"GUNNING FOR NEW MEMBERS" might well be the title of the two-page unit. The first page shows the number of members in each division are (first row, 1 to c), T. Williams, J. Collier and L. Lobreg. Second row, F. Grotte, E. James, J. Woerner, J. Little and O. Gasperini. Those interested in the number of members are among the first units to achieve 100 per cent organization. Photo is by R. Meek, member of Ukiah unit.

New Plan Approved for General Construction Employee Expenses

Following numerous discussions with representatives of Local 1245, the company has agreed to a new procedure for reimbursement of per diem expense allowances for General Construction Department employees.

Beginning with the payroll period ending December 15, 1954 all per diem expense allowances will be included in the semi-monthly payroll.

The new procedure culminates a long-standing effort by the union to speed up the payment of expense allowances. During the 1954 contract negotiations the union complained about the following language in the agreement, under Title 301:

"The company will pay an expense allowance for personal travel as provided for in this title shall be paid on the first day of each month following the first day following the first day of the first regular semi-monthly payroll following the payroll period during which the expense allowances were incurred."

While the proposal was not incorporated in the agreement the company agreed to study the problem with a view to expediting payment. The new policy was adopted as a result of that study.

C. C. Stead, who was given an expense allowance after a transfer to a new location will be reimbursed for current and retroactive expense allowances on the payroll draft for the period immediately following the date of qualification. Section 301 of the agreement provided that, following a transfer, an employee remain on the job for a minimum of 28 consecutive days or 2 working days, whichever comes first, and services are required, whichever comes first, if the employee was in the field will be pleased to receive their reimbursement with the latest possible delay.

Job Bidding—SYSTEM VS. DIVISION

Due to layoffs and rearrangement of personnel on the PG&E system, the question of job security has become an important issue of discussion.

While most of the members knew the background of the bidding decision, we will review it briefly to bring your memory.

In the 1944 United Steelworkers contract, there were 2000 men in the Division in the classification. No. 1 bidding was then in effect for the remaining vacancies in the Division.

In the 1954 contract negotiations, the union opposed the introduction of No. 1 bidding for the remaining vacancies in the Division.

On behalf of the membership of Local 1245 we wish to express our appreciation to the USWA Federal and International PG&E for their promptness in expediting the payment of expense allowances. We know the members in the field will be pleased to receive their reimbursement with the latest possible delay.

The Union's 1954 PG&E Negotiating Committee extended a vote of confidence and commended the performance of an excellent job and a talk by Mr. Albert Brundage, member of the labor firm which represented the Company.

The next meeting of the Committee was held during the week and members remaining on the alert regarding such matters as the job tenure of employees, especially the so-called "right to work agreements" shall be increased in number and in seniority.

The Union's 1954 PG&E Negotiating Committee extended a vote of confidence and commended the performance of an excellent job and a talk by Mr. Albert Brundage, member of the labor firm which represented the Company.

First-hand reports of the two-day sessions will be given at unit meetings during the next week. The results of the discussion are important to members in those areas where it is possible for him to be in attendance.

The New Plan will be in effect as of January 1, 1955.
Safeguarding Record Improves

The PG&E Company reported an impressive record of achievement this year in the prevention of industrial accidents during the first nine months of this year in a bulletin issued late last month. Total time lost industrial injuries for the period were reported as 282, compared with 282 lost time injuries during the same period of 1953.

Significantly enough, we believe, the System Safety Committee of Local 1245 has been in operation during the first nine months of 1954. Established in January by action of the Executive Board, the safety committee is charged with the responsibility of reducing job hazards and securing a safe work environment.

Unilateral safety committee members report a healthy increase in the attention being paid to safety practices and rules and regulations in the various departments of the company. A part, at least, of this added interest may be attributed to the union's determination to eliminate unsafe practices and hazardous conditions.

Safety committees of Local 1245 deserve full credit for the reductions in industrial accidents thus far this year. A continuation of the policy of promoting "safety consciousness" is certain to result in increased reductions in the time lost accident rate.

To date, we have been unsuccessful in our efforts to make contractual provision for a Joint System Safety Committee. To carry out our responsibilities in the field of safe working practices the union has had to function on a unilateral basis. Since the employees themselves—the members of our union—subject themselves to penalty if they fail to conform to proper safety standards, we must contribute our fair share to the over-all program.

Although it is gratifying to see the reduction in industrial accidents, it does not mean we should become complacent about the importance of safety. "Although our organization campaigns are not scheduled to get under way until December, you, like all others, must continue working toward 100 percent on our part. The goal of every good trade unionist is to ensure one year without a single member in our local unions.

There is another equally important aspect of your life which we want to mention. Anita, your wife, Anna, your daughter, and your sons, George and William, belong to the same trade union. We appreciate it when you tell them of your pride in them—and justly so.

American Unionists—We are proud to tell you that we are members of Local 1245. We are proud to be members of a union that is growing in strength. The 1245 safety members are dedicated to the goal of promoting safety in the workplace. We believe in the importance of safety and we are committed to making safety a top priority. We work together to ensure that everyone who enters our workplace goes home safely. We are determined to prevent accidents and injuries, and we are committed to creating a safe work environment for all. We believe that safety is everyone's responsibility and that we must all work together to achieve this goal.
Citizens Utilities NLB Decision Expected Soon

The National Labor Relations Board is expected to issue a decision regarding the direction of the recent NLSP elections in Oregon. A second hearing for the issuance of Citizens Utilities Company's proposal for its NLSP elections is expected to occur in late May or early June. A few small changes were indicated in the proposed contract for the employees eligible to vote in the elections. The proposed contract is urged to mail a few small changes were indicated in the proposed contract for the employees eligible to vote in the elections. The proposed contract is urged to mail a few small changes were indicated in the proposed contract for the employees eligible to vote in the elections. The proposed contract is urged to mail a few small changes were indicated in the proposed contract for the employees eligible to vote in the elections. The proposed contract is urged to mail a few small changes were indicated in the proposed contract for the employees eligible to vote in the elections. 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The member one objective of our union's overall organizational program. During the past few years we have faced an election, an opportunity to program the organizing and financial goals of the union. We engage in almost constant negotiation, seeking to improve our membership's grievances and neutralize organized resistance.

We have been basking in these elections with the knowledge that our organization's role is expanding not only in the local communities but also on a national level. This has enabled us to influence public opinion and to attract new members to our ranks.

The job of the union is to ensure that we continue to grow and that our members are satisfied with the services we provide. We must be able to adapt to the changing needs of our members and the community.

We are committed to organizing and driving our members to work towards the elimination of discrimination and racism. We believe that all people, regardless of race, gender, or sexual orientation, should be treated with respect and dignity.

The union's role is to provide a voice for its members and to ensure that their rights are protected. We will continue to fight for a better future for all people.