

UTILITY FACTS



VOL. 2—No. 10

OAKLAND, CALIFORNIA, JUNE 1952

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REFERENDUM BALLOT ON COMPANY PROPOSAL

PG&E Offers Increase On a Percentage Basis

Your Executive Board, in a meeting on May 13th, voted to submit to a referendum ballot, PG&E Company's last counter proposal.

In answer to your Wage Negotiating Committee's original demand of 26c per hour (general across the board increase, and to correct inter-plant inequities), 4c per hour for increased productivity, 9½c per hour for health and welfare plan, the PG&E Company has proposed a 4.6% increase to be applied on a percentage basis, plus the offer to make clerical wage rates uniform.

This proposal is the second proposal offered by the Company in eight meetings with your Negotiating Committee composed of Bob Glasgow, Douglas Smalley and John Loschy, assisted by Ronald T. Weakley, L. L. Mitchell and Paul Smith. The Company's first proposal was considered by your Executive Board to be too small, and so the Board directed the Committee to continue bargaining.

The Company's last proposal was considered by your Executive Board after close study to be a "package deal," and although they agree to portions of the offer, they feel that essentially it does not equal the wishes of the membership. They therefore have recommended that the offer be rejected as inadequate and applied on a percentage basis rather than on a "cents per hour" across the board basis.

Your Negotiating Committee has attempted in all meetings to induce the PG&E Company to meet the Union's demands peacefully. The Committee has outlined in detail the regulation under WSB which allows the increases in wages requested, and are willing to abide by the WSB. The Company, on the other hand, has taken the position that these regulations are not applicable and are not willing to make a joint submission to the Board. The Company's opinion is that all increases must be kept within the cost of living formula

and that any other basis would contribute to an inflationary spiral. **The Wage Negotiating Committee re-stated, but to no avail, that they were abiding by the WSB regulations.**

And so, your Executive Committee voted to submit to a referendum ballot, the Company's last proposal which is basically identical to their first offer, in order to demonstrate to the Company that the demands made by your Negotiating Committee are the demands of the people and not just the demands of the Committee.

Contract Group Meets With PG&E

On May 29 and June 3 your Contract Negotiating Committee met with PG&E for further talks on working conditions. Our proposals have been gone over and we are still trying to get a counterproposal from the Company. The committee consisting of Ray Michael (Steam), C. D. Smith (Gas), Holden Hayden (Electric) and E. E. Cussen (Gen. Const.), was assisted by Business Manager Ron Weakley, Vern Mitchell, and Elmer Bushby.

From the answers the union has received lately on grievances and Personnel Manager's decisions, it appears that many sections of the agreement need changing and that the grievance procedure is cumbersome, inadequate and weighted too heavily on the side of the Company.

All of the ideas sent in by many members are being utilized by your committee in trying for improvements in the "book." President Gilleran wishes to thank the membership and committeemen who worked up ideas and got negotia-

Law Firm Retained

In response to suggestions by the membership, your Business Manager has retained the law firm of Tobriner and Lazarus, of San Francisco, to provide legal advice on matters concerning your local.

They will give legal assistance to members of the Local in industrial accident cases and will also advise Bro. Weakley and his assistants in Board hearings.

Tobriner and Lazarus have gained a reputation in the field of labor law on the West Coast, and bring to your Local knowledge gained through years of practice in the labor field.

CLERICAL ELECTION

A 72% majority for Local Union 1245 in the run-off election for the Clerical Employees resulted in NLRB certification on May 6 of Local 1245 as the bargaining agent for the 3,020 clerical employees on PG&E system.

Results of the voting were:
 AFL (Local 1245)1327
 CIO 436
 Challenged 6
 Void 70

Total1839

As the result of the certification by the NLRB, your local and the PG&E Company have mutually agreed to extend the present working agreement covering those clerical employees in the five divisions previously certified to ALL divisions thereby affording all clerical employees the coverage and full protection of the agreement.

