



# DEMAND GRIEVANCE SETTLEMENT

## Inaction Of UWUA

Despite the repeated protests of both IBEW and UWUA members it was evident this week UWUA officials were neglecting their stewardship of the contract for Bay Division PG&E employees.

Grievances involving some of the most basic rights of union members were being ignored by the UWUA officials. The complaints were coming from the UWUA's claimed bastion in Oakland as well as elsewhere in the four divisions.

Because of the quickie contract executed by the UWUA while the petition for an election was pending, the IBEW has been powerless to obtain settlement of many of these grievances despite the fact that committees have been set up for the purpose. The company claims its contract with the UWUA makes it necessary for them to deal with the UWUA on these matters.

### POSITION

The IBEW has stated repeatedly that it is willing to turn all grievances of its members over to the UWUA for processing. The IBEW position, as stated recently by C. P. "Chuck" Hughes was that IBEW does not care who gets credit for settling of grievances just so they are settled.

With the UWUA refusing to press for the settlement of the grievances of its own members and refusing to recognize IBEW members' grievances, their appeared to be little chance this week of getting those reported by the unit grievance committees settled unless the spotlight of publicity moved the UWUA to action.

Certainly IBEW members were not going to stand idly by and see the UWUA continue to allow job conditions won over a period of many years to be eliminated by default through new precedent established by a group of irresponsible UWUA officials.

### PRINCIPLES

Ignoring the basic union principles written into the present con-

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## CONVENTION TIME State AFL Unions Convening in L. A. Two-Day Meet of Electric Assn.

The California State Federation of Labor, dominant state labor body, was preparing to convene next Monday, August 26, in Los Angeles. The IBEW is a part of the State Federation which is made up of hundreds of AFL local unions in California.

The convention should spotlight for PG&E employees another important reason for IBEW progress in this State. The IBEW affiliates and takes a part in activity of all AFL groups.

The California Federation is one of the largest and most progressive state labor organizations in the nation. At the recent session of the State Legislature, which was noted for its anti-labor bias, the Federation was instrumental in getting bills passed which will bring a total of more than \$25,000,000 in annual benefits to California working men and women.

**C. J. Haggerty, Secretary of the State Federation of Labor, had this to say in advance of the convention:**

"Definite plans must be made for the 1950 congressional and state elections as well as those intervening special elections.

"Uncertainty of present economic trends and the increased unemployment throughout the state and nation must be faced and corrective measures must be developed and presented to a successful conclusion.

"Labor aims to be considered included: Repeal of Taft-Hartley; increase in federal minimum wage; increased organizing work; broader social security program; improved unemployment benefits; a national prepaid medical plan; improved workmen's compensation; housing; rent control, etc."

Registration of delegates gets under way Sunday, August 28, with the opening session to be held on Monday. Nearly 3,000 delegates are expected.

During the first two days of the convention of the California Federation of Labor, the State Electrical Workers' Association will also be meeting in Los Angeles. The Federation convenes August 26th.

Local 1324 and Local 1245 IBEW are both affiliates of the association which is devoted to advancing the welfare of the IBEW electrical worker in California.

The association has committees set up which have been doing some very effective work.

There is a legislative committee which works for the passage of measures the association deems necessary. There is a broadcast committee charged with the responsibility for advising the public about such measures.

There is a committee for apprentice training, highway lighting and safety rules.

H. B. Mayhew, a member of Local 1324 IBEW Martinez unit, is chairman of the safety rules committee. Local 1324's executive board was requested by IBEW 9th District Vice President Oscar Harbak to delegate Mayhew to the August 26th meeting after James Lance, association secretary, had personally requested that he be present to carry on projects begun at the last CSEWA meeting.

IBEW Representatives Merritt Snyder and Larry Drew will also attend as delegates of Local 1324.

### Units to Meet on Economic Program

Committees of all Units will meet August 29th, 8 p.m., at Porter Hall, 1918 Grove Street, Oakland, Calif., for final consideration of Local No. 1324's Economic Program.

