Union's Negotiators Are Commended

Joint Exec. Board-Policy Group Hears Progress Report on the PGE Talks

The Executive Board and Policy committee of Local 1245 spent a busy week-end on August 1 and 2. The joint meeting of Frank Gillner, were attended by nearly fifty elected representatives and staff members of the union.

The five-man Negotiating Committee was also in attendance. Only Policy Committee members were present. The opening addresses by Frank Gillner was followed by the presentation of the meetings' reports.

San Francisco—State IBEW Assn. Spotlights Political Action at SF Meet

The State Association of Electricians and other members of the State Legislature during the past year, Legislative Representative George Sturges, Secretary James Luce, and others, spoke of the good work done by our local unions and their members to protect the gains we have won during the past year.

Local 1245 was represented by the following delegates: Bus. Mgr. Weakley, Brothers L. Mitchell, M. A. Walters, Paul Yaremch, Leo Andrews, H. Gonzales, D. Petty, G. C. Sturges, and R. Hughes.

WEAKLEY HONORED

Recognition was accorded IBEW Local 1245 during the past year. Nothing more fitting than the name of the man who has given so much service to his union—James Lance, Local 11, Los Angeles.

During the week-end the following resolutions were adopted: Proposition one, that these negotiations are a test of a willingness to bargain in good faith by both parties. It is evident that the company is constantly watching the reactions of the employer in the field with respect to their support of the union and its demands. Company officials have obviously devoted considerable time to studying the union's demands, and opened the session by suggesting that the union's sincerity and willingness to bargain without the threat of a strike. Company representatives have indicated that they are aware of the need of the union.

WAGE TALKS NEXT

With the completion of exploratory discussions on the proposed contract changes and inequity corrections, the committee will meet on August 12 to discuss the wage issue. The Local 1245 committee will substantiate its demand for the eight percent increase, with a 75¢ minimum, at that time.

Following this session, the committee has agreed to prepare written counter-proposals on all the main issues in the wage discussion for further consideration again at an early date. Tentative dates for discussion of the counter-proposals are August 14 and 15.

More detailed information on the progress of the negotiations will be given at all union meetings all over the system.

Play it safe—follow safety regulations. Report all job injuries.

G. C. Sturges is Ill

General Construction Division Rep. Leo Andrews reports that Brother John McCaffrey, one of our able and conscientious Shop Stewards, is critically ill from a heart attack.

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One of the interesting historical documents in our union's research files is an original signed agreement between the Great Western Power Company and the Building & Construction Trades Council of the Amalgamated Association of Iron and Steel Workers in America, signed in 1908, may prove a revelation to many of us. The agreement provided for preferential hiring of union members, 8-hour day, 5-day week, overtime payments of times and one-half for the 9th and 10th hours worked, and double time thereafter for ALL OTHER OVERTIME, including emergency calls-outs. Safety rules for several classifications were established and the principle of agreement-type shop foremen was recognized. Provision was made for travel time and full living expenses for men assigned to work away from their regular job headquarters.

These conditions were negotiated more than forty years ago, and the wage scale provided for in 1908 can be easily expressed in one term of reference: chasing pay during that period.

What happened in subsequent years to destroy this framework of harmony and mutually beneficial labor-management relations? The impact of the continuing industrial revolution, the rapid population growth and the rash of World War I—these and other factors changed our economic and social concepts. But the amalgamation of economic and social conditions had their greatest single effect. The power—the economic control over the workers—shifted from the unions to the employers.

Immediately following World War I, a "new deal" was established. Employers, workers, federations of workers, political parties, and economic groups all agreed to a new direction. The American plans were successful—from the management point of view. Union membership fell off, contracts were not re-negotiated, and wage and working conditions began to improve. How could this be? Employers had obviously gained a moral and economic advantage. 

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Nearly all of us know the story from that point on. Union membership began to increase, contracts were re-negotiated, wages and working conditions improved, and the unions were fighting for improvements in their economic and social conditions. They were fighting for what the American plans had taken away from the workers. Workers, the I.W.W., the Workers party, the A.F. of L., the C.I.O., and innumerable local and national unions—their fight for improvements in their economic and social conditions. They were fighting for what the American plans had taken away from the workers.

What is ULP—Why is ULP? 

It's Up to You! Contribute—Vote!

Labor's Role for Political Education was founded by the American Federation of Labor to carry on the non-partisan political program of the AFL. L. L. P. E. conducts a year-round educational program to acquaint the public with the policies and issues of the AFL, and to inform the people about the work of public officials. In the last election, the union spent $39,000 to influence the election. The people have the facts they will vote to keep our country free, prosperous and strong.  

L. L. P. E. has a long and proud history of working with the AFL. In 1908, the AFL and L. L. P. E. joined forces to form the National Labor Federation of Clubs. In 1912, the AFL merged with the L. L. P. E. to form the American Federation of Labor. The AFL and L. L. P. E. have worked together ever since, with the goal of representing the interests of workers in all industries. The union has been a leader in the struggle to organize workers and improve their lives.

In the spring of this year, the L. L. P. E. conducted a nationwide campaign to educate people about the issues facing the country. As a result, the L. L. P. E. was able to mobilize a large number of people to vote for candidates who supported the union's agenda. The campaign was a success, and the union was able to elect candidates who were supportive of the union's goals.

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PUBLIC PAY The public, therefore, pays for service—and it is the responsibility of management of the company to supply that service. Of course, the employer is responsible for a situation which is responsible for direct service to the public. This involves the initiative to minimize plant and construction facilities. Labor is contractually bound to the regulatory bodies to follow collective bargaining contracts with labor unions. Management, through civil service regulations works and through collective bargaining contracts to preserve the essentials of the labor body. Many complaints are handled in the regular course of business, using employee-management plans which have improved customer relations.

P R O F IT I N W O R K In every business, utilities have a natural sense of pride in serving the community with electricity, gas, steam heat and water. These services and their varied uses are essential to the health, income, safety and comfort of millions of human beings. The continuity of such services is dependent upon adequate manpower and equipment. The ability of the labor-management relations.

Labor seeks adequate wages and working conditions as well as improvement in the standard of living. Labor expects to operate its facilities efficiently and to make a profit. Regulatory bodies seek to maintain an equitable balance with respect to cost consumers.

CONSUMER SERVICE The consumer is the final judge of what constitutes adequate public utility service because he pays the bill. If he is dissatisfied with service, the consumer usually follows the employee who relays that complaint to the regulatory body. Many complaints are handled in the regular course of business, using employee-management plans which have improved customer relations.

Workers and management work in harmony through the medium of their collective bargaining agreement, in an efficient manner and to make adequate service available. The consumer's service is reduced, and the company is obligated to provide services through efficient utilization of facilities and manpower. The consumer is entitled to fair and equitable wages and conditions and management is entitled to make a profit. In providing adequate services, management thus supplies adequate service rests with the company's corrective measures, he so advises the regulatory body. Many complaints are handled in the regular course of business, using employee-management plans which have improved customer relations.

When the balance is disturbed, workers and management are asked, all parties live in the long run. We hope that our present collective bargaining session will serve improvements in the means of providing adequate utility services—meanwhile keeping proper balance and recognizing the rights and responsibilities of all concerned.

We are not negotiating with the consumers and WE do not decide just what constitutes adequate service rendered with the employer and we seek to improve the working conditions and quality of service. We are negotiating in a peaceful manner. We are not in a position to express our views or the views of any individual but the view of the entire membership is that workers and management are interested in the best interests of the utility. We do not decide just what constitutes adequate service rendered.

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