As a result of this mutual agreement supplementing the Clerical Agreement, each division will have one person on the division grievance committee for the purpose of processing clerical grievances.

Due to the Company's consideration that the following are separate departments a complete grievance committee shall be named. These departments are: Central Supply, Central Accounting, and Central Customer's Accounts.

The Clerical Agreement among its sections provides for the recognition by the PG&E of Shop Stewards, and for the establishing of bulletin boards for union use by the company.

To guarantee complete and adequate coverage to the many new clerical employees, your Business Manager, Ronald Weakley, has added two new representatives to his staff. Elmer Bushby, (Clerk A) from Colgate, and Richard Prothero, (Clerk C) from Humboldt. Both have been active for years in gaining recognition for clerical em-

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TRAVELING CARD INSTRUCTIONS

The International Constitution of the IBEW provides that members of other Local Unions must deposit a traveling card from that Local in this one before he goes to work.

A check of our jurisdiction indicates this practice is not always followed.

Construction stewards should contact those members of crews who are in other Locals and advise them that they must deposit their cards in Local Union 1245.

Should any member of another Local fail to make arrangements to transfer his card into Local 1245 this office should be notified, giving the brother's name and of which Local he is a member.

tions started prior to the return of our local autonomy.

The negotiations are lengthy due to the fact that practically no real improvement has been made for about five years and the present language has been attacked by the Company, so that they use technicalities to destroy the intent and claim the wording is supreme. Therefore, the wording must be changed or soon there will be no protection on basic hours and seniority.

Why Active Membership In Your Union Is Vital

To be an active member of your Local Union is not a thing apart from the basic interests of work-



RONALD T. WEAKLEY

ing men and women but rather a vital activity. To unite as one to seek betterment is a tradition of our Country.

Ours is a new organization with a background of individual and collective effort. You and the thousands aligned with you have a future holding much benefit from your union, measured by your active support.

The responsibility of leadership rests with your Shop Stewards, Committee men, Representatives and Unit Officers working with your Local Union Officers. Leadership is guided by the needs of the people and while responsible decisions must be made by those leaders, you the member, must give guidance through meetings of your Units; Stewards and Committees in order that your Officers might properly discharge their responsibilities.

A new organization makes mistakes, strives to eliminate "bugs" in its machinery and sometimes makes people impatient.

The "old timers" recognize the problems facing the Union and put forth their efforts accordingly. Sometimes the young fellow or girl on the job thinks that present conditions "just happened" and cannot understand why immediate large gains cannot be achieved overnight.

Your leadership and active Union members work hard to make gains and to protect your conditions. Bear with them in times of trouble and make known your criticisms in a constructive and orderly manner so that all can benefit and progress.

You have a new start, an already large membership, the support of your International Officers and

Sierra Pacific Contract

Negotiations are continuing on the contract with Sierra Pacific Power on wages, job definitions, and improvement of the existing contract.

The Contract Committee from Sierra Pacific, composed of Al Peterson, Charles Jenkins, Herb Kinnell and Archie Coatney, assisted by Bus. Mgr. Ronald Weakley and Bus. Reps. Paul Smith and Al Kaznowski, met with the management of Sierra Pacific Power on May 16th.

The Company's counter proposal to the Union's basic demand amounted to approximately 6½¢ per hour plus 1 per cent. This was turned down by the membership and further negotiations are pending.

OUTSIDE LINE NEGOTIATIONS

The Outside Line Negotiating Committee of Dale Gibson and William Wagner, assisted by Ronald Weakley and Paul Yochem, reports that negotiations are continuing with the National Electrical Contractors Assn. (West Coast Chapter) for wage increases and improved working conditions.

The committee reports that the Outside Line Construction members are asking for a raise of 25¢ per hour for journeymen linemen, which would bring the hourly rate up to \$3 per hour. They also want a clarification of foreman's duties, show-up time, and an improved indentured apprentice program.

These negotiations are expected to be completed not later than July 1.