## Do Not Post:— A TIMELY STUDY OF CONFUSION

Do not post (this bulletin)! Keep your people informed (about the facts in this bulletin)!

The parentheses are ours. The rest of the above statements appear at the top of UWUA Information Bulletin No. 15 and all other UWUA information bulletins.

**The contradictory statements are typical of the confusing information and policy emanating from the UWUA camp.**

Apparently UWUA wants their members, most of them of the captive variety, to be informed only as much and in the manner prescribed by the UWUA top command. Otherwise there can be no good reason why a member couldn't be permitted to read and interpret information contained in the bulletins in his own way.

For example, in Bulletin No. 15 there is a paragraph which ends with this sentence: "Local 134 is an outstanding proof that the IBEW cannot kid the PG&E employees."

**None in the IBEW will quarrel with that statement. The IBEW has maintained throughout the current campaign that the PG&E employees cannot be kidded. From the reports coming in from UWUA Local 134 territory the employees there certainly are not being kidded.**

When the NLRB lights up the present campaign by setting of a date for an election UWUA captives will begin emerging from the twilight of Local 134 pressure tactics to ballot secretly without fear of reprisal for One Organization on the System—the IBEW.

When that day comes, the Local 134 employees, most of whom are on the IBEW mailing list, will demonstrate to UWUA leaders why they boycotted Local 134 meetings during the past few months.

They will also demonstrate that PG&E employees certainly cannot be kidded.

**UTILITY FACTS**

Official Organ of IBEW  
Local 1324



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

**Is Worker Over 45 Too Old for Job?**

Older workers are again being hit the hardest by unemployment, the Federal Security agency reported this week. It declared that prewar prejudices against men over 45 are reappearing widely at factory gates and business offices.

It is evident from the above statement by a reputable government agency that the need for unionism becomes more important with each passing day of our present postwar boom.

The IBEW has always been in the vanguard of AFL unions in the fight to protect the jobs of oldsters. This fight has gone on in three ways: By the inclusion in all IBEW contracts for utility workers of strict seniority clauses, by strict adherence to these clauses when layoffs are impending or when subterfuges are used to get rid of the oldsters; and by making a pension plan available IBEW members who desire to subscribe to it.

The government report says that the layoff rates are lower for older than for younger men. However, once those over 45 are let out they have a far harder time landing new jobs.

"It is quite customary to restrict hiring of new workers to those under 40 or 45 years of age, without taking into account the physical and mental capacity of the individual worker," the agency pointed out.

**AGE LIMIT CONDEMNED**

Condemning this artificial age barrier, the agency declared that it "does a great disservice to those who, regardless of age, continue to be as well or better qualified by experience and capacities than the younger workers."

The agency, however, cited the encouraging fact that in union plants seniority provisions of collective bargaining contracts bolster job stability for the older workers.

Ragweed pollen, the bane of hay-fever victims, is light and dry and is carried long distances by the wind.

**Inaction Of UWUA**

(Continued from Page 1)

tract is a harbinger of what is in store for the UWUA captives in the four Bay Divisions if the Eastern Representatives who are running things are not sent back after the election to the East and the Consolidated Edison System where they came from.

UWUA Consolidated Edison employees have had their rights flouted similarly for many years under UWUA President Fisher.

Whatever the ultimate plans of the UWUA official hierarchy, it would seem that with an organizing campaign going on, they would at least try during the continuance of that campaign to get grievances settled. Such action would indicate that they appreciated the implications of continued contract violation and had the welfare of the employees they represent at heart.

**INACTION**

In analyzing the reasons that lay behind UWUA grievance inaction, it is hard to determine just what considerations prompt them. The inaction is bound to lead to speculation, and there is plenty of speculation right now by the employees most concerned.

Among UWUA captive members who have "beefs" there is a growing conviction that Consolidated Edison procedure is now in effect in the four divisions. Among IBEW members there is a feeling that their grievances are being ignored deliberately as a reprisal or revenge for IBEW affiliation.

However, when the welfare of 5,000 employees is at stake no union leader has the right to indulge in personal feelings. Safeguarding hard-won conditions should be of a first consideration at all times.

