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, 9c per hour for health and welfare plan improvements, 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 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 were willing to abide the WSB regulations, 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.

Law Firm Retained

In response to suggestions that 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 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 bringing to your Local knowledge gained through years of practice in the labor field.

Contract Group Meets With PG&E

On May 20 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 committee members who worked up ideas and got negotiations 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.

Continued on Page 2
Sierra Pacific Contract
Negotiations are continuing on the contract with Sierra Pacific Power on wages, job definitions, and improvement of the existing contract.


The Company's counter proposal to the Union's basic demand amounted to approximately 5¢ per hour plus 1 cent 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, met with management to continue the salary negotiations 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 the committee compromised on a 40-hour work week 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.

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 protection that are offered by your Local 1245.

Prospective members are reminded that wages are but one part in 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 the members that your local can be shaped into an organization that can win for you the benefits desired.

CLERICAL ELECTION
Continued from Page 1
employees, and bring to the staff an awareness of the many problems facing the clerical employees in the P&G&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, clerks, etc. may be represented in the new clerical agreement now in negotiations. Changes proposed in the existing agreement are:

- Improved grievance procedure, improved leave of absence, improved sick leave payments, additional 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.
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, spent 27 years with the PGE. 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, 27 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 man must come into contact with many 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 ends can supply to offset the all-embracing 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 the union 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 $8 per hour.

The scale for journeymen linemen, effective July 1st, will be $8.90 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 the 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


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."

FRANK D. GILLERAN
Pres., Local 1245, IBEW.
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 Workmen's election, and results as announced by the NLRB were:

- AFL Local 1245, IBEW—265
- San Francisco Area Group of Professional Workers—380
- CIO
- 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 Yerinton. The proposed line which runs from Washoe to Carson City sits then to Yerinton, and on to the new pit is to service the $44 million plant being built by Anaconda. Located at the new mine will be a complete building 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 SPCC 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.

Section 15.10 of the by-laws concern the duties of the unit officers. They read: "Nothing in these by-laws shall be so interpreted or construed as to restrict, hamper or prevent any officer from carrying out the duties and functions of their obligations, duties, or assignments. This rule shall be binding on each and every member.""