Wage Negotiations With City of Lodi

Members of the local employed by the City of Lodi report that their committee composed of Harry Brown and Belford Schick, assisted by Business Representative Al Hansen met with the Lodi City Council and presented their wage demands and requests for elimination of existing wage inequities. The committee reports that additional meetings will be held for further explanation of their demands.

your sister IBEW Local Unions. With this goes the responsibility of membership combined with leadership to make progress for you.

Your aims are legitimate and can be gained through the democratic processes of your Union. Let's work together, don't let any disunity ever get started. We all know how much lack of unity has cost us over the years. Let's go to work—together.

RONALD T. WEAKLEY,
Business Manager.

MEMBERSHIP INCREASE

Business Manager Ronald Weakley reports that membership is increasing daily in both the physical and clerical departments, and requests that the members keep up the excellent work of recruiting new members. In no other organization can you buy the number of benefits and job protection that are offered by your Local 1245.

Prospective members are reminded that wages are but one part of the general working conditions encountered, and questions are invited concerning the other areas of job protection offered by your local.

Local 1245 has no gag rule, and new members are entitled to the same rights as standing members, and are encouraged to make suggestions and ask questions, for it is only through intelligent participation on the part of all of the members that your local can be shaped into an organization that can win for you the benefits desired.

CLERICAL ELECTION

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ployees, and bring to the staff an awareness of the many problems facing the clerical employees in the PG&E system.

They point out that all clerical employees should be made aware that in order to participate in the acceptance or rejection of the agreement which will cover future working conditions, and to vote on wage increases, clerical employees must become members of Local 1245. Applications may be obtained from any steward or Business Representative. Upon receipt of the application, copies of the existing Clerical Agreement will be mailed.

Your Business Manager is establishing a clerical committee that is to meet in the near future in order to unify the various thoughts of all the clerical employees on working conditions in order that the feelings of the total clerical membership which includes meter-readers and collectors may be represented in the new clerical agreement now in negotiations. Changes proposed in the existing agreement are: Improved grievance procedure, improved sick leave of absence, improved holiday and higher pay for holidays worked, improved vacation time allowance, improved union security, improved seniority provisions, and improvement in wage progressions.

Don't listen to rumors — get the facts.

FLASH

Indications from the referendum vote on the PG&E wage proposal show a trend toward a strong rejection by the membership of the 4.6 per cent company offer.

Heavy returns are delaying completion of the counting, and the complete vote will not be known until all ballots are received from the outlying areas of the system.

OFFICERS AND COMMITTEES CHANGED

Due to the resignation of Recording Secretary Elmer Bushby, the Executive Board has appointed Brother Kenneth Groff from East Bay Clerical to fill the recording secretary vacancy on the Executive Board. Brother Bushby is now on the staff as a business representative covering clerical workers.

"Kenny" Groff is a meter reader and has worked hard to help organize PG&E workers into Local 1245. He takes office on June 1, when the Executive Board holds its regular scheduled meeting.

President Frank Gilleran has made some new committee appointments also. Brother Jess Jordan of San Joaquin has replaced Brother Chet Sorensen of San Joaquin on the Pension Committee. Brother E. E. Cussen of General Construction has replaced Brother John Loschy of General Construction on the Contract Negotiating Committee. Brother C. E. Ames replaces Callum MacKenzie on the Trustee Committee. Your committees have had invaluable assistance from those who are being replaced and the thanks of the local are in order. Also, those members who served as organizers and committeemen prior to the local union's going its own way are due for a "hand" from the membership.

Use Payroll Deductions

The attention of unit secretaries, and shop stewards is called to the following necessary items in connection with the proper submission of payroll deduction cards.

1. All cards are to be made out in ink. This is a joint requirement of both Union and Company in order to have a legible record for the files.

2. All cards must bear the signature of the employee for proper identification.

3. Do not alter the card through scratching out figures, etc. Make out a new card in the proper manner if you spoil one rather than submit an altered card.