Unsettled grievances are piling up in all four divisions.

**A FEW OF THEM**

In San Francisco the job-bidding procedure has been jeopardized in this way: Bidders for a better paying job who lost out on the grounds that they were not qualified were not even allowed to return to their regular job but demoted to the lowest bracket in the department. Such practices not only discredit the bidding system but intimidate other prospective bidders.

A company report on pensions recently issued shows that one man with 20 years of service was retired as a helper. It follows that everyone eligible to pension might also be assumed to have learned nothing in 20 years and should be similarly retired—if the UWUA refuses to recognize such grievances.

Seniority has been ignored completely when many recent promotions were made. And the UWUA has permitted bidding to be elimi-

(Continued on Page 3)

**Who Do You Speak For, Local 134?**

UWUA Information Bulletin No. 15 says that copies of Local 134's financial condition for the period June '48 to June '49 are in the hands of all shop stewards. Tacked onto the item is the jibe at the IBEW, which notes a similar report from the IBEW would be interesting.

Well, if the UWUA will be more specific, the IBEW may be able to accommodate.

**In the first place, would the UWUA like to see a report for a year of operations such as their own report covered?**

Local 1324 is not yet a year old. But even without the benefit during the early part of its existence of dues, due to the fact that UWUA negotiated a quickie contract while an election petition was pending, IBEW Local 1324 has done pretty well.

What dues money it collects comes in voluntarily from its members rather than through the checkoff until we are the certified representatives of the employees. All funds for organizational work are being paid for by the IBEW direct.

With such moneys, Local 1324 serves its members with several full-time, paid representatives and office workers.

**By contrast UWUA Local 134 has one paid representative who serves the entire membership claimed by the UWUA.**

What the UWUA bulletin forgot to mention was that the Local 1324 financial report covers only the Oakland area. What about the financial report of the other "paper" UWUA locals. What about Martinez? What about San Francisco? What about San Mateo-Richmond City? What about Richmond, Santa Rosa, and Ukiah?

Does the UWUA want a financial report on Local 1324 units in those areas? Or just a report on the IBEW unit in Oakland which the Oakland employees set up only a short time ago?

Or would the UWUA like a financial report covering the 7,000 IBEW members in the outlying PG&E divisions?

Just be specific, UWUA, and we may be able to oblige you.

