



# COLLABORATION OF UWUA, CON. EDISON VOIDS SECURITY

## 1324's Drive Gets Vallejo AFL Nod

The 44 AFL unions which make up the Vallejo Consolidated Council (Metal Trades, Building Trades, and Central Labor councils) endorsed the organizing campaign of the IBEW on the PG&E system, at its regular meeting last Friday night.

The action was taken after William Green, business manager of the Vallejo IBEW local, explained that PG&E workers had themselves organized kindred Local 1324 and that it was the policy of the IBEW to extend all possible aid to members of the Brotherhood.

Thus the weight of the Vallejo AFL council and its 20,000 workers will be thrown behind Local 1324 in Solano County. The groundwork for affiliation with the Consolidated Council has already been laid and will become a matter of record as soon as delegates are chosen and pledged.

## More on Collaboration

From U.W.U.A., Local 175, of Dayton, Ohio, a form letter to Congress made interesting reading this week because it was immediately endorsed by Joseph Fisher, National President of U.W.U.A.

The letter advises Congressmen that the proposed construction of a standby steam power plant by the Tennessee Valley Authority is a move toward socialism and puts the U.W.U.A. top officials publicly on record as being opposed to projects such as the TVA. William Pachler, U.W.U.A. treasurer, had previously put the U.W.U.A. on the record with a news release opposing the steam plant.

The power companies' high pressure lobby in Washington has been sniping at and gunning for the

## Platform AFL State League For Political Education

1. Outright repeal of the Taft-Hartley Law and reenactment of the Wagner Act.
2. Attacking the basic causes of inflation.
3. Stimulating production.
4. Expanding educational opportunity for all.
5. Solving our housing problem.
6. Attaining a more equitable taxation so that the burden of the low income groups will be considerably lightened.
7. Extending the Federal Old Age and Survivors' Insurance Program and increasing the benefits to a more realistic level.
8. Organizing a comprehensive and adequate health insurance plan.
9. Increasing the minimum wage to \$1 per hour.
10. Restoring an effectively functioning Labor Department.
11. Enactment of the President's Civil Rights Program.
12. Establishing a policy of democratic security in the international field by the support of the Marshall Plan.

TVA ever since it was set up during the depression to rehabilitate the Southland. Without it and similar undertakings such as Grand Coulee, Bonneville etc., this nation may have lost World War II.

Workers in the TVA are organized under the A. F. of L. utility signed contracts. The extent to which the government engages in power production is matter for the people and the workers themselves to decide. The prime job of union leaders is the securing of wages and conditions for the people they represent.

## Eyebrows Raised by Latest UWUA Farce

The UWUA and the Consolidated Edison Co. of New York were making headlines in the nation's press last week. None of those headlines could obscure the fact that the contract just signed provided for top mechanics wages nine cents below prevailing rates in the same classifications at the nearby IBEW-organized Duquesne Power and Light.

The first eyepopper came over the news wires saying that a provision had been incorporated in the new contract requiring all employees to sign affidavits stating that they are not members of communist or subversive organizations. CIO President Phil Murray has refused to sign such an affidavit as a matter of principle. The UWUA action is announced at a time when all organized labor is fighting for repeal of the Taft-Hartley Act which requires such signatures for NLRB recognition.

The IBEW holds no brief for communism but it is plain to see that the security of every Con. Ed. employee will now rest on the whim of some UWUA or Con. Ed. official.

This action is all the more important when it is considered that in 1947 UWUA officials wrote a Con. Ed. contract which gave away the previously held maintenance of membership, preferential rehiring of laid-off members, and non-discrimination features.

Seniority and security at Con. Ed. are now in the hands of UWUA national officers.

The other eyepopper, which is further proof of UWUA collaboration, is the recent UWUA public opposition to the construction of a standby steam power plant by the Tennessee Valley Authority.

IBEW Local 1324 officials have been scanning the news dispatches

## Federation Busy On Legislation

AFL officers of the California Political and Educational League were busy in Sacramento this week carrying out the program and platform adopted recently at a statewide conference in Fresno. The platform is published elsewhere in this issue.