It is urged that in signing new members that payroll deduction applications be filled out immediately in order to assist your Union Office in registering membership.

PRESIDENT GILLERAN'S LETTER TO MEMBERS

At this time we wish to take the opportunity to welcome the Clerical Forces into Local 1245,



FRANK D. GILLERAN

IBEW, and to thank each and every one for their vote of confidence.

We will try to aid and advise to the best of our ability at all times, and to keep the faith you have placed with us.

FRANK D. GILLERAN
Pres., Local 1245, IBEW.

Representatives Assigned

Ronald Weakley, your Business Manager, has announced that **Business Representatives have been assigned permanently to the following divisions and areas, and requests that the membership work with them in order to make your local operate smoothly.**

Shasta and De Sabla Area: Don Hoebel.

Humboldt and North Bay: Harry Bollin.

Sacramento, Colgate and Sierra Pacific Power: Al Kaznowski.

San Francisco Division: Gene Hastings and Ed Hanlon.

East Bay Division: Jim Gibbs.

San Joaquin Division: Hans Elliot.

Stockton Division: Ed White.

Coast Valleys, San Jose, and Gas Supply and Control: Mert Walters.

General Construction: Lee Andrews.

Outside Line Construction: Paul Yochem.

Municipalities and Organizing: Al Hansen.

Clerical at Large: Elmer Bushby and Richard Prothero.

Assisting and Correlating the Work of the Business Manager: Paul Smith and Vern Mitchell.

GILLERAN BIOGRAPHY

As an introduction to the many new members of the Local, a short biography of your president, Frank Gilleran, is presented.

Frank was born Sept. 13, 1898, and went to work for the PG&E 27 years ago. He is at present a trouble man in the Line Dept., Stockton Division. He was one of the original members of the union and has been extremely active for many years in union work. He served for seven years as Shop Steward and was a member of the Grievance Committee for two years. He was elected by his division as its Executive Board member and has served on the board for the last six years.

Brother Gilleran brings to the position, as president of your local, years of experience in the utility field, plus a working experience of unionism, which will be extremely beneficial to the overall progress of your local union.

BUILDING A UNION

Unions are not built overnight. They neither resemble skyscrapers, locomotives, automobiles nor crops. They are made of an uncertain, unpredictable human element. **Union men are required to think, to reason and to forecast. Merely to take orders is not a union man's business.**

Physical presence of workers in an organization; names entered on record, payment of dues, etc.—these are but the beginnings of organizations. What is more essential is psychological mobilization; something must happen to men's minds; **a union man must come into harmony with a great tradition, feel a part of it, and learn to go along with it; a union man must "belong."**

To get individuals into an organization is not enough. Attitudes toward cooperation must become habitual. Until they do, the organization is likely to become more like a mob than a union.

How long it will take to make a union, depends in large part upon the union material which is to go into it and at the same time how much counter-education the new union heads can supply to offset the all-epressive propaganda of some bosses.

And just as we cannot build a union in a day, **we cannot build a union overnight.** A union is made of human men and women. Such material cannot be shaped like sticks and stones. It must adapt itself to a great ideal—yes—a great ideal—**the ideal of cooperation; the ideal that the whole is greater than the sum of its parts.**

—Electrical Workers Journal

Get behind your union's program.

FLASH

Outside Line Construction members have reached a tentative agreement with NECA who have agreed to pay the wage pattern of the West Coast, which is \$3 per hour.

The scale for journeymen linemen, effective July 1st, will be \$2.90 per hour. The additional 10c per hour effective upon approval of the Construction Industry Wage Stabilization Board.

THE OBJECT OF YOUR LOCAL

In joining any organization, the intelligent person always asks, "What is the object of this organization?" Whether the organization is fraternal, social, or welfare, the most important point is its object—what does it offer the members, and what is to be gained by joining.

