



OAKLAND RESPONSE PLEASING

Al Tiegel Deplores Local 133's Inaction

Al Tiegel, president of Local 1324 IBEW's Unit 3, San Francisco, in the following communication addressed to PG&E workers, deplores the lack of unionism apparent in UWUA Local 133 and raised some pointed questions:

Who are these people that call themselves Local 133, UWUA, Tiegel asks. Who are the officers of Local 133? And who are the members? Why don't they stop the things the officers of the local are doing with the contract? That contract, containing many worthwhile gains, is the result of years of hard work by all of us in the PG&E.

CONTRACT CHANGED

Now the officers of UWUA Local 133 and PG&E are changing that contract as PG&E sees fit without the consent of the employees.

It is evident that representatives of UWUA Local 133 and the company intend to wreck the whole contract. What is the matter with the members of Local 133? Why don't they stop this sort of thing, which the officers are doing? Why don't they wake up? Can it be that there are no Local 133 members who want to talk up; who want to hold the contract as it was prior to December, 1948?

WHERE WERE THEY?

The majority of officers that now comprise UWUA Local 133 had never been heard on the floor of a PG&E union meeting prior to December, 1948. Why are they now such staunch UWUA supporters?

Again I say, why don't the membership of Local 133—what there is of it, wake up and stop this contract busting? If they can't speak up in UWUA Local 133 why don't they join a union where they can speak up—Local 1324 IBEW?

Wake up and join with the IBEW and help us put "One Union on the System—the IBEW."

Take Part in Apprentice Ceremonies



Labor Secy. Tobin, right, above, and Jack Shelley, President of California State Federation of AFL unions, of which IBEW Local 1324 is one, took part in ceremonies recently at the Oakland Auditorium where 850 apprentices trained under joint employer-union auspices were honored at their graduation. The IBEW is one of the most active participants in the joint training program, a plan in which California ranks the nation.

IBEW Still Pressing Grievance Settlement

With the UWUA still lax in doing anything about the settlement of grievances of PG&E employees, the IBEW intensified its efforts to get a host of grievances and contract violations cleared up. To date the company has refused to recognize grievance committees elected by IBEW PG&E employees.

Grievance committees have either been set up or are in process of being set up by all six units of IBEW Local 1324.

Last week G. B. Troxel, chairman of the San Mateo-Redwood City Unit 2 committee, in a letter to Mr. A. M. Riesen, PG&E chairman of the Joint Grievance Committee, pointed out that "grievances have been processed through the original steps of the Grievance

Applications Come In; Plan Meeting

The Executive Board of IBEW Local 1324 met late last week to check on previously laid organizational plans for the Oakland-Hayward-Emeryville district. The board found the campaign in that district going well and gathering momentum.

A tentative date for a big open meeting of PG&E workers in Oakland was set, at which time an Oakland unit will undoubtedly be born.

Meanwhile a score of key IBEW men in the East Bay who have quietly awaited conclusion of the NLRB hearings before engaging actively in an IBEW educational program among their co-workers are enthusiastic at the initial response to their first IBEW overtures.

PROGRESS

Even veteran IBEW representatives were surprised at the number of IBEW applications which rolled in during the first week of the drive. One man alone in Oakland turned in seven applications during the week.

Apparently the languid UWUA was caught napping by the sudden IBEW interest in what they had boasted was their principle stronghold. The IBEW had not been neglecting the demand of workers in the area for service. Rather, they had sought to avoid spreading their resources too thin while strong units were being welded together in the San Francisco-San Mateo-Redwood City district, and in the Martinez, Santa Rosa, and Ukiah districts.

Ed White, veteran PG&E employee and Local 1324 financial secretary, was spending much of his sparetime in Oakland this week laying groundwork for the big turnout expected for the coming meeting.

Utility Facts Take a Holiday

Because of the Decoration Day holiday, Monday, May 30, which is the day Utility Facts goes to press, there will be no issue published next week.

The next issue of Utility Facts will be published June 8 and regularly thereafter.

Procedure without gaining satisfaction, and as the next step is a hearing before the Division Joint Grievance Committee we are asking a hearing before that committee."

REFUSAL

Previously when IBEW officials protested PG&E refusal to discuss grievances of IBEW members, the

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UTILITY FACTS

Official Organ of IBEW
Local 1324



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

Why Not Face Us?