The league's principal task in the state legislature is the defeat of scores of bills aimed at organized labor. Neil Haggerty, League Secretary, who is also secretary of the State Fed, is directing Sacramento activities.

### CONCERTED ACTION

Not all of the League's efforts will be on the negative side. The State Federation of Labor in convention at Long Beach last fall went on record favoring the passage of many progressive measures which are in the public interest. The League will bring the full force of its hundreds of State AFL union affiliates into play to gain passage of its program.

This program ranges from the enactment of legislation to build more and better schools and roads, to increases in the weekly payments for unemployment and disability insurance.

The League will also fight efforts of special interests in the state to repeal the pension law voted by the electorate last fall.

for some UWUA indication of what happened to the 30 proposals for bettering conditions which were supposed to be submitted to Con. Ed. management before the widely publicized anti-security contract was signed with Con. Ed. The proposals got more than a page of publicity in the December 13 issue of the UWUA edition of the CIO News.

(See editorial on page two.)

**UTILITY FACTS**

Official Organ of IBEW  
Local 1324



L. G. GLASSON, President  
ED WHITE, Financial Secy.  
1918 Grove Street  
Oakland, Calif.

**Anti-ism**

The amazing announcement out of New York by UWUA officials that henceforth members will be required to sign affidavits stating that they are not members of communist or subversive organizations will bring a storm of protest from progressive unionists all over the country.

In last year's Consolidated Edison contract the UWUA had incorporated features embracing the Taft-Hartley act. Last week's action, also part of the new Consolidated Edison contract, goes the Taft-Hartley act one better.

**Requiring a worker to sign such a statement puts him at the mercy of the management and UWUA officials. The Consolidated Edison worker has now lost all semblance of independence and job security if he ever had any under the UWUA.**

If it is claimed that he has perjured himself in signing such an affidavit, who is to be his judge and jury. Management?

The UWUA action immediately brings up a host of questions. Why stop with an anti-communist or anti-subversive affidavit? Why not an anti-fascist declaration? Or an anti-dictatorship pledge? Could Mr. Fisher and the other UWUA top brass qualify if such documents were required of them?

In the eyes of the power companies, any man who believed in government "yard stick power operations" was bound to be considered subversive regardless of any pledge he might sign. Anyone who believed in public regulation of utilities would probably also be so tagged. In fact, anyone who did not believe in the same things the power companies believed in could become "subversive" in the eyes of management.

The UWUA-Consolidated Edison precedent shattering infringement on the basic rights of Consolidated Edison workers leaves the door wide open for the next step—the requirement that a man to work for a living must sign an affidavit stating his religion, his lodge connections, his political party and other pertinent information regarding his previous condition of servitude.

If any added data were needed

**WHY IS THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS THE BEST UNION FOR A UTILITY WORKER TO JOIN?**

A union that will really serve the economic interests of any group of workers cannot be built in a day, a week, or a year. Certain superficial persons beholding unions, and cynically appraising them, take the position that it is an easy matter to build a union. They expect, by writing a series of resolutions, or passing out a pamphlet or two, to create a great workingman's organization. No successful union has ever been created that way.

It is the diligent work of many men over a long period of years. Moreover, it must not be mistakenly believed that a union is the accomplishments of a few local or international officers. It is the creation of the full membership. Many a man who has not won fame for his service to his union, has built by self-sacrifice some permanent part of its structure.

**GOOD WORK LIVES ON**

Undoubtedly it is these durable and organic qualities of the union which attract so many sincere types of men and women and win their permanent allegiance. Here, they say, is something that will endure as a social instrument long after the individual's passing.

This conception of the union and of the time, effort, thought, and sacrifice necessary for successful union-building, has its practical side. It should warn prospective members away from the glowing representations of people who say, "Come with me and we will build a union structure overnight." It simply cannot be done. It has taken 56 years of steadfast, painstaking effort to build the Brotherhood — and the Brotherhood is rightly proud of its achievement.

