

VOL. 1-No. 13

OAKLAND, CALIFORNIA, MAY 4, 1949

HEARINGS COMPLETED NLRB UNION WITNESSES

Case Will Go To Washington NLRB

The NLRB hearing on the IBEW petition for a collective bargaining agent election among PG&E employees closed on Thursday of last week after all parties completed their testimony before Hearing Officer Ben Law.

After receipt of the transcript of testimony given during the last four days of the hearings, the parties will be given seven days to file their briefs. The complete record of the hearings, which started late last fall, will then go to NLRB headquarters in Washington, D. C. for study, after which an early election is expected.

DETAILS

Proceedings before the NLRB, held in San Francisco, were marked by many postponements due to illness of one PG&E attorney and other delays asked by both the UWUA and the PG&E for various stated reasons.

Most of the actual hearing time was taken up by testimony against a PG&E effort to exclude 1675 employees in 51 classifications from the baragining unit. Evidence on the petition for an NLRB election was admitted to the record and completed several weeks ago.

Both the IBEW and the UWUA offered evidence against the company's effort to whittle down the size of the bargaining unit. Many of the union men called to testify on that effort were subjected to terrific pressure on the witness stand by the PG&E.attorney but their testimony stood up well under hammering and sometimes biting cross - examination. (For details see stories in an adjoining column.)

AFL Clerks Raised

Retail Clerks of Local 775, San obtained \$5.00 weekly Mateo, raises recently in negotiations with the California Retail Grocers Association.

GET GOING-OVER

The PG&E's Labor expert, Attorney Paul St. Sure, sought strenuously to discredit the testimony of PG&E employees who appeared as union witnesses last week in Monday through Thursday hearings on PG&E's effort to exclude 1675 employees in 51 classifications from the bargaining unit.

Both the IBEW and the UWUA were fighting the PG&E exclusion move. The company concentrated most of its fire on the exclusion of sub-foremen and watch engineers. WITNESSES

Mr. Morris of Station "B" in Oakland was on the stand for the UWUA. Ronald Weakley of the River plants appeared for the IBEW. There were several other witnesses from both unions.

The same vicious cross-examination that marked a recent hearing appearance by Donald Hardie (Continued on page 4)

Review of NLRB Hearing in Frisco

George F. Prine, general foreman of the Electric Department in Redwood City, appeared for the Company to further prove sub foremen are supervisory and therefore not entitled to collective bargaining. After describing their duties, he left the impression that these men do not work every day. Anyone familiar with line work will refute this impression. Prine's objective apparently was to create the impression that employees in this classification cannot function as a part of management and belong to a union.

1944 TALKS

Mr. Nevraumont was recalled to the witness stand to explain the joint negotiations of both unions in 1944 regarding seniority. The unions and management placed different interpretations on the meaning of a clause in Section 16, (Continued on page 4)

Labor-Management Relations the IBEW Way

The NLRB hearings are over. Considerable time was devoted in the hearings to the company effort to exclude 1675 workers in 51 classifications from the bargaining unit, and from a vote in the coming bargaining agent election.

The IBEW fought the exclusion move. It fought it because many of its members are from those classifications. The IBEW has a duty to those 1675 workers as well as to the other workers on the system. It performed that duty by going into the hearings with evidence gathered at great expense and presenting it in a costly effort to preserve the bargaining unit intact.

The IBEW case was undertaken with honesty and sincerity in the interest of ALL workers on the system. The IBEW is seeking for these workers no rights or privileges they do not have under existing labor laws-the right to band themselves into one union on the system for bargaining with the company.

The IBEW believes that the fair wages and uniform conditions such a union will bring to the system will benefit the employee, the management and the public as well through higher efficiency and better morale.

PG&E Repudiates 1944 Agreement

The efforts of cooperative minded union officials who dickered with representatives of the PG&E about job classifications in 1944 were thrown back in their faces by the company in the hearings in San Francisco last week to prevent exclusion from collective bargaining of 1675 employees.

In the four days of hearings the company introduced evidence aimed at excluding supervisory, technical, clerical and management representatives. These classifications have been certified for inclusion in the bargaining unit by the NLRB previously.

