UNION OPENS ANNUAL WAGE NEGOTIATIONS WITH P.G.E.

With two full days devoted to them, a four-day committee has been set up to get down to the business of bargaining the Pacific Gas and Electric Company's San Francisco headquarters on July 15 and July 17, at the attention of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders

Congressmen international secretary Joseph D. Keenan launched a "time bomb, which, when fully ap-

"...the three-day committee was convened this week to get down to the business of bargaining with representatives at San Francisco headquarters on July 15 and July 17, at the meeting of the company's negotiations committee on the thinking which motivated the substantial cooling-off. Many leaders
Accidents Don't Just Happen

By CLAYTON TRINGER
Member, Building Safety Committee, Local 1113

Your Building Safety Committee would like to remind you that accidents don't just happen.

Accidents are the result of unsafe acts and unsafe conditions or a combination thereof.

Unsafe conditions—such as broken or missing stair rails, broken lamps, and other hazards in the use and care of hand tools in turn, often result in accidents.

We urge you to become familiar with the General Electric Safety No. 22, published by the California Division of Industrial Welfare.

In this little booklet you will find many useful hints on the care and use of many hand tools, including knives, axes, pliers, screwdrivers, axes, and electric hand tools. For example, a hammer can be most dangerous—always check to see that the head is fitted tightly. Replace cracked heads and loose or broken handles.

A nail should never be used as a wedge, but for that purpose, a good hammer is needed. For proper use of a hammer, grip it firmly and strike the head squarely. Don't "chuck" the handle. Besides benefiting those who are not present, those who use the blue, you may crush your fingers. Handle your tools carefully. Don't use them as pry bars. This is what your fellow workmen expect. Keep them in their own condition, if you wish to keep them in your own.

If your company-supplied hand tools are used at your job under proper conditions—such as your foreman or shop steward, this is the time to secure the tools repaired or replaced.

Often the Rules for Hand Tools, are yours for the asking, and their names may be available at the California Division of Industrial Welfare, 1467 Market St., San Francisco 9.

Or if you prefer, you may request a copy from your union headquarters.

It Tells for Thee

By ROY MURRAY

"No man is an island, entire of itself; every man is a piece of the continent, a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, or a manor house of thy own: any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it is the clapper that tolls it. It is I,

JOHN DONNE.

The greatest problem before the American way of life, is the American labor movement. The American labor movement is the American way of life. It is the American Labor Movement which, that promise—by organizing working people to protect their rights.

No man is an island, entire of itself; every man is a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, or a manor house of thy own: any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it is the clapper that tolls it. It is I,

JOHN DONNE.

The greatest problem before the American way of life is the American labor movement. The American labor movement is the American way of life. It is the American Labor Movement which guarantees—by organizing working people to protect their rights.

No man is an island, entire of itself; every man is a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, or a manor house of thy own: any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it is the clapper that tolls it. It is I,

JOHN DONNE.

The greatest problem before the American way of life is the American labor movement. The American labor movement is the American way of life. It is the American Labor Movement which guarantees—by organizing working people to protect their rights.

No man is an island, entire of itself; every man is a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, or a manor house of thy own: any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it is the clapper that tolls it. It is I,

JOHN DONNE.

The greatest problem before the American way of life is the American labor movement. The American labor movement is the American way of life. It is the American Labor Movement which guarantees—by organizing working people to protect their rights.

No man is an island, entire of itself; every man is a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, or a manor house of thy own: any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it is the clapper that tolls it. It is I,

JOHN DONNE.

The greatest problem before the American way of life is the American labor movement. The American labor movement is the American way of life. It is the American Labor Movement which guarantees—by organizing working people to protect their rights.

No man is an island, entire of itself; every man is a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, or a manor house of thy own: any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it is the clapper that tolls it. It is I,

JOHN DONNE.

The greatest problem before the American way of life is the American labor movement. The American labor movement is the American way of life. It is the American Labor Movement which guarantees—by organizing working people to protect their rights.

No man is an island, entire of itself; every man is a part of the main; if a clod be washed away by the sea, Europe is the less, as well as if a promontory were, or a manor house of thy own: any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it is the clapper that tolls it. It is I,

JOHN DONNE.
Eureka—IBEW Conference Has Busy Meeting

Sixty-four delegates, representing all the counties in the state and the Nata District office of the California State Labor Federation, were present at the first session of the annual meeting of the IBEW Conference here last month in Eureka.

In a short address before the delegates opened their sessions, he referred particularly to the State Department of Employment's efforts to keep job benefits on a fixed work-week, but admitted that less was being done towards this end than had been anticipated. He referred to the general election on Nov. 2. A wonderful race for was provided for the election, and was still being played out in the conduct on the points of the whole story of assembly and to some of the statemen of the day.

At the opening of the Conference on Oct. 13, 1945 was represented by Bros. Fred Lucas, C. J. "Fool" Moore, George Yorty, Alphonse Boudreau, John Lucas, Hugh E. Peterson, M. A. White, Ken Sommers and others.

What a Labor Union Can Do

By PHILLY UNDERWOOD

Memorial Day, 1945

Alone, a worker cannot assert his God-given rights because he is more or less the mercy of his employer. Membership in a union gives the worker the right to bargain for a job security. As a union member he is protected by the law when his job is in danger of being taken away. A union member has a voice in the shop where he works. A union member can be sure that he is getting his share of the company's profits. A union member, above all, is a better citizen—all in all, a better American.