UWUA's Shedlock, who directs that union's campaign on the system, has apparently condoned a UWUA Newscaster poison pen item which declares that the IBEW offers prospective members "second class citizenship!"

It is hard to understand the thinking that prompts such remarks. UWUA top level policy dictation; UWUA efforts to deny workers a right to express their collective bargaining agent choice through a democratic NLRB election; and UWUA refusal to open their meetings to IBEW men for a discussion of PG&E issues does little to build confidence in the UWUA conception of citizenship or the democratic way.

The IBEW representatives have extended repeated invitations to officials of the UWUA—Mr. Shedlock, Mr. Anderson, or any other UWUA—to appear at Local 1324 IBEW meetings and state their side. These invitations have been ignored.

These officials are still trying to confuse the PG&E employees about the One Union on the System plan by implying that after the election there will still be two IBEW locals on the system. They blithely ignore the fact that both locals are a part of one International union — the IBEW.

On the other hand, the UWUA has set up eight local unions in four Bay Divisions of the PG&E. It hopes these eight unions will grow into real unions. They have no apparent connections. Local 133 in San Francisco recently made an agreement with the company modifying the procedure for System job bidding in the San Francisco Steam plant.

If the UWUA Newscaster's inference that IBEW men are second class citizens were to be taken seriously then it follows that UWUA officials feel that they are themselves first class.

Any first class citizen in this democracy of ours should be willing to discuss issues in an open meeting. On the word of C. P. Hughes, IBEW representative who is assisting Local 1324 with its campaign, the IBEW will pay the expenses of such an open meeting.

What Two Dollars Buys — PG&E EMPLOYEE NOTES SOME ANGLES 'UTILITY FACTS' HASN'T MENTIONED

(The following communication from a PG&E employee, and who apparently understands unionism, makes some valuable observations which though lengthy, deserve the attention of every utility worker. Utility Facts hopes that other PG&E workers will also communicate their suggestions and opinions to us):

Local 1324 is a part of the IBEW International which in turn is an important part of the American Federation of Labor.

When the Company builds a new building, powerhouse, substation, steam plant, gas plant, power lines, gas lines, etc., and contract such work out, the different crafts of the American Federation of Labor supplies the manpower.

The jurisdiction of Local 1324 which covers the four Bay divisions makes it possible for it to affiliate with the following Central Labor Councils: San Francisco, Alameda County, Contra Costa, San Jose, San Mateo, Santa Clara County, Solano County, Napa, San Rafael, Santa Rosa, Ukiah, etc. All of these councils are a part of the American Federation of Labor and are composed of unions affiliated with the American Federation of Labor.

LOTS OF SUPPORT

Local 1324 through the IBEW, affiliates with the California State Federation of Labor which is composed of all unions affiliated with the American Federation of Labor.

Local 1324, being a part of the IBEW, becomes a part of the Northern Joint Association of Electrical Workers which is composed of all IBEW local unions in the northern part of California. Also, through this affiliation or directly they become a part of the State Association of Electrical Workers which is composed of all IBEW local unions in the State of California including all Utility locals.

Local 1324, being a part of the IBEW, participates in the meetings of all Utility Local Unions of the IBEW on the Pacific Coast including Nevada. This covers the employees to date of all Utilities except that part of PG&E which is now going IBEW, one small division of the Copco Company, Southern California Edison Steam Plant —only, Southern California Gas and maybe a small water company.

WHAT IT MEANS

Now what does this picture show and what does it mean?

1—The Company I work for, PG&E, does all its work with members of the American Federation of Labor, either directly through General Construction Department which is IBEW or through outside contractors who are signed on

agreements with the American Federation of Labor.

2—Through affiliation of Local 1324 with the Central Labor Councils which are a part of the American Federation of Labor, I am a part of the labor movement in the community I live. I mingle with the butcher, baker, milk man, clerk in the store where I buy my groceries, the theater, the plumber or painter who fixes my household. It is natural they are interested in my job, as I am interested in theirs because through our Councils we discuss each others problems as well as how we can best serve our community.

3—This affiliation with the Councils carries my problems to the State Federation of Labor Conventions where I meet again the people on my street.

4—Through affiliation with the IBEW I become a part of the Association of all IBEW locals, not only immediately surrounding the Divisions I work, but the whole State of California where men do the same work as I do only for another Utility. Through this affiliation alone, I would be able to benefit by the practices, wages and conditions found on the other Utility. Some might be better than mine and some might not be as good, but it would make it possible for all the Utility employees to assist one another.