**TWO SIDES**

Let us get a true picture of this subject of labor unionism. A labor union has two sides—the business, and the social and civic side. It is a business organization seeking through group action to protect the economic interests of its members. These members are primarily producers, but they are also consumers.

Protection of them as producers echoes very quickly in the consumption field; thus when a trade union raises the wage level of its members it also raises the purchasing power of that group, benefiting society in general. Take a look at the record. The International Brotherhood of Electrical Workers does not merely promise

to clinch the IBEW contention that top UWUA officials are unfit to lead workers in the utility or any other field, the Consolidated Edison deal with UWUA is the clincher.

to raise wages, and thus increase the purchasing power of its members and benefit society. It has already doubled and tripled them.

**SECURITY**

The business side of unionism deals chiefly with securing jobs for its members at good pay. Take another look at the record. Where is there any other utility union that can approach the job-securing record of the Brotherhood? If a union did nothing more than secure jobs at good wages for its members it would justify its existence, but it also works for better safety conditions, and seeks to raise the standards of enlightenment of its members through technical education.

The Brotherhood already has educational classes from the Atlantic to the Pacific. It isn't going to start them when it gets strong enough. It has them now! It has helped to write and enact into law many municipal ordinances that raise construction standards throughout the country. It is acting as a stabilizing force in every branch of the industry.

**BENEFITS**

Through its death benefits and its old age pensions, it is protecting thousands of homes that have lost their providers through age, illness, accident or death. Not tomorrow, is the Brotherhood going to do a lot of things for its members and their dependents—but it is doing them now, and has been doing them for years!

It is inconceivable that any worker intelligent enough to find a place in the industry would trade substance for shadow, achievements for promises, by joining any union except the International Brotherhood of Electrical Workers; the union that for 56 years has been, and is today, a constructive and stabilizing force in the industry that provides him his livelihood.

**That's What We Wanna Know, Too**

The UWUA lost more than 800 employees of the Indianapolis Power & Light Company to an independent union, after an NLRB collective bargaining agent election.

An independent union, set up locally without the resources and organizational facilities of a national union, usually has little more than aggressiveness and local autonomy to offer the worker.

Yet the UWUA got only 145 out of 798 votes cast. The independent won handily, polling 608 votes. Again an observer is impelled to ask "Why?"

**Comments from the Membership****WHY NINE CENTS?**

Employees of the Bay Division of the PG&E were given a wage increase of nine cents per hour, retroactive to January 1, 1949. Who inspired the increase?

The IBEW, Local 1324, was not the bargaining agent for these employees and could make no negotiations on this issue. Furthermore they would not have accepted the offer of nine cents, made by the company; therefore it was not the IBEW, Local 1324.

The UWUA-CIO got no increase for the employees in the last two negotiations with the company, even though members were assessed time and again, and after months of delay, finally accepted the company's original offer. If the UWUA couldn't get the employees an increase when they had a large membership, how could they negotiate a nine cent increase when they have no membership?

**The answer is—they couldn't and didn't. The UWUA, in their present deflated state, could not negotiate successfully a contract with a company the size of the PG&E. So it was not the UWUA, either, though they are quite eager to get the praise.**

We must therefore admit that the company handed out this increase to the UWUA on a silver platter, and there must be a reason why. In past years five cents was a large offer for the PG&E to make—so why nine cents now? Who inspired it?

**The employees themselves. The sudden bolt from the UWUA to the IBEW of the vast majority of PG&E employees showed the company they want, and are going to have, "One Union on the System"—a strong, militant union, affiliated with the American Federation of Labor. One that can and will negotiate a reasonable contract, and apply PROPER pressure to the issue if necessary.**

By giving the increase at this particular time, and letting the UWUA take the credit, it was hoped to strengthen the now faltering UWUA. A small price to pay for divided, inefficient unionism on the property.

It is gratifying to see the employees stand firm in their demand for ONE UNION ON THE SYSTEM, which can be obtained only through the IBEW.

GENE W. HOWARD.