The object of Local 1245, as a Union, and as a segment of the International Brotherhood of Electrical Workers, is simply stated:

"The objects of this Local Union shall be to promote by all proper means the material and intellectual welfare of its members; to establish and maintain an adequate wage for our labor; to require of our members skill, intelligence, and character; to protect our Employers from the unskilled and inexperienced worker; to advance the principles and practices of conciliation and arbitration in the settlement of any differences with our Employer; to protect and aid our unemployed, distressed and sick members; to defend our rights and advance our interests by all lawful means; to aid and encourage all honorable efforts that will better the conditions of labor and make our card and seal a certificate of fraternity, honesty, efficiency, and reliability."

THE REAL WAY OUT

Honest officials of labor unions do not care for the label of "labor leader." Even if they have never thought the question through, they show an instinctive dislike of the term.

That great organizer, Eugene V. Debs, the man who built the Brotherhood of Locomotive Firemen 70 years ago, once said in objecting to being so called:

"I am not a labor leader. If you are looking for a Moses to lead you out of the wilderness, you will stay right where you are. I would not lead you into the promised land if I could, because if I could lead you in, someone else could lead you out."

OFFICE MOVE

May 24 was the day when the business office of Local 1245 went on the road and across the bridge to 1918 Grove St., Oakland 12.

The move, which was delayed by the three elections, is now made and the office was open for business May 26.

Office Manager Howard Sevey of your union's office requests that members who haven't received their receipts be patient. Howard expects to have the receipts rolling out in rapid succession as soon as he and his crew get situated properly in the new offices.

The new location is in the ALCO Building, which was selected for its accessibility to all members and for the lower rental. Your Business Manager has estimated that a considerable amount of money will be saved on the rent, and but one of the many ways in which overhead costs are being trimmed.

All members are invited to drop in at the new office and meet your hard-working office staff.

The new telephone numbers are:

TWinoaks 3-2141

" 3-2142

" 3-2143

for all Local Union business, and TWinoaks 3-1200 for Outside Line Construction Division only.

International Reps Reassigned — Local Fully Autonomous

The International Office of the IBEW, with the certification of Local 1245 as the bargaining unit for clerical employees, withdrew their representatives, Della McIntyre and Merritt Snyder.

The membership of the Local owes a vote of thanks and applause to these two International Representatives, and to the International Office for the valuable aid and advice rendered to the Local during the course of the two recent elections. They did a windup job for the Local and have helped in building the Local into an economic unit.

With their withdrawal, Local 1245 has become fully autonomous, and the International is no longer in operation of any segment of the Local.

Bro. Glenn Wall, pension expert for the International, is still assisting your Pension Committee (Don Hardie, East Bay; Jess Jordan, San Joaquin; Albert Schoof, Colgate) in negotiations with PG&E.

NEW BY-LAWS

Your Executive Board and Policy Board have completed the new by-laws for the operation of the local, and they have been approved by D. W. Tracy, President of IBEW.

The new by-laws require an election of officers for the individual units of the local to be held in June of this year, and every two years thereafter.

A few of the major changes in the by-laws concern the duties of the officers of the individual units and the salaries and remuneration to be paid to members of the various committees attending negotiating meetings.

Under duties of the unit officers instructions are set forth for the secretary of each unit to forward copies of meetings to the policy board member. The new by-laws also establish a trustee committee whose duty is to pass on expense vouchers and to recommend their payment or review by the executive board. Members of the trustee committee are Delbert Petty, Kenneth Groff and C. E. "Doc" Ames.

Copies of the new by-laws are to be mailed to members within the next month.

WITHDRAWALS FOR P. AND T. MEN

Your Business Manager, Ronald Weakley, with the results of the Professional and Technical Workers election in, announced that any of those members in the Local desiring withdrawal cards should contact their stewards, or your Union Office for the correct forms.

INVENTOR HOWARD

Thomas G. Howard, member of your Local 1245 and a veteran employee of the Sierra Pacific Power Co., has entered the ranks of the inventors with his origination of dead-end clamps for services.