5—By being a part of the IBEW, I become a part of that conference held to improve the wages, hours and working conditions of Utility employees, up and down the coast. Again, some of my conditions might be better but I can sure see how we could help one another. Also, through conferences like this, employees get information that definitely gives them wider job security and opportunity possibility.

When you sum it all up, where in the picture does the UWUA through its affiliation with the CIO help the PG&E employee strengthen its collective bargaining position with the Company. The large majority of Utility workers on the coast which naturally affect us, are IBEW, their interests and our interests are the same. All the outside work which is done by the PG&E through contractors is done by workers who are members of the American Federation of Labor.

When we prepare our agreements, data must be secured through the IBEW or through American Federation of Labor unions, as there is nothing the UWUA can show us that is better or as good as we have now and as long as they have nothing in the immediate vicinity I can't see where

GLASSON'S GROANS

Mr. Wallace F. Bennett, president of the National Association of Manufacturers, uttered this gem before the University of California students on the afternoon of May 13th: "I think this will be a happier country when the device called collective bargaining assumes its normal place. There are too many people who regard it as a religion. Collective bargaining should be handled on a personal relationship basis between employer and employee."

Mr. Bennett wants "little you" and "little me" to go it alone against the multi-billion-dollar, all powerful collectivism of monopolies known as the NAM. You and I would have as much chance to get a dime as a flea climbing an elephant's leg with murder in his heart.

There are still several unorganized industries in the gentleman's baliwick, let him make them a shining example of employer-employee relationship and then he can crow about his theory. Some industries in the South are shining examples of Bennett's theory.

Again, the PG&E operated on this idea from 1921 until 1943. The door was always open, but the answer was always "No." Remember? And there were 10 long years without a raise, until we began to organize in 1933. That's how far we got on an employer-employee basis of the calibre advocated by the Kingfish of the NAM.

they can be of any great help. Whenever we can't reach an agreement with the PG&E, isn't it natural that our affiliations with the American Federation of Labor Organizations throughout our area are going to give us more assistance than the UWUA whose affiliations have no direct interest. Remember the butcher, milkman, grocery clerk, plumber, etc., are American Federation of Labor and interested in us.

I have looked at the picture from the standpoint of how I could be helped and what service I could expect out of my \$2.00 but there is still one fact that can't be overlooked. And that is if Local 1324 affiliates with all these councils and they have already started to do so, certainly the PG&E itself is in a position, by establishing good labor relations, to benefit.

I don't have to be a college graduate to see that for an employee to get real value for his \$2.00, to establish a stable labor policy on the system, to take our rightful place with the employees of the other coast utilities, that the answer is "One Union On the System" and that the Union has to be the IBEW.

—PG&E EMPLOYEE.

CWA and UWUA Parallel Shown

CIO Takes Them In Even When Tainted

(Editor's Note: The following story is more lengthy than we like to have them. However, because the article discusses top level CIO policy and its disregard for the interest of the average worker, we felt that it should be documented in the usual Utility Facts factual manner.)

The last issue of the UWUA's Newscaster reports that the CIO has issued a charter to the Communications Workers of America (CWA), the union which claims to represent AT&T employees. The Newscaster says the affiliation with the CIO was voted by a margin of 3 to 1. (An Associated Press dispatch said 2 to 1.)

"This group of worthy citizens," the Newscaster says, "would not accept second class citizenship from the IBEW."

IGNORANCE

"In making such a statement," IBEW Rep. Larry Drew said when it was referred to him, "the Newscaster and the UWUA officials responsible for it indicate a complete ignorance of the AT&T situation, for if they are not ignorant of the facts then they stamp themselves as men of the same ilk as those responsible for the CWA-CIO affiliation 'deal.'"

Drew, who is currently assigned to the PG&E campaign, is one of several field representatives assigned by the IBEW's International officers to make a special study of conditions in the telephone industry.

"In fact," Drew said, "a study of my file on the Communication Workers of America shows an interesting parallel to what is happening to the workers in that industry and what happened to the UWUA members on the PG&E system. Both had a deal made by top level company-type union men thrust upon them. Both are beginning to see how such deals rob them of their basic union rights and tend to make them slaves of management-inspired policies."