LETTERS

In 1944 representatives of the union exchanged letters with the company regarding various classifications and after many conferences most of the classifications which were discussed were then included in the bargaining unit with the approval of the company.

In last week's hearings the company introduced some of these letters to bolster its repudiation of negotiations made by union representatives in good faith at the time for the purpose of promoting good will and understanding.

EXPLANATION

Jess Snodgrass appeared as witness to explain these agreements. It was understood then that subforemen, watch engineers and like classifications did not involve supervision and men in those classes should be regarded as lead men carrying out instructions from the company

The duties of the men in these classifications have not changed since then, the company admits. However, the company now maintains these are supervisory jobs and should be excluded from bargaining protection.

New construction in March was 2 per cent above that of March 1948

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UTILITY FACTS Official Organ of IBEW



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Unemployment and The PG&E Worker

Although there are signs that California's economy is perking up again, the unemployment rolls are still heavier than at any time since before the war. Reports emanating from the employment offices in the Bay Counties and from union offices indicate that the economic condition of some of those registered as out of work is getting serious. There are many instances of both skilled and unskilled workers using up all of their allotted six months of benefits. Where these men have families to feed and house at present inflated prices their condition is desperate.

The effect of this situation on men who are still steadily employed is one that bears examining. There are many reports of the more desperate unemployed offering their services for less than established union pay scales.

Thus the importance of unionism to every employed worker is greater than ever before. The only bulwark the average worker has against the unfair competition of a hungry worker is his union.

It would be well for the PG&E worker to pause and examine his own union connections and what they are doing for him to protect his job.

The AFL (American Federation of Labor) of which Local 1324 and the IBEW are a part, is working to improve the lot of the unemployed worker in many ways, not only through legislation but through contracts with employers which will shorten the work week and spread employment.

California has always been afflicted with a horde of migratory workers and with this horde increasing in direct ratio to registered unemployed the AFL campaign to organize these workers is important to every PG&E worker. There is an old AFL saying that "we must organize the migratory worker or he will disorganize us. This wisdom applies to all unemployed workers.

Events in recent weeks indicate that UWUA officials are little interested in the security of the PG&E worker. They have let grievances go unprotested — grievances that affect seniority and job security of

Unit 2 Affiliates With San Mateo CLC

IBEW members of Local 1324's Unit No. 2, San Mateo and Redwood City, voted at a recent meeting to affiliate with the American Federation of Labor Central Labor Council of San Mateo.

Russel Place, recording secretary of the unit, has been chosen as the delegate to represent Local 1324 and Unit 2. His credentials have been prepared and as Utility Facts was going to press he was preparing to attend the regular meeting of the council Monday night.

Thus the full weight of the AFL in the area will go behind the Local 1324 campaign for one union on PG&E property-the IBEW.

Local 1324 is also affiliated with the Central Labor Council of the American Federation of Labor in Contra Costa County. It is preparing to affiliate with the central councils in the other Bay Area counties at an early date. It is also an affiliate of the Northern Joint Executive Council of IBEW

Foreman No Boss

A Chrysler foreman testified before the House Labor Committee that after working 37 years if he retired at 65 he'll draw a pension of \$10 a month from the company. General Motors President Wilson argues that foremen shouldn't have the right to bargain collectively because they're "part of management." The logic is sound. Why should a foreman have to bargain over a \$10 a month pension? Does Charles E. Wilson have to bargain over his \$230,000-a-year salary and \$100,000 prospective pension?

Building Janitors Get 13 Cents Per Hr.

AFL Maintenance men employed by 14 building maintenance contractors in Oakland who belong to Local No. 18, got hourly raises of 10 cents recently and will get an additional three cents beginning June 1st. 500 workers are eligible. Members of the same union who are employed in 60 office buildings

also got raises. AFL milk plant employees, including drivers, got 10 cents an hour raises recently, retroactive to Feb. 1, 21/2 cents more April 1.

negotiated changes in parts of the contract designed to protect job security. There has been other serious UWUA defalcation of duty to the PG&E employee.

Whenever unemployment rolls grow, employers become more arbitrary about their right to hire and fire indiscriminately.