Brother Howard estimates that on the average, by using his dead-end clamp, eight connectors can be saved. He has patented his invention and expects it to be on the market in the near future.

UTILITY FACTS

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



1918 Grove Street
Oakland 12, Calif.
TWinoaks 3-2141

Professional Election

Ballots were counted on May 13 for the Professional and Technical Employees' election, and results as announced by the NLRB were:

AFL Local 1245, IBEW.....	205
San Francisco Area Group of Professional Workers.....	390
CIO	9
Void	3
Challenged	1
Votes not counted.....	142
Total votes counted.....	746

Sierra Power Reports

From the brothers in the Sierra Pacific Power Company comes a report of a new 60 KV line to be built from Washoe to Anaconda Copper's new pit outside of Yerington. The proposed line which runs from Washoe to Carson City Sub, then to Yerington, and on to the new pit is to service the \$4½ million plant being built by Anaconda. Located at the new mine will be a complete housing unit, a new mill, and a complete water distribution system.

Anaconda now has at the pit site, two 150-ton, five-yard electric shovels, and indicate that they intend to add three more. They have built a conveyor system from the pit to the mill to speed up the mine's operation.

The SPPC brothers also report that the damage done by the heavy winter snow storms is being taken care of as the snow recedes.

They did a terrific job in maintaining service during the heavy storms, and are a definite credit to the employer and the union.

Democratic By-Laws

Every brother and sister of the local should make himself (or herself) familiar with the new by-laws being mailed. They establish a democratic mode of action for every member of the Local. The officers responsible for the drafting of the new by-laws have gone to a great deal of work to assure that every member will be given an equal voice in the operation of the union.

Particular attention is called to Section 15.10 of the by-laws, which reads: "Nothing in these by-laws shall be so interpreted or construed as to restrict, hamper or prevent any officer from carrying out the sincere and honest performance of their obligations, duties or assignments. This rule shall be binding on each and every member."

Unions demand democracy in industry—equal opportunity in all fields of human welfare.

RESPONSIBILITIES OF JOB STEWARDS

The Steward's job is not easy. He is the key man in the whole collective bargaining set-up. He gives life to the union contract. He makes it work. The best Steward is the one who takes the job seriously and is willing to devote time to learning how best to discharge his duties. **A Steward should acquire the ability—if he does not already have it—to get along with people.**

There are three kinds of Stewards—the "tough guy" who doesn't know his strength or anything else—the timid soul afraid of the foreman's shadow—and the capable Steward who knows the contract and the employee's rights. The competent Steward is courteous but firm in presenting his facts. He can't be bluffed, nor does he bluff or bully anyone else.

To keep the confidence of em-

ployees and the respect of Supervision and Management, a Steward has to be honest and fair. So never argue falsely. Don't lie. Know when to say "no" and when to say "yes." Always be ready to protect the employee's rights. Also to acknowledge Management's rights.

The duties of the Stewards as set forth in the By-Laws are:

To have a copy of the Constitution, By-Laws, Working Agreement, or Rules readily available.

To see that all Journeymen and other workmen at their respective jobs or shops have paid up dues receipts and cards or valid temporary working cards of the Local Union.

To see that all overtime at any shop or job is equally and impartially allotted to all the members employed there, insofar as practical.

To report to the Business Manager-Financial Secretary any violation of our Laws, Rules, or Agreements.

U. S. POSTAGE
2c PAID
Oakland, Calif.
Permit No. 1283

Better Meeting Attendance

Now is NOT the time to stop attending meetings. There is too much that members should know about their union affairs as well as the political picture, information obtainable only by attending your union meetings. **Make it your business to be present at all business sessions of your union and participate actively in what goes on.**

ADDRESS OF MEMBERS

All brothers of the Local are reminded that during the current negotiations for wages and working conditions, that it is imperative for the Union Office to know your correct address.

Each member shall, according to Section 15.5 of the By-Laws, keep the Local Union office advised of his correct address, telephone number, and Social Security number.