**Pullman Men Bond**

Employees working in the shops and yards of the Pullman Corporation met in Chicago recently and set up a system-wide federation which will be an affiliate of the AFL Railway Employees department. The new organization will permit more effective bargaining with Pullman management, spokesmen for it said.

## Two Types of Membership But Equal Vote for All

The IBEW Local 1324 has solved the controversial problem of just how deeply it should become involved in beneficial programs by the devise of having two types of membership, the "BA" and the "A" membership.

The basic union rights of members are the same under either type. The "A" member, by paying a greater monthly membership fee, may subscribe to security plans.

### EQUAL VOTE

Naturally, only "A" members may vote on matters affecting the plans their dues support. Any special rights which they may have are confined to these plans. On matters affecting the general welfare and business of the union they have no more voice than any other member.

The chapter issued to Local 1324 by the International Brotherhood of Electrical Workers defines its jurisdiction as "Utility" over the employees of the Pacific Gas and Electric Company's North Bay, East Bay, San Jose and San Francisco Divisions. It grants to said union "all powers delegated by the Constitution" which means that it may issue either "BA" or "A" memberships at the option of PG&E workers.

The IBEW Constitution says that either type of member shall have an equal voice and vote in the affairs of the local union. The Constitution also guarantees the participation of both types of members in the affairs of the International in the following language:

### TRAVEL EXPENSE

"BA" and "A" membership is entitled to the same representation at the International convention. Each "BA" and "A" member in good standing 90 days prior to the first day of the month in which the Convention is held shall be entitled to one vote."

Defining the apportionment of representation to the convention, the constitution states: Each local union shall be entitled to only one delegate for its first 100 members or less and one delegate for each additional 100 members or majority fraction thereof.

Seven cents of the 70 cents collected by the International each month as per capita tax is set aside in a convention fund which finances the trips of just 10 elected delegates, at the rate of 15 cents per mile plus a bonus of \$40 if the delegates remain throughout the convention. Expense allowances for transportation are limited to 10 delegates from each local. If a local sends more than 10 they receive only the \$40 attendance bonus.

J. Grump, president made the following statement to a raise seeking employee, "When I started to work here I got \$7.00 a week and if it wasn't for the union, you would have the same opportunity, too!"

## From the Files— THE IBEW COAST LOCALS ARE IN THERE PITCHING FOR 1324

The organizing campaign of IBEW Local 1324 is getting daily help in scores of different ways from the various IBEW local unions located up and down the Coast, a check of the letter files revealed this week.

Below are excerpts from a few of the communications the local received recently.

"We in Local 340 (Sacramento) realize what a handicap it has been to IBEW officers to maintain conditions and negotiate for PG&E utility workers when the management has been able to use one International against the other," writes Charles H. Crawford, business manager, to President L. G. Glasson of Local 1324. "We wish you and other officers success in your efforts on behalf of the PG&E worker, and look forward to meeting your delegates at the Northern Conference of Electricians (AFL)."

Local 340 is a construction local with jurisdiction in 20 counties.

"We wish to welcome Local 1324 into the Brotherhood and will be glad to do anything we can to further its progress," W. C. Green, business manager of Local 180, Vallejo, writes.

From San Francisco, Marvin L. Larson, business manager of Radio Technicians' Local 202 salutes the IBEW workers and officials of Local 1324 and wishes "to assure you of our cooperation and support at all times and anticipate hearing of your progress from time to time."

Business Manager Giovanini of Richmond Local 302, who assisted Local 1324 with its affiliation with the Contra Costa County Central Labor Council, reports that he has urged the construction electricians of his local to expound the merits of IBEW to all PG&E utility men they come in contact with on the jobs.

President Glasson was in receipt of a letter from George T. Quinn, San Francisco business manager of IBEW Local 892, congratulating officials and members on the "fine progress you are making on the PG&E system" and pledging any support that he and the San Francisco local could render.

Writing to C. P. Hughes, International representative who is assisting Local 1324's campaign, Charles J. Foehn, business manager of San Francisco Local 6, found Utility Facts a very interesting paper and promised to write an article for it in the near future.