**"I suppose the operation will be dangerous?" asked the nervous little patient.**

**"Nonsense," retorted the doctor. "For \$40 you couldn't buy a dangerous operation."**

\* \* \*

**"Come, cheer up! This isn't a funeral. It's time for you to go and kiss the bride now."**

**"That's where you are wrong. It's time for me to stop now."**

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

**1324 EXECUTIVE BOARD — 3rd**  
Thursday of each month, 8:00 p.m., 85 So. Van Ness, S.F.

**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**  
1st 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.

**UNIT No. 6—RICHMOND**  
2nd Thursday, 8 p.m.  
257-5th Street, Richmond.

**UNIT No. 7—OAKLAND**  
1st Wednesday, 8 p.m.  
1918 Grove Street, Oakland.

**Local Union and Unit Officers**

- LOCAL 1324**  
L. G. GLASSON ..... President  
M. A. WALTERS ..... Vice-President  
FRANK MERCER ..... Recording Secretary  
ED WHITE ..... Financial Secretary  
DONALD HARDIE ..... Treasurer  
B. E. LIEBSCHER, EMIL HINTZ, ALBERT TIEGEL, JEROME WOERNER  
WILLIAM TOWE, KARL J. ADKINS & WILLIAM HAARS ..... Executive Board
- UNIT No. 1—MARTINEZ**  
B. E. LIEBSCHER ..... Chairman  
E. S. SETCHELL ..... Vice-Chairman  
JOHN FANTE ..... Recording Secretary  
F. J. CARTIER ..... Asst. Financial Sec.  
DONALD HARDIE ..... Executive Committee  
STAN DAHLIN ..... Executive Committee
- UNIT No. 2—REDWOOD AND SAN MATEO**  
EMIL HINTZ ..... Chairman  
L. MUSCANTE ..... Vice-Chairman  
R. PLACE ..... Recording Secretary  
W. LEMON ..... Asst. Financial Sec.  
J. COSTA ..... Executive Committee  
FRED WOLGER ..... Executive Committee
- UNIT No. 3—SAN FRANCISCO**  
ALBERT TIEGEL ..... Chairman  
HENRY VAN ERKELENS ..... Vice-Chair.  
JESSE NASH ..... Recording Secretary  
WM. M. RENO ..... Asst. Financial Sec.  
WM. KENNEDY ..... Executive Committee  
LEONARD H. RIAVE ..... Executive Committee
- UNIT No. 4—SANTA ROSA**  
JEROME D. WOERNER ..... Chairman  
WILLIAM CARITHERS ..... Vice-Chairman  
DEAN BEAN ..... Recording Sec.
- UNIT No. 5—UKIAH**  
WILLIE TOWE ..... Chairman  
ORRIN HOWELL ..... Vice-Chairman  
ROY V. LOBERG ..... Rec. Sec.-Treas.  
WALT MILANDER ..... Asst. Financial Sec.  
E. I. CROCKER ..... Executive Committee
- UNIT No. 6—RICHMOND**  
KARL J. ADKINS ..... Chairman  
CHAS. GALYEAN ..... Vice-Chairman  
E. A. ANDERSON ..... Recording Secretary
- UNIT No. 7—OAKLAND**  
WILLIAM HAARS ..... Chairman  
PATRICK McFADDEN ..... Vice-Chairman  
JOHN F. SHEA ..... Recording Secretary  
RICHARD BROWN ..... Asst. Fin. Sec.  
STEPHEN L. TINGLEY ..... Executive Board  
ERNEST E. J. LEWIS ..... Executive Board

## The Keeper Speaks About the 'Island'

The UWUA keepers of the captives in the Four Bay PG&E divisions defend themselves in a recent bulletin. They became the keepers, they say, due to neglect of the Bay Division by IBEW for over 20 years.

**The IBEW, the Bulletin says, "was not interested in organizing the PG&E workers until the CIO entered the field."**

The IBEW policy has never been to raid existing unions. When the employees of any company decide for themselves that they want to become members, the IBEW welcomes such employees and puts all its resources at their disposal. The employees of the Four Bay divisions, by a large majority voted to leave the UWUA last November. Only UWUA refusal to recognize the will of the people they have represented so badly has kept IBEW preference from being an official fact today.

**The UWUA resistance to the will of its members cannot prevail indefinitely and an NLRB election will soon prove that fact.**

The UWUA type of unionism—top level policy dictation that has its roots in the notorious company union, the Brotherhood of Consolidated Edison employees (comprising 85 per cent of the UWUA membership) has not even been able to put up a passable front during the current campaign. The lead story about grievances appearing in this issue will prove that.

The fact remains that with the 5,000 PG&E Bay Division employees itching for the day when they can send their UWUA keepers back to New York Consolidated Edison through an IBEW NLRB vote, the UWUA "island" is spongy indeed.

## INACTION OF UWUA

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nated altogether in some classifications previously covered in the contract.

## DEALS

When the UWUA has taken grievances into its committee, decisions were made without giving the aggrieved party a hearing; decisions were arrived at behind the scenes.

The IBEW Grievance Committee will have additional and more detailed evidence available for a report in a future edition of Utility Facts.

Meanwhile the IBEW reiterates that it is willing to have the UWUA process any of these "beefs" through the joint committees in the approved manner.

As the steward of the existing contract, the UWUA is duty-bound to protect that contract regardless of who may be involved in violations of its provisions.

## Building A Union

Unions are not built overnight. They neither resemble skyscrapers, locomotives, automobiles, nor crops. They are made of an uncertain, unpredictable human element. Not even an army offers a good parallel, because union men are required to think, to reason and to forecast. Merely to take orders is not a union man's business. Mechanical wheel and turn under the bawling of a top-sergeant's direction is not enough.