Nationally, there are 8,000,000 members of IBEW unions throughout the country.

East Bay Member Now a Lawyer

A total of 134,000 members were examined by the California State Bar Association in January. BERYL STOFler, a happy man, has passed the State Bar and thus become a full-fledged Attorney at Law.

Beryl, a machinist at Station "C" in East Bay Division, has attended the Berkeley Law School during evening classes for the past two years. He has held a very high scholastic average in his work.

Swear in as a Member, California, May 8th, 1945 to practice, he was allowed six months prior to certification to study for the bar examination. He was allowed to study for the bar examination. He has been a member of the IBEW for 15 years. The IBEW has given him the opportunity to work hard and learn the business.

One of the men who has been active in the IBEW for many years is the late Beryl Stolper, a machinist at Station "C" in East Bay Division. The IBEW has given him the opportunity to work hard and learn the business. He has held the position of member of the IBEW for many years. He has been an active member of the IBEW for many years. He has been a member of the IBEW for many years.

Beryl Stolper, a machinist at Station "C" in East Bay Division, has attended the Berkeley Law School for the past two years. He has held a very high scholastic average in his work.

Swear in as a Member, California, May 8th, 1945 to practice, he was allowed six months prior to certification to study for the bar examination. He was allowed to study for the bar examination. He has been a member of the IBEW for 15 years. The IBEW has given him the opportunity to work hard and learn the business.

One of the men who has been active in the IBEW for many years is the late Beryl Stolper, a machinist at Station "C" in East Bay Division. The IBEW has given him the opportunity to work hard and learn the business. He has held the position of member of the IBEW for many years. He has been an active member of the IBEW for many years. He has been a member of the IBEW for many years.

Beryl Stolper, a machinist at Station "C" in East Bay Division, has attended the Berkeley Law School for the past two years. He has held a very high scholastic average in his work.

Swear in as a Member, California, May 8th, 1945 to practice, he was allowed six months prior to certification to study for the bar examination. He was allowed to study for the bar examination. He has been a member of the IBEW for 15 years. The IBEW has given him the opportunity to work hard and learn the business.
I.B.E.W. IS PROUD OF ITS GAS WORKER MEMBERS

By RON T. WEAKLEY

It is fitting that we in the I.B.E.W. celebrate the Gas Worker. In gas worker classifications, take a look at the I.B.E.W. members. Of course gas workers now have in the utility industry a large share of the "brotherhood" pay off.

William E. Hong, Director of the U.S. Department of Labor, in his report of 1950 pointed out the nature of electric and gas utilities being highly unionized. There are no averages of the rates reported in the Labor Survey, but it is known that there has been a steady increase in the percentage of utility workers joining the unions. The statistics show a considerable increase in the percentage of union members among these industries, and a significant increase in the number of unionized workers.

Next, in analyzing comparative wages and salaries in the gas industry, there are both single gas systems and combined electric and gas systems, the Bureau of Labor Statistics has gathered, the average wage in single systems is relatively higher than that paid in gas systems generally, in the sense of being so highly organized as to provide a system of the differential.

The highest gas and electric systems reported averaged wages which are generally higher than those paid to similar employees in gas systems. However, as is common in all 3 types of systems, the amounts are significantly higher than those paid in single electric systems, which are highly organized in the sense that they have a system of the differential.

I.B.E.W. IS DOMINANT

When I.B.E.W. is reported to be paying considerably lower wages than those paid by combined systems, it is a case of comparing apples to oranges. The nationwide average wage in the gas industry, covering both gas and electric workers, is, of course, the highest wage paid.

On the Pacific Coast we find all of the I.B.E.W. represented, of course, by the I.B.E.W. represented by 90 per cent or more in every electric and gas system, representing these unions the balance of the workers, another and the largest utility in the region is the Pacific Gas and Electric Company. The I.B.E.W. has been absorbed within that system's operation and geographical territory (in any system of the United States).

On the F.G.E.E. system, the gas department is a division of the electric department and operations are conducted both in operations and in union activities, there is a lot to be said for locking up the gas worker as his own man. This is also well in the same system the I.B.E.W. is the dominant union in the gas department. This year the National Electrical Manufacturers Association and the electric department members and our members working for that union proposal. Our general wage program is going on successfully and has been negotiated for and applied by the I.B.E.W. as a whole and in the state of California and worked out by the United Brotherhood and Brotherhood which pays off economic and organizationally. Have, and in the statistics developed by the Bureau, we find that the gas worker is better off being organized with the Electric Worker. Both are better off by being united than by competing with each other. The I.B.E.W. and the Brotherhood serves our purposes and that of the interest of both the gas industry and the electric industry. As a result of the pull of average wages paid to all employees.

UNITIONISM REFLECTED IN WAGES

The highest wages paid in any single industry is in the gas industry of the Northwest and the next highest in the South. It is a reflection of the dominant union in the utility industry.

In the Southwest and the next highest in the North. This Company has the largest capitalization in the United States and is acknowledged to have the greatest success in organizing electric and gas utilities. It is a reflection of the dominance of the I.B.E.W.

The highest percentage of non-unionism reflected in the I.B.E.W. is a reflection of the dominance of the I.B.E.W.

The highest percentage of non-unionism reflected in the I.B.E.W. is a reflection of the dominance of the I.B.E.W.