A special bulletin on the Bay Area organizational campaign of Local 1324 went out to the entire membership of IBEW Local 77 in Seattle. C. N. Kunz, business manager, called for pertinent information that would aid the PG&E

utility men, and exhorted his membership to "get our shoulders to the wheel and give these boys a boost down there." Advising C. P. Hughes of these efforts, he said if there was anything further the Seattle union could do to cooperate, Local 1324 should not hesitate to advise him.

Although right in the midst of contract negotiations with Southern California Edison, Cal. Electric Power and the Interstate Telegraph Companies, G. N. MacKinnon, business manager of the IBEW utility workers' Local 47, of Alhambra, found time to drum a campaign of letter writing among the membership, his letter to C. P. Hughes indicated. He promised Local 1324 fullest cooperation.

Charles W. Crary's letter to Hughes indicated that he was busily at work on an information gathering project for Local 1324. Crary is business manager of Local 659 of Medford, Oregon.

"We will expect to hear from you any time we can be of any assistance to your local, Carl Lara wrote President Glasson from Salinas. The Local 243 business rep. remarked that the utility workers who set up Local 1324, IBEW, had strengthened themselves as well as the rest of the Brotherhood.

Extension of cooperation with Local 1324's efforts on behalf of the PG&E workers also came from W. H. Diedericksen, business manager of Local 617, San Mateo; E. P. Taylor, business rep. of the Los Angeles Bureau of Power and Light Local 18; E. A. Stock of San Jose Local 332; and Business Manager Geller of Santa Rosa Local 551.

Local 1324 officials told Utility Facts that cooperation and aid extended by the various locals and their business agents is deeply appreciated. They also mentioned the many courtesies extended, and aid given by their sister union in the Oakland Electrical Workers Building, Local 595, whose business rep., S. E. Rockwell, has put every facility at the disposal of Local 1324 and has been helpful in numerous other ways.

## IBEW Raises

The I.B.E.W. has won 7% wage increases for the more than 1,000 employees it represents with Salt River Valley Water Users Assn. in Arizona, it was announced last week. Details of a wage increase, negotiated for I.B.E.W. employees of Los Angeles Water, Power and Light Bureau will appear in Utility Facts next week.

## Frisco Worker Writes Shedlock

William J. Reno, a meter reader of San Francisco Unit No. 1, this week addressed the following open letter to the UWUA's Shedlock:

Dear Mr. Shedlock—

Your organization distributed a pamphlet after a recent UWUA meeting held in San Francisco. In it you characterized some of the PG&E workers who attended that meeting "hoodlums." I was at that meeting along with some of my fellow employees. The fact that you insist upon collecting the dues PG&E takes from me through the checkoff gave me and my colleagues the right to attend that meeting.

In fact you sent me a notice and asked me to be present.

Your pamphlet does not mention the fact that you attempted to refuse me and some of the others who attended a "voice and vote."

Are we hoodlums because we thought we were entitled to speak our thoughts in meeting?

Although about 30 were present your secretary stated that only two of those were in good standing in the UWUA.

Is that why you attempted to muzzle them? Is that why you characterized them as hoodlums?

Is your method of running a union and a meeting the democratic way? Such high-handedness forced my fellow-workers and me out of the UWUA. No self-respecting union man will stand for such tactics forever.

You have also called us Eastern Raiders. Yet it is you who come from the East. I do not. Neither do the IBEW representatives who are assisting us with our campaign for one union on the system. They were born and raised in San Francisco.

You have fostered many other untruths about the present situation which have been refuted.

I, and most of my fellow employees on the system feel that your type of leadership is not good for the rank and file, Mr. Shedlock. When the bargaining election, which you are trying so hard to delay, is held, it will bear us out.

WILLIAM J. RENO.

## UWUA Delays NLRB Hearing Again

The NLRB hearings on the petition of the IBEW for a bargaining agent election among PG&E workers was again delayed by the UWA this week.