Physical presence of workers in an organization; names entered on

## IBEW Wins Pay From Runaway Boss

An attempt by a large corporation to deprive its employees of accrued vacation benefits was thwarted in an important decision handed down through the American Arbitration Association.

The adversaries were Local 3, International Brotherhood of Electrical Workers and the Sylvania Wabash Corp., which moved its plant to Pennsylvania thereby throwing 600 New York workers out of jobs.

The company argued that since the contract eligibility date for vacation allowances was July 1, 1949, and since they had closed down the plant several months earlier, no vacation allowances need be paid out.

In addition, the company argued that the contract made no provision for payment of accrued vacation benefits.

The union lawyers argued that through no fault of the workers, they were deprived of accrued vacation benefits and that the plant shutdown and transfer to Pennsylvania was accompanied solely to avoid liability of paying vacations.

In his decision, Arbitrator Sidney L. Cahn held that vacation pay "should be regarded as additional compensation for work already performed in order to enable the employee to take a rest period." He continued:

## OPINION

"It is my opinion that the claims for payment of accrued vacation benefits are claims for wages already earned, so long as the employee has fulfilled the seniority requirement of the contract. . . . Unilateral action on the part of the employer in closing down the plant, cannot void rights which an employee has previously acquired under the contract.

"It might be argued that a finding, such as is here made, places an unjustified burden on the employer, by requiring it to continue in business despite financial reverses. Such, however, is not the fact. The only burden based on the employer is to pay its employees for something which they have already earned."

records, payment of dues; going out on strikes—these are but the beginnings of organizations. What is more essential is psychological mobilization; something must happen to men's minds; a union man must come into harmony with a great tradition, feel a part of it, and learn to go along with it; a union man must "belong."

A union is not an assembly of \$50-a-week capitalists. To herd individuals into an organization is not enough. Attitudes toward cooperation must become habitual. Until they do, the organization is likely to become more like a mob, or at best, a rotarian convention, than a union.

How long it will take to make a union depends in large part upon the union material which is to go into it; and at the same time how much counter-education the new union heads can supply to offset the all-persuasive propaganda of the boss. It is likely that it will take five years to build any kind of organization, and perhaps longer. A union must prove it can live through depressions as well as survive the fire of the bosses' educational campaigns.

And just as we cannot build a union in a day, we cannot build a union overnight. They are made of human men and women. Such material cannot be shaped like sticks and stones. It must adapt itself to a great ideal—yes—a great ideal—the ideal of cooperation; the ideal that the whole is greater than the sum of its parts.

—Electrical Workers' Journal.

## GREEN, TOBIN SCOFF AT FEARS

**Boston.**—AFL President William Green and Secretary of Labor Tobin express agreement in public addresses here that the nation's economy is on a sound basis and that there is no serious threat of an imminent depression. They spoke at the convention of the Massachusetts Federation of Labor.

Mr. Green stressed that mass purchasing power must be kept at a high level in order to provide a ready cash market for the products of farms and factories.

AFL unions, he said, are therefore going to continue to press for wage increases wherever such increases are justified by business conditions.

Exorbitantly high prices, the AFL chief declared, were an important factor in depressing sales. He said that when firms cut prices, as in the clothing industry, consumers responded with large volume purchases and profits were not reduced.

Secretary of Labor Tobin emphasized the need for improvement

## The Mail Bag

L. G. Glasson, President  
L. U. 1324, IBEW  
1918 Grove Street  
Oakland, California

Dear Sir and Brother:

Several months ago I wrote to you, congratulating you and the members of your organization on the fine progress in the campaign on the PG&E system.

The officers and the membership of Local Union 892 are watching with keen interest, events as they unfold in this struggle for one union on the system. As the tempo increases, we know that the work load thrown upon you and your organization grows to huge proportions.

Perhaps the officers and members of Local 892 have a more deep-rooted understanding of the magnitude of your campaign, due to the parallel campaign just completed at Westinghouse although our fight was on a much smaller scale, the principle behind the campaign remains much the same.

As brothers in the IBEW we realize that you and your organization are fully capable of bringing this campaign to a successful conclusion.