It is a fact that unemployment is up in the Bay Region and throughout California. Unionism is more than ever important. So is "one PG&E workers. They have even union on the System-the IBEW." plants who are doing shift work

CONTRACT VIOLATIONS GET NO CONSIDERATION FROM UWUA

The PG&E's insistence on making a contract with the UWUA around the first of this year despite the fact that IBEW had petitioned the NLRB for a bargaining agent election is clearer this week. The management can whittle away at important provisions of the contract with impunity so far as UWUA is concerned. Men are laid off without recourse to rules governing such layoffs, other violations of the contract occur, and

UWUA does nothing. The UWUA even negotiates new agreements with the company modifying security and seniority provisions of the contract

UWUA AND PG&E

UTILITY FACTS

So far as the UWUA and the PG&E are concerned the PG&E is now allowed to write its own ticket.

Meanwhile, PG&E personnel is discouraged from talking to Local 1324 IBEW representatives some sections of the system. And 1324 that it will not bargain with Local 1324 officials about grievances suffered by IBEW members.

The company's desire to keep several unions on the system might have a better chance of succeeding if it would practice neutrality until after the coming NLRB elections. NEED IBEW

However, management is slow in learning the value of fairness whenever unionism is at stake. Today more than ever before one union-one good, progressive, democratic, honest union-is needed on the system.

Here are some of the most recent reasons why:

1. At the river plants, it is reported that the superintendent has initiated work practices which break down established rates and conditions for maintenance painting. The work is being taken away from mechanics who formerly did the work and given to maintenance helpers at lower pay rates. 2. Although a good rounded meal of the sort many PG&E workers are accustomed to eating at home costs more than \$2, a limit of \$2 has been set by the superintendent (tax included) on meals the men buy when required to attend safety meetings after regular hours. The maintenance men are feel-

ing inspired pressure on meal expenditures out in the field. Their foremen have let them know that \$1.50 for a meal is considered too much.

It should be pointed out that there is a section of the contract which definitely states the terms under which men away from their home terminals or held on the job past their normal quitting time shall be reimbursed for meal expenses.

3. A new company work schedule for men in one of the river deprives them of their right to work full 40-hour weeks in some cases and does not pay them for overtime worked in other cases. If this is not checked it will probably be spread to other sections of the system.

4. In Contra Costa County, a dangerous precedent is being set for the rest of the system on shop to job pay and practice. A common work headquarters has been established for steam and other employees. Yet the superintendent is requiring regular employees to report for work at any station where the whim strikes him, in order to cut down on the amount of time spent riding out to jobs.

This practice is putting the employees to a lot of extra travel expense and inconvenience. If continued, the next step may be no pay at all for time spent going to on and from jobs.

5. Established safety measures the company has advised Local are being by-passed for the sake 1324 that it will not bargain with of "efficiency." There have been several instances of mechanics being required to work in the presence of dangerous and highly toxic sulphuric acid fumes while repacking valves, whereas established safety rules dictate removing the pipe or vessel from any pressure unit to which it may be attached for such repacking.

Typographical Men Get Weekly Raises

Typographical Union No. 221, San Diego, got 12½ cents an hour wage raises for about 50 workers in job printing shops. The Typos are an AFL union. At Eureka the Typos also won

raises for about 100 of its members employed in job shops and newspaper offices. Amount of the boost was 10 cents an hour.

About 500 members of Typo Local 174 got boosts in Los Angeles amounting to \$5.00 per week and retroactive to March 1, 1949.

Savings in 1948 were \$3400 million less than in 1947.

Help Wanted

Despite a fine job recently of publicising its activities, Unit 3's Publicity Committee is still looking for volunteers who like to write.

Anyone interested in such work should consult with Rusty Evans of Unit 3, or mail any contributions which may be useful to Evans, at 85 South Van Ness.

Keeping the membership posted on all developments is an important part of the current campaign. Members are urged to aid Rusty and the committee in their efforts to continue the fine job done to date.

Drew Reports on San Jose Contacts

Intl. Rep. Lawrence R. Drew of the IBEW, who has been assisting the Local 1324 campaign in the San Jose area during the past weeks, notes that there are a lot of good union men sitting on the fence down there, most of them oldtimers.

