the company on when meter readers and collectors cease to be covered by the Physical agreement, has worked out a compromise with PG&E to dispose of the impounded dues. Members on the payroll deduction in those classifications will get a slip from the company which will give them a choice of having the dues returned to them or to have them paid over to the union. This procedure, while not changing the union's basic position, will dispose of the payroll deduction question without court action.

It is our understanding that the dues for April will not be deducted.

No "A" members will lose their benefits, as your local has taken measures to prevent this. "B-A" members who notify the company right away on the form they will receive, that they wish to have their dues paid over to IBEW, will recover their normal standing but will not be covered any longer on Physical payroll deductions.

Remember, the NLRB HAS DEFINITELY INCLUDED meter readers and collectors in the Clerical voting unit. GET BEHIND IBEW in the Clerical election and give IBEW the tools to do the job for these employees when we get Clerical certification.

Executive Board Meets April 6

Your new Executive Board will convene at union headquarters for a regular meeting under the terms of the new by-laws. Many items of vital interest to the membership will be considered by the Board. A report on wage negotiations, final check on the pension proposals, handling, checking and methods of payment of all bills and expenses through the Trustee Committee, and program for the future will be on the agenda.

IBEW wishes to thank all PG&E employees for the courtesies extended to our representatives in the Clerical run-off election campaign.

SIERRA PACIFIC FLASH!

Sierra Pacific Power Members—Your regular meeting of April 9 is very important. Working conditions and wage contract negotiations will be discussed.

Business Manager Ron Weakley and Representative Paul Smith will attend.