Victory does not come easy. Hard-won laurels are always a monument to a valiant fight.

There is no doubt in the minds of our membership, that the honest, sincerity shown so far is the campaign by the IBEW cannot fail to reach home to the majority of the people involved.

The opposition has been clever in concealing the truth from the people, but your organization has methodically exposed their ulterior motives. In the August 3rd edition of Utility Facts, the question was asked: "What becomes of a UWUA member when he leaves UWUA island?" The answer to that question was most efficiently answered, and no one can dismiss the cold facts therein peremptorily.

The campaign as been long and arduous. At this stage of the fight the officers and members of Local Union 892 wish to make known their appreciation, and to wish you much success in the future.

Please extend to your organization any support Local Union 892 may be able to render. I am

Fraternally yours,  
GEORGE T. QUINN,  
Bus. Mgr., Local Union 892

and broadening of a social security system as a prop for a constantly growing economy, in which "we can go forward to a greater prosperity than we have ever known before."

He and Mr. Green both urged Congress to increase the statutory minimum federal wage to at least 75 cents an hour.

## REPORTS FROM THE FIELD

### San Francisco Unit 3

Last week, in this column, we reported to some length the important committee meeting to be held in Oakland on Aug. 29. Since then Unit 3's membership met and discussed plans to assure a large attendance at this meeting. Actions voted by the membership to accomplish this were as follows:

1. Notice announcing the meeting to be on the front page of the next issue of Utility Facts.

2. A committee was charged with responsibility to get out special letters announcing the meeting to be sent to all the most active members in our unit.

3. A further follow-up on these letters was a call for volunteers to meet at our union office on Friday evening, Aug. 26, for the purpose of calling these members and making a final appeal for their attendance.

4. The Publicity Committee was charged with responsibility to get out a leaflet announcing the meeting.

Be sure to attend this meeting. A complete program for a new agreement after the election, will be hammered out. Come and participate in this important job—Monday, August 29, 8 p.m., IBEW Hall, 1918 Grove St., Oakland.

Bro. Snyder, IBEW representative, reported he would attend the next meeting of Santa Rosa's Unit 4. Plans will be made to attend Local 1245's next membership meeting.

Bro. Snyder reported he had received letters from two of our members stating they had notified PG&E to take them off the check-off but when they received their July pay checks the dues money had still been deducted. Bro. Snyder called PG&E and asked for an explanation. Upon checking the records, the company found that in each case the notice to stop dues deductions had not been received by them until early July which was too late to prevent deductions as the payroll was made up on July 3. The company stated there would be no further deductions made from these two members' pay checks.

—Unit 3 Publicity Committee

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### Santa Rosa Unit No. 4

The recent meeting held in Santa Rosa by L. U. No. 1324, Unit No. 4 was attended by a very active membership.

Int'l Rep. Snyder introduced Bro. Gene Hastings from Unit No. 1, Martinez, who gave a good talk concerning their activities in that area, and that they are all behind L. U. No. 1324 in its fight to put "one organization on the system." He stated that they have asked L. U. No. 1245 to attend one of Unit No. 1's meetings in order to discuss joint organizational strategy.

Int'l Rep. Snyder reported on the various issues involved at the present time in the campaign, and

stated that grievances were mounting all over the system, not only 1324 but also in the UWUA camp, and that UWUA who hold a "quickie contract" is evidently, from their record, unable to do anything about it.

Membership discussion brought out the fact that some UWUA workers in the area are now beginning to see the benefits of "one organization on the system" in view of what is happening to their conditions at the present time.

The economic program of L. U. No. 1324 was thoroughly discussed and plans made to send a large delegation to the meeting in Oakland on Aug. 29, at 1918 Grove St., Porter Hall.

It was the consensus of opinion that this was the type of program that would insure real benefits to all concerned.

Delegates will also attend L. U. No. 1324's executive board meeting in San Francisco on Aug. 18.

A program was discussed and plans laid to attend L. U. No. 1245 meeting in Santa Rosa on Aug. 23 in order to discuss joint organizational work.