"They've been around a long time," Drew remarked, "and they know what they want from a union. The IBEW is the strongest and largest union in the utility field today because of the support and effort of such men. When we have had an opportunity to show them how the IBEW operates in the interest of its members throughout the nation, they will be in there pitching for us as they are elsewhere on the system."

GOT AROUND

During the past week, Drew called at PG&E plant headquarters in San Jose and also visited with several field crews.

"The IBEW," Drew noted, "has come a long way down the organizational road in the past few years. Changed conditions not only on the legislative front, but in the thinking of workers themselves about organization, have brought about the present strength of the IBEW among utility workers. To-day there are more IBEW contracts in force for the workers in the major U.S. power companies than have been made by any other union. With the UWUA collaboration with power companies becoming more and more evident, the list of IBEW-covered firms is growing."

LAUDS OLDSTERS

"The wisdom and patience of the oldtimers in incorporating sound seniority and security clauses into IBEW contracts has been a big factor in the successful and rapid growth of the IBEW among the utilities."

Every union man understands that seniority is the heart of any union contract, for seniority is job security. In IBEW utility contracts, job security is strengthened in a host of ways which include every possible protection from strict procedure regarding job bidding, to IBEW voice in apprentice training.

"But the real worth of the IBEW to the worker is in how these provisions are enforced," said Drew. "IBEW by-laws insure democratic election of local officers. And IBEW convention delegates, democratically chosen, set policy and assure that it is being carried out."

ADVANTAGES

That policy includes enforcement of job security provisions in contracts to the hilt. It also includes strong action on the legislative front to advance the inter-

WE'D LIKE TO KNOW -----??

The UWUA Utility Workers council has distributed a pamphlet on public versus private ownership of Utility Companies. Local 1324 raises and directs at the UWUA for an answer the following questions which their pamphlet raises:

Why DID ONE UWUA local adopt a UWUA anti-public ownership resolution without consulting with the other UWUA locals on the PG&E system?

Why was such a resolution railroaded through at a time when a collective bargaining agent election is pending on the system and all evidence indicates that the UWUA represents only a minority of PG&E workers?

Why was such a resolution voted upon at all in the face of a declaration within the document stating "Whereas, Like every other political and economic question we realize that none of our members can be precluded from having his individual views on this (public ownership) question"?

Why does the resolution contradict itself by ending with the phrase **"Assuming** fair labor policy, we do not favor driving privately-owned public utilities into public hands . . . "? Does the UWUA wish to imply that it will try to force public ownership on any company it deals with if the UWUA leaders do not get along with management?

Is the UWUA policy regarding this issue to be regarded as not one taken in the public interest but one taken to be used as a club over the head of management?

Has the adoption of the UWUA resolution aided relations with the PG&E management to the extent that Company is now doing more for its employees than before the resolution was adopted? Are grievances easier to settle? Is the contract being observed?

How about the 51 classifications covering 1675 employees that the company wants excluded from the bargaining unit is this a "Fair Labor Policy"????

Any important action taken by a union should aid the worker on the job in some way as well as the industry. How has the UWUA's resolution aided the welfare of the PG&E worker?

AFL Masters, Mates

Whip CIO in 2 Elections

New York. - Representation

rights for licensed dock employes

on ships of the Erie and Long Is-

land Railroads in New York har-

bor were won by the AFL's Mas-

In a National Mediation Board

election the union whipped the

CIO's socalled "United Railroad

Workers" by 26 to 11 on the Erie

and by 8 to 4 on the Long Island.

The board certified the Masters,

Mates and Pilots as bargaining

Washington .- In 1900, the aver-

age American farmer "grew food

for 8 persons." Now, a report says,

he "grows food for 15 persons,"

or nearly twice as many. Mechan-

ization of agriculture is the main

reason why this increase was pos-

Following adoption of the new

rent law, Housing Expediter Tighe

Woods said ceilings would be lifted

from about 148,000 rental units in

Farm Output Doubled

ters, Mates and Pilots.

agency.

sible.

27 states.

Painters Get Paid Health Insurance

About 15,000 painters in 31 AFL locals, located in the Bay Area counties now enjoy the benefits of recently negotiated health plan paid for by the employer which provides for cost of operations, hospital expense, medical expense, and medical services.

ests of utility workers and increase their living standards.