COLLABORATION

In earlier issues of Utility Facts the collaboration of top UWUA officials with the Consolidated Edison management was reported and documented.

To the facts reported at that time can now be added the fact that that well-known company union, the Brotherhood of Consolidated Edison Employees, was born through a deal similar to the deal whereby the CWA affiliated with the CIO. The UWUA national charter issued by the CIO made the Brotherhood of Consolidated

Edison Employees' officials the national UWUA officials. Just how such deals work against the interests of PG&E employees may be seen in the recent seniority deals UWUA officials have made with the PG&E.

The enthusiasm of the Newscaster and UWUA officials for the CIO deal with the CWA will be understandable to the PG&E employees, Drew said, if he will study the following facts:

DISSATISFACTION

The sorry state of the communications workers is traceable directly to the collaboration policies over the past several years of CWA's notorious President Joseph Bierne.

Dissatisfaction with the Bierne regime reached its peak in 1947 when AT&T and Bell System employees across the nation struck to enforce wage and condition demands that Bierne was unwilling to negotiate with the communications companies.

The strike was unsuccessful. Because it was, the union has been falling apart since. Several large segments went independent. Other segments went into the many national CIO unions claiming jurisdiction. Membership in the CWA fell from a peak of 400,000 in 1947 to 156,447 in July of 1948. (IBEW's entrance onto the stage at the request of the employees in the AT&T Western Electric Kearney, N. J. division, where a bargaining agent election was won by the IBEW, hastened the decline.)

TURNS TO IBEW

With his union foundering, Bierne sought a strong prop and turned to the IBEW. He was informed by IBEW officials that the employees themselves would have to decide the matter of affiliation. There would be no deals whereby the IBEW would be bound to take in and guarantee jobs to a group of company-minded officials.

What transpired after that will make strange reading to the average utility worker. There was never any love lost between the CIO and the Communications Workers of America, as part of the following record will reveal:

"Telephone Organized," the official journal of the Telephone Workers Organizing Committee-CIO, had this to say in its July 1948 issue: "The unity of the CWA has been proven to be that of a handful of sand. . . . CWA turned out to be a farce. The shameful bootlicking of AT&T was worse than the conduct of NFWA (a predecessor) at its weakest moments. . . ."

"Playing the company's man, Bierne (CWA president) proclaimed the three year no-wage-increase sellouts as a pattern for all telephone workers."

When the American Union of Telephone Workers—Long Lines Employees left the CWA to go into the CIO after dissatisfaction over CWA inaction on behalf of their conditions, Bierne launched into a bitter denunciation of the CIO union in a letter dated July 17, 1947.

DESERTION

The following month, in August 1947, re-echoed the Bierne plaint against the CIO.

About the same time, President Moran of the AUTW, one of the unions formed by dissenting communications workers, had this to say about Mr. Bierne's attacks: ". . . There is a name in labor for those disregarding tactics that play the game of the employer."

In July 1947, Bierne said: "Its leaders (CIO) will vie with each other in using unscrupulous means to capture the imagination of telephone workers." There were further pointed discourses against the CIO, especially in the November 1947 issue of the CWA news and the January 1949 issue of the CWA Beacon, which said: ". . . the CIO would have you believe that you will have the support of 6,000,000 workers if you join them. This is just so much stuff."

Despite all of this excoriating of the CIO in its official publications, the CWA early this year suddenly urged its members to join the CIO.

A CIO charter was issued which permits Mr. Bierne to enforce his tight control over communications workers. Although the CIO previously had issued charters to the Telephone Workers Organizing Committee covering the same field, the new CWA charter grants jurisdiction over the "entire telephone field." Also in that field are three other CIO unions, ACA, UE, and UWUA, who continue to battle each other for telephone workers.

The recent announcement by Mr. Bierne of the pitiful results of the referendum vote taken to join the CIO proves that the majority of telephone workers want no part of the CWA or the CIO.

Figures tell the story. CWA claims to represent 230,000 telephone workers. It claims that 170,000 of these are dues paying members. Yet in the affiliation vote, which was administered by Bierne appointees and counted by Bierne tellers, only 71,312—by Bierne's own figures—approved the CIO deal. Only 105,731 of the 230,000 claimed by CWA voted at all; 124,269 employees did not vote.

EDUCATION NEEDED

The IBEW was not on this referendum ballot, as inferred by the Newscaster. The IBEW did not get on the ballot because it believes that after years of company

unionism in the CWA, the employees should have an opportunity to study IBEW thoroughly before being asked to cast their ballots for any union.