This time the UWUA claimed that their attorney, Mr. Darwin, was sick. The NLRB hearing officer again granted the delay. However, the hearing officer indicated that the hearing will be resumed again on March 21, whether Mr. Darwin is available at that time or not.

## That "Union" Turns Down An Opportunity to Aid PG&E Men

At the hearing in San Francisco Superior Court last week before Judge Milton Sapiro on the IBEW Local 1324 petitions to stop the PG&E from collecting check-off dues from its members, the UWUA got an opportunity to let the employee decide the issue. It was turned down.

The IBEW has sought such relief until such time as the NLRB orders a bargaining agent election. **QUESTIONS**

With Mr. Shedlock, Attorney Darwin and Attorney Paul St. Sure carrying the ball for the UWUA and the PG&E, Darwin was asked by Judge Sapiro if there was anything in the UWUA local union by-laws or the UWUA constitution which prohibited a member from withdrawing. Darwin was as evasive as the judge was insistent upon getting an answer.

Darwin finally stated that the UWUA does not want the dues of anyone who is not a member, whereupon IBEW's Matt Tobriner immediately offered to have a new sign-up by PG&E employees in which they would designate who should collect their dues. The PG&E indicated that this solution would be satisfactory to them. The UWUA refused this offer to let employees decide the issue.

The company's temporary desertion from the legal side of UWUA was prompted by their vulnerability to suit of the IBEW's majority membership, which could initiate individual suits to recover checked-off dues.

### IDENTICAL

Until the re-signup proposition was introduced by the IBEW, the PG&E and the UWUA had presented almost identical opposition to the IBEW suit. Both maintained that the court did not have jurisdiction in the matter; that the NLRB should decide the issue.

On the second day of the hearing the UWUA attorney brought up this point. He intimated a decision favoring the IBEW might bring about the filing of unfair labor practice charges before the NLRB. Filing of such charges could serve as a means of further delaying the NLRB election.

The UWUA definitely concurred in the company's position that Su-

perior Court had no jurisdiction; that the matter should be handled by filing of unfair labor practice charges with NLRB.

UWUA Attorney Darwin also remarked that he was beginning to work out a deal with the company on dues check-off that would relieve them from future litigation—if UWUA got the dues money!

At one time Darwin apparently thought he was in the PG&E offices, for he referred to the UWUA as a "company union" then hastily corrected himself.

The basis of most of UWUA's arguments in support of its case was the Taft-Hartley Act, which all reputable unions are currently seeking to have eliminated from the statutes.

By contrast, the IBEW's position was that the State Labor Code protects workers from the deduction of dues for an organization to which they do not belong or from which they have withdrawn.

### Responsibility of Leaders Discussed

Following is the gist of a conversation which took place in the San Francisco superior courtroom where the hearing on IBEW's petition to stop the dues check-off is being heard. The subject was remarks UWUA National officer Pachler made to a meeting of PGE men in Redwood City, February 24th. (Pachler stated IBEW had organized only the cow county utilities whereas the IBEW has a large majority of the largest utilities under contract.) The conversationalists were UWUA's Shedlock and C. P. Hughes, IBEW International Representative.

Hughes: Pachler's statements certainly weren't a credit to him or the UWUA.

Shedlock: I'm not responsible for what Pachler or anyone else said.

Hughes: Aren't you responsible for the local organizing campaign as a representative direct from the National office?

Shedlock: That's right.

Hughes: Can officials come in here from the National office and spread irresponsible and fantastic stories about conditions in the utility field without consulting you?

Shedlock: You'll have to write to Pachler for comment on anything he said at Redwood.

Hughes: I thought you were a National officer, responsible here for the official activity of the UWUA. If you don't agree with their policy of misinformation, why don't you say so publicly?

Shedlock: (No answer).

Dictatorship in America just won't work. Not even in the UWUA.