In contract negotiations, one of the largest research staffs employed by any international union is at the disposal of local negotiation committees—probably one of the reasons why the IBEW wage pattern throughout the utility industry is higher than that of the UWUA.

"The benefits accruing to the utility man and woman are too great and too diverse to set down in a few words or paragraphs," Drew concluded. "But we know that when the full import of the IBEW story gets around the San Jose area—and it has been getting around—the oldtimers down there will be part of that story—One Union on the System—the IBEW."

UWUA 134 Meets; Has Poor Night

An apathetic meeting of UWUA Local 134 which calls Oakland its headquarters met on Thursday night of last week. One reliable observer who attended, reports that only about 25 PG&E workers showed up for the session.

Attendance at the UWUA's Oakland meetings has been falling off progressively here recently. The languid and lackadaisical manner in which business was presented and transacted indicates that the officers are just as discouraged with the floundering UWUA campaign as the few remaining UWUA partisans.

FED-UP

Those who were present seemed to be thoroughly fed up with the UWUA mistakes, their top-level dictation of policy, their post-contract agreements which softened up the contract, and their failure to endorse seniority and job-security provisions of the contract.

Where past meetings have been given over largely to harangues against IBEW Local 1324 and its leaders, on Thursday night the UWUA officials confined their conduct of the meeting to reading of correspondence, reports, and good and welfare.

Good and welfare was not too good.

NO DOUGH

The Oakland Local reported on dearth of funds because the company is no longer turning the dues monies checked off from IBEW members over to it. (San Francisco Superior Court ordered the PG&Eto cease turning over to the UWUA dues collected from employees belonging to the IBEW.)

UWUA officials said that a suit may be brought against the company to compel it to turn checkedoff dues over to the UWUA. Such action was not certain, however. The UWUA officials seemed to be very uncertain where they were going or how they were going to get there.



REVIEW OF NLRB HEARING

(Continued from Page 1) Article 21, page 52 of the contract. In drawing up this clause in 1944 the unions recognized that man-

the unions recognized that management had certain prerogatives for the selection of personnel to fill certain jobs in some of the classifications the company now seeks to exclude from bargaining protection. Therefore, they were made exceptions to the general seniority rules covering most other jobs.

AGREED TO TALK

The idea at the time was not to make any hard and fast rule that would apply to job bidding for positions that could be construed as supervisory in some case and not supervisory in others. Under such a clause the classification of some positions was subject to negotiation with the company.

Management has often charged labor unions with usurpation of management prerogatives. It was precisely to avoid such charges that the clause was agreed to in 1944.

Yet in the San Francisco hearings the company took advantage of the 1944 negotiators' good will and used the concessions made then to support its contention that ALL of the 1675 employees in 51 classifications were management representatives.

EVIDENCE

Evidence to refute this claim was introduced by the unions in the form of statements, testimony and exhibits. It was shown that the workers in the 51 classifications had been covered by union contracts not only in the PG&E system but on other utility systems up and down the coast, in some cases for as long as 25 years.

It was also pointed out that the IBEW has in recent months signed many contracts with utility firms covering employees in those 51 classifications.

In the face of these facts, IBEW representatives question the motives lying behind the company's effort to exclude these classifications. These questions cry for an answer:

Was the exclusion move made merely to stall the hearings and delay the day of an election?

Did the company think that denying these 1675 employees the right to vote for a bargaining agent would affect the IBEW's certainty in winning such an election?

Is the PG&E exclusion move an attempt to change a collective bargaining pattern which has been established on the Pacific Coast for over 25 years?

Does the company realize that its effort threatens the stability of every other IBEW contract where similar classifications are covered?

Is there an ulterior motive in raises aver seeking to remove from the unions per cent in the stabilizing influence of those this month.

workers falling in the 51 classifications?

In reviewing the hearing, IBEW representatives point out that it is the Taft-Hartley law that has made it possible for the company to request exclusion from collective bargaining of certain employees. The act is purposely vague about who shall be classified as supervisors and who shall not, leaving that matter up to the NLRB.