Such an IBEW educational campaign cannot be undertaken in a matter of a few weeks when the interests of hundreds of thousands of employees are at stake.

Twenty companies of the Bell System refused to recognize the Bierne election, and notified him that they would refuse to recognize the CWA-CIO until the National Labor Relations Board orders a bargaining agent election.

Thus, Bierne has once more put the communications workers at the mercy of the companies. The whole mess may mean more strikes for the communications workers and more court litigation. Meanwhile, the communications workers become more and more disillusioned about unionism.

Where the spark of unionism still glows strongly, the communications workers are asking the IBEW to step in to aid them in forming strong unions. The IBEW will not let these workers down. But it does not want them through deals. It wants them on the workers' terms only, at the workers' own request through bargaining agent elections.

IBEW Still Pressing Grievance Settlement

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company stood on the fact that it had decided UWUA should bargain for its employees because of the contract signed with that organization after IBEW petitioned for a collective bargaining agent election.

Although IBEW officials stated that it was willing to let the UWUA settle grievances and called several to the attention of UWUA, that union took no action.

With PG&E employees asking action on grievances, many of which involved threats to basic gains, IBEW Local 1324 moved to set up comprehensive grievance machinery in the interest of the employees and IBEW members.

Star sapphires have within them a cloudiness which reflects light in the shape of a star.

The steel industry is now the largest user of gaseous oxygen and its requirements are rapidly expanding.

Use of silver in various industries has now more than tripled as compared with the prewar decade and over 100,000,000 troy ounces were used during 1948; one important use is in brazing alloys.

REPORTS FROM THE FIELD

San Francisco Unit 3

We don't want to appear to be bragging about our organizational work all the time but the facts about what's happening from day to day in San Francisco show that our membership is really doing a bang up job. Many recent gains were reported by the members at our last regular meeting.

One place in particular where we have made gains and won the support of the workers has been in Station A. As most of you know, Station A has been considered a UWUA stronghold. This situation is changing very rapidly and of course one of the main contributing factors has been the agreement UWUA made with the Company which robs steam plant workers of their rights to bid for jobs in other steam plants than the one in which they work.

UP IN ARMS

One of our members working in Station A reports that the workers there are up in arms about this violation of their job bidding rights because it narrows down their opportunity to get better paying jobs.

He reported that not so long ago many of the workers supporting UWUA would not even speak to him on the job but now they not only speak to him but they criticize UWUA policy and feel that UWUA is responsible for a general feeling of insecurity in the steam plants and all other departments. They feel that if UWUA is willing to operate in this way that it will only be a matter of time until they will lose other working conditions which they have fought for.

They say further that a report is making the rounds that UWUA representatives have agreed to a Company request which will compel workers to wait 90 days between bids. This provision, they feel, would prevent them from advancing to a better job if such an opportunity presented itself within the forbidden 90 day period.

IBEW INTEREST

Station A workers are showing a keen interest in the coming election. Many of them who were former UWUA supporters, have now decided to vote for "One Union On the System," that union Local 1324 IBEW. And a still more encouraging fact is that a number of the Station A workers, formerly supporting UWUA have gone further than this by joining IBEW. These workers assure us they will bring others into the Union.

These violations of the Steam Plant workers bidding rights have had more far-reaching repercussions than just here in San Francisco. The news has made its way into the Oakland area.

One of the members reported that he made a trip to Oakland recently to explain the deal to a friend of his who works in the Oakland steam plants. As soon as he heard about it, he was up in arms. He felt that although the change

hadn't been made in Oakland as yet, that Oakland would probably be next. He joined the IBEW and also got a co-worker to join. He promised to get a group of Oakland workers out to the next meeting which is planned in the near future.

MANY JOINING

Bill Kennedy, Unit 3 Organizational director, reported that new members are joining steadily. While these gains show that we now have the support of an overwhelming majority of the PG&E workers in San Francisco, Bro. Kennedy urged that we work hard on the few weak spots that still exist and also make every effort to contact workers, who, due to the nature of their work, are isolated.

This is necessary, he pointed out, in order to make our election vote 100 per cent for One Union On the System—that Union IBEW.

GRIEVANCES

Bro. Kennedy also stated that an important phase of our organizational drive was the matter of processing grievances. It is particularly important that we do a job on grievances because of UWUA's refusal to protect PG&E workers. Several grievances have been successfully processed.