## REPORTS FROM THE FIELD

### Redwood City Unit No. 2

Mr. Shedlock held a meeting here and again tried to revive the old Local 137. As in the past, he failed miserably, because there were four times as many IBEW members (formerly UWUA) as UWUA members present. Shedlock arranged the meeting for the express purpose of electing officers. However, this matter was sidetracked. Shedlock, instead, ranted and raved for nearly an hour on the only issue he knows—"Red Smear."

Perhaps he would drop this issue also if he realized that he is including many loyal PG&E employees in this class by implication. We are sure PG&E management does not like this implication any more than their employees who are exercising a democratic right to select a bargaining agent of their own choosing.

Here is a fine example of the duplicity and insincerity of UWUA's national officers. After smearing the former president of old Local 137, trying him along with other unionists who want some autonomy in their union; and expelling him, Brother Gibbs was called by Mr. Shedlock and offered the presidency of a new Local 137 (If Mr. Shedlock can set one up).

Mr. Gibbs replied that if the request came from a majority of the membership, he might consider it. He said that he could not consider it when it came from Mr. Shedlock.

Gibbs was suspended after his name had been dragged through the mud by UWUA. The hour for correcting the damage done to him and other former members is now pretty late.

Even after Gibbs' resounding "No!" to Shedlock's proposition, that individual insisted on driving by Gibbs' home and picking him up for the meeting. But Shedlock never showed up. We are all wondering "WHY?"

R. PLACE, Secy. Unit No. 2

### San Francisco Unit 3

The Executive Board of San Francisco's Unit 3, held its regular meeting on March 8, 1949 at the union offices, 85 South Van Ness. Members welcomed Brother (Chuck) Hughes, I.B.E.W. International Representative, who was present as a guest. Among the subjects discussed and acted upon were organizational work, N.L.R.B. union election hearing and grievance reports.

The meeting was thrown open to organizational reports and Brother William Reno, gave a report on the

Organization Conference which he recently attended in Oakland. Brother Reno pointed out that delegates who attended the meeting represented PG&E workers in all four divisions of the system. Reports of these delegates showed that our strong opposition on the system grows daily.

Particularly encouraging reports were made by the delegates from Oakland. Delegates stated that I.B.E.W. support is growing in Oakland. Some of the PG&E workers feel that the company, in cooperation with U.W.U.A. frown on I.B.E.W. activity. Many who support the I.B.E.W. are keeping quiet for the present. In the very near future the Oakland delegates stated, this support will be in the open and will assist us in our drive for "one union on the sytem."

Brother Snyder, I. B. E. W. International representative, reported that N.L.R.B. hearing started on March 14 and PG&E workers, particularly shift workers who are off during the day, should attend these hearings. He stated that we should get support from U.W.U.A. in the coming hearing due to the fact that PG&E is attempting to exclude 51 classifications from the election. He pointed out that the I.B.E.W. has made overtures to the U.W.U.A. to join us in fighting against the company's efforts to exclude these workers from the bargaining unit, but so far U.W.U.A. has not responded.

Following this report, Brother Snyder went into the important problem of grievances. He introduced a letter which had been written to the company by Brother Chuck Hughes, demanding a settlement of several grievances which have been pending for some time and which are flagrant violations of our working conditions. Brother Snyder stated that the company had not answered our letter and therefore, he suggested we start processing these grievances on a rank and file level through our Unit 3 Grievance Committee. The procedure will be as follows: Any member or members having a grievance will have the grievance taken up by the shop steward with the foreman on the job.

If this does not get satisfactory results, the Unit 3, Grievance Committee will write the grievance up in detail on the standard grievance form and take it up with the company's grievance committee. Brother Snyder's suggestion was adopted by the Executive Board with the understanding that all grievances will be processed in the name of the I.B.E.W.

### New AFL Wrinkle To Sign Hospital

The AFL Hospital Employees union in San Francisco got wage increases of \$10 to \$15 per month for their 1,800 members recently through a new wrinkle. When hospital managers refused to bargain, thinking they might force workers to strike—always tough to justify when the interest of patients are at stake — a California statute which compels arbitration was dug up. They got their raise.

Sec. 562, P.L.&R.  
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