It is pointed out that the company could have requested exclusion in 1947 or 1948, dealing directly with the union first, rather than with the NLRB. The fact that the company did not do this, but waited until the IBEW had filed an election petition, may be significant. The employees in those 51 classifications may believe too strongly in the IBEW and One Union on the System.

Fisticuffs Needed Now to Sell CIO

Not only the UWUA but the rest of the CIO family seem to be on the down-grade in recent weeks. The National CIO came out to the Coast recently in an unsuccessful attempt to dictate policy to the Longshoremen, a c c or d in g to spokesmen of that union.

The latest difficulty of the National CIO is with the Mine, Mill and Smelter Workers Union, which accuses the CIO Steel Workers of raiding its jurisdiction at Bessemer, Alabama, resulting in a new bargaining agent election in that southern steel city, which was won by the steel workers.

Phillip Murray, CIO president, also heads the Steel Workers. Factional trouble between the two unions boiled to a climax recently in a radio broadcast booth where officials of the MM&S and the Steel Workers were preparing for a preelection broadcast. It was reported that a MM&S official was struck so forcefully that he now faces possible blindness.

It should be noted that though force may seem like a convenient way to end an argument it never won one. The UWUA-CIO effort to force the personal opinions of top UWUA National officials upon the PG&E worker will succeed in California only until the worker has an opportunity to express his own opinion through a NLRB bargaining agent election. That should be soon.

Department Store Workers Raised

About 1200 members of Retail Clerks Local 170 employed in Fresno department stores, obtained raises averaging more than 12 per cent in contracts signed early this month.

UNION WITNESSES

(Continued from Page 1) was concentrated on Weakley by Attorney St. Sure.

Every effort was made to impeach the testimony of these and other IBEW witnesses. Because they refused to admit that their duties were other than the company charged, it was inferred to them that they were lax in carrying them out. The implication that they might be discharged for laxity was unspoken but it was there just the same and everyone at the hearings could not fail to see it. **CONTENTIONS**

The company introduced management representatives who attempted to prove the company's contentions that the men had duties and responsibilities not set forth in the classifications which are a part of the contract.

Superintendent Dawson appeared for the company. He stated that the company wanted to take watch engineers out of the bargaining unit because the union members objected to having these workers submit reports to the company on the activities of men working with them on the job.

Local 1324 views such a requirement seriously. When one employee has to report on another employee it does not aid in creating the sort of cooperation that should exist between all employees working together on the job. **CLASSES**

Paul E. Britton, Personnel Supervisor of the San Jose Division appeared as a witness to impeach the tetimony of L. E. Cardiff, subline foreman from Redwood City, and J. E. Gibbs, Jr., light crew foreman of the Redwood City Gas Dept., who appeared in earlier hearings to state why their classifications should remain in the bargaining unit.

Although an attempt was made to ridicule their testimony, these witnesses were not present to ridicule the company, but merely to express their democratic wish to keep union protection.



Know the Facts! Here's WHERE and WHEN to ATTEND MEETINGS

UNIT No. 1-MARTINEZ

2nd and 4th Monday of each month, IOOF Hall, 829 Ferry St., Martinez, at 7:45 p.m.

UNIT No. 2-REDWOOD & SAN MATEO

2nd and 4th Monday of each month, Community Hall, Belmont, 8 p.m.

UNIT No. 3-SAN FRANCISCO

lst and 3rd Tuesday of each month (day workers), Building Trades Temple, AFL—Progress Hall, 14th and Guerrero Sts., 8 p.m.

Last Monday of each month (night workers), 1:00 p.m.

2nd and 4th Tuesday of each month (Executive Board), 85 South Van Ness, 8 p.m.

UNIT No. 4-SANTA ROSA

3rd Wednesday of each month, Labor Temple, Santa Rosa, 8 p.m.

UNIT No. 5-UKIAH

2nd Wednesday of each month, 8 p.m., in the Odd Fellows Hall.

Local Union and Unit

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M. A. WALTERS Vice-President
ED WHITE Financial Secretary
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ROY V. LOBERG Rec. SecTreas.
WALT MILANDER Asst. Financial Sec.
ROY NICHOLSON Executive Committee

Inventories at the end of January 1949 were the highest on record. Manufacturers' stocks went up \$230 million in January, on top of a \$540 million increase in December.