One of them involved the case of an Overhead Dept. worker who had been called out for Saturday work and had only received straight time pay. When he beefed about it to the Company, they gave him a lame excuse about some vague technicality which made overtime pay unnecessary.

Being dissatisfied with this explanation, he took it up with Ed Hanlon, his IBEW shop steward. Bro. Hanlon agreed that he had a legitimate beef. He took it up with the department foreman and the overtime was paid.

It was reported at this meeting that arrangements had been completed to send 2 delegates to the Central Labor Council. The membership nominated Bros. Jesse Nash, Wm. Kennedy and John Curley. It was decided that further nominations will be made at the next membership meeting before a final vote is taken to decide who our delegates will be. Be sure to turn out and cast your vote for these important representatives.

GRIN AND GROAN

Indigestion: The failure to adjust a square meal to a round stomach.

* * *

Domestic harmony: Something a husband can obtain by playing second fiddle.

* * *

Nose: An appendage indicating a man's character, particularly if his wife leads him by it.

* * *

Modern parents divide their time between worrying over how their children will turn out and when they'll turn in.

Here We Go Again— ANOTHER UWUA NEWSCASTER MISSTATEMENT IS EXPOSED

The UWUA Newscaster of May 10 carried an item that may have been taken seriously by some of its readers. Utility Facts is mainly concerned with the item because it seems to cast rocks at its effort to stick to the facts.

The item said: "It was not re-

ported by "Utility Facts" that the IBEW did not obtain a general increase for the employees its represents in the Appalachian Light and Power Company in Kentucky, Virginia, and West Virginia. The wage settlement is in the form of a wage adjustment which averages around five cents per hour and is not a general increase.

SOURCE

Source of the information was credited as Reginal Brown, UWUA Regional Director. Apparently Mr. Brown's veracity is no more dependable than that of other officials assigned to the Bay Area.

In the first place, Utility Facts is gratified that the Newscaster admits that the IBEW is collective bargaining agent on a system so large as the Appalachian Power & Light Co. UWUA officials have spread much propaganda designed to cover up the fact that outside of the management dominated Brotherhood of Consolidated Edison Employees, there are few UWUA unions on the big utility systems of the nation.

In the second place, the IBEW negotiated a 6 cents across the board wage increase for the Appalachian Power and Light Co. employees plus other valuable gains.

The proof in the following letter may be verified by any PG&E employee who cares to take up his pen for an inquiry.

**Mr. C. P. Hughes, Int. Rep.
Local 1324, IBEW, Oakland, Calif.
Dear Sir and Brother:**

Received your telegram, but am sorry I do not have a copy of our contract to send you, as we do not have them in book form yet. I will be glad to send you one as soon as we receive our supply.

As for wage increase we received a 6 cents an hour across the board increase plus adjustments of from 5 to 10 cents an hour for certain classifications.

You may obtain more information from our Dist. Rep. J. S. Knight, 1543 Brandon Ave., Cincinnati 30, Ohio, if you care to write him. Hoping this will be of interest to you, I remain,

Fraternally yours,

**H. C. MATHEWS,
Bus. Mgr. of Local 978,
Representing Appalachian
P. & L. Employees**

Applications Come In; Plan Meeting

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Other IBEW men will be assigned to the area if and when their assistance is warranted. In Richmond a unit has already been set up by an enthusiastic group of PG&E men. Temporary officers were elected and the unit's second meeting is scheduled next Thursday, May 26.

NEW UNIT

Inquiries from Emeryville indicated that an independent unit would be popular there, also. If this sentiment is borne out by a good turnout when a meeting is held for those workers, the unit will be set up.

White reported that the employees like the unit system which permits local autonomy over local affairs while at the same time permitting cohesion, concerted action, and cooperation with the other system units through the local 1324 executive board which is able to place at the disposal of the units full-time officials whenever their services are needed.

BY-LAWS

The by-laws committee, which was made up of members from all Local 1324 IBEW Units, made their report to the executive board. Their recommendations were adopted and a three-man group was set up to put these recommendations into the form of tentative by-laws.

These by-laws outline in some detail the democratic manner in which the PG&E employee, through his unit, will formulate Local 1324 policy and define the manner in which it will be carried out. Utility Facts will publish them as soon as they have been drafted.

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