Our members are waiting for the election date in order to sink the "UWUA island" and put one organization in its place.

—Publicity Committee,  
Santa Rosa

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### Oakland Unit 7

We held a special meeting Aug. 17 at which time we voted to accept the economic program of Local 1324.

Of special interest to us was proposal No. 6 which reads:

"Grievance machinery set up that will be uniform throughout the four divisions and properly enforced to the letter of the agreement."

We are certain that it will be a red letter day for all units when we have unity with one organization on the PG&E system — the IBEW—and are in a position to bring order out of the chaos which now exists in the present UWUA grievance machinery.

Unit No. 7 members are anxious for the election date to be set by the NLRB. We feel that the election is certain to mean victory for the IBEW.

### Clerks Win Votes

Lafayette, Ind.—The organizing campaign of the Retail Clerks International Association (AFL) is moving along at a fast pace, Sec.-Treas. James A. Suffridge said here, reporting that the union won 32 out of 37 NLRB elections in July. He predicted that in the fall the RCIA drive would be still more intensified.

## AFL Radio Spot Thursday

Starting July 5, the American Federation of Labor began a nation-wide radio program over the American Broadcasting Company network.

The program is entitled "As We See It," and consists of a news commentary by James Crowley and interviews with labor leaders and public officials on topics of vital interest.

The program will be broadcast every Thursday night for the rest of the year between 9:30 and 9:45 o'clock, Pacific Standard Time.

## Label Week Coming Soon

National Union Label Week will be held this year from September 3 to September 10.

It is imperative that the organized workers of California recognize the importance of this campaign to support the producers of union goods.

The fundamental purpose of this annual AFL demonstration is to draw public attention to the many excellent products which contribute to better living and which are manufactured by American workers receiving good wages, under healthy, sanitary conditions.

Governor Warren has been asked to proclaim Union Label Week as an official part of the California calendar for 1949.

## Atomic Jobs Not For Child Workers

Employment of minors between 16 and 18 years of age in workrooms where radioactive isotopes and other radioactive substances, by-products in the development of atomic energy, are manufactured, used or stored, has been prohibited by Secretary of Labor Maurice J. Tobin.

The Atomic Energy Commission is already enforcing elaborate safety precautions in plants and contracting laboratories under its jurisdiction. The order, therefore, will affect chiefly the laboratories not directly under the supervision of the Commission but which are buying isotopes and other radioactive substances from it in increasing quantities.

## FUN and FOP

A specialist says smoking makes women's voices harsh. If you don't agree, flick some ashes on the rug.

\* \* \*

Mrs. Professor—"Darling, do you know that you haven't kissed me for three weeks?"

Absent-minded Professor—"Good heavens! Then whom have I been kissing?"

\* \* \*

A farmer was asked to buy a bicycle. "A bicycle won't eat its head off," said the salesman. "They're cheap now, and I can let you have one for \$35."

"I guess I'd rather put the \$35 into a cow," said the farmer, reflectively.

"Ha-ha," laughed the salesman, "you'd look mighty foolish, riding around your farm on a cow, now, wouldn't you?"

"Well, I dunno," said the farmer, "no more foolish than I would milking a bicycle."

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### EQUALITY FOR ALL

This summer sees millions of young Americans graduating from school; some from college and many more from high school. One and all, they enter the world as free men—free to go as far and as fast as their individual talents will take them. The son of the immigrant parents will have every bit as good a chance as the son of an industrial tycoon. If there is a future President in this year's graduating class, he may just as likely come from a carpenter's or a miner's family as from a bank president's. That is America.

Last year an obviously hard-worked and foreign-born couple sat in the audience at the graduation exercises of a large eastern university. Among the graduating students was their eldest son. During the address of the president of the university, who wore his academic robes, the little old lady turned to her husband and asked: "What he say?"

"Who?"

"That man in big, black night-gown."

"Him? Oh, he say school is out."

\* \* \*

Some people have exceptionally high standards for other people.

Sec. 34.66, P.L.&R.

U. S. POSTAGE

1c PAID

Oakland, Calif.

Permit No. 1283