



UWUA Lax On Layoffs

Alarm over the manner in which employees in the four Bay Divisions were being laid off was spreading this week. The UWUA, which is honor bound to enforce the quickie contract made with the company while the IBEW election petition was pending before the NLRB, had done nothing about the matter so far except talk in circles.

With employees being laid off in every one of the four Bay divisions without recourse to the seniority provisions of the contract the IBEW this week called upon the officials of the UWUA to do something to protect the rights of those affected.

Both IBEW and UWUA members were being hit by the widespread retrenchment program which was hitting the whole system.

SERIOUS MATTER

In the 11 outlying divisions where Local 1245 IBEW had bargaining rights every lay-off was being checked and seniority rights enforced.

The matter is serious not only from the standpoint of those unrightfully being tossed out of their jobs, but the sanctity of the whole contract was being jeopardized for the Bay Division employees by UWUA laxity.

With both the company and the UWUA insisting that the UWUA is the legal bargaining agent (until an NLRB election is held) IBEW Local 1324 is unable to take effective action to stop the indiscriminate discharges.

However, Local 1324 IBEW would be lax in its responsibilities if it did not call attention to the UWUA inaction. The September 8 issue of the UWUA's Newscaster takes notice of the layoffs. It says:

"Your Negotiating Committee (yup, the same one that says it's going to write a new 1950 contract for you guys) met with company representatives on Tuesday, September 6th to gather information as to the reason for the lay-offs at this time, just what employees are to be affected, the numerical number to be laid-off, and interpretation of the contractual rules that govern if, and when layoffs cannot be avoided. At this time your committee is passing the information on to the membership for their discussion, consideration and development of a course of action."

COURSE CLEAR

The course of action is clear. Either the contract has a seniority clause or it does not have one. If it has one it's up to the UWUA leadership to enforce it as part of the contract approved previously by the employees. So far as layoffs are concerned the contract is legal and binding on the company. The UWUA officials are morally obligated to see that the company knows this and should not waste valuable time running back to the membership for advise or to pass the buck.

Newscaster quotes: "We are passing the information we got from the company back to the workers"

How about the affected workers, UWUA? Have you met with them? Have you been out in the field to check the situation with the guy whose pay check is threatened?

On the other side of the system—the IBEW Local 1245 side—they are TELLING the company how seniority works, not ASKING them. (See story elsewhere in this issue).

EMPLOYEE REACTION

Charles Mason, business manager of Local 1245, reported as Utility Facts was going to press, that numerous calls had been received at the IBEW offices from UWUA members relative to the PG&E layoffs. He said that members were ired by the UWUA do-nothing policy, and wanted to know how Local 1245, which has a contract covering the employees in 11 outlying divisions were handling the situation.

Similar calls had come into the Local 1324 IBEW offices. Since the UWUA holds the contract for the four Bay Divisions, Local 1324 officials could only tell the callers to demand action of their UWUA leaders.

Meanwhile, One Organization, the IBEW, seemed to be the only remedy for similar situations which are bound to occur in the future at the great PG&E expansion program tapers off.

It's Jack Shelley For Congressman

Jack Shelley, president of the AFL State Federation of Labor and Secretary of the S.F. Labor Council, last week announced his candidacy for the congressional seat vacated by the death of able Representative Richard J. Welch.

Labor leaders in the Bay Area and especially in the 5th Congressional district of San Francisco (Mission) immediately hailed his announcement as an assurance that the working man will continue to get honest representation in Congress and predicted his election by an overwhelming vote when ballots are counted after the special election on November 8.

Shelley said that he would make repeal of the Taft-Hartley Act one of the principal planks of his platform.

Men of the Shelley calibre in the labor movement are prime factors in the AFL's progressiveness and leadership on labor's economic and political fronts.

Newscaster Reveals UWUA "Unionism"

September 8, 1949. They got around to getting out another edition of the Newscaster this week. We are sorry to have to report that there has been no change in the sheet's approach to the issues in the current PG&E campaign.

The first story takes Utility Facts to task for alleged "blabbering." Says the Newscaster: "Certainly, the IBEW, beating their propaganda drums to the high heavens, about captives and slaves in the UWUA ought to take time out and examine their own operations."

WE ALL MAKE 'EM

The IBEW makes mistakes and makes no claim of perfection. It does, however, constantly strive for the ultimate in service to its members. Despite the mistakes made in achieving this end the fact that the IBEW continues to defeat the UWUA and other CIO

unions consistently in NLRB bargaining representative elections proves that the average utility worker likes the IBEW net result.

Utility Facts still maintains that all UWUA members are captives by virtue of the quick contract the UWUA made with the company while a petition to determine lawful bargaining representative was pending before the NLRB.

In the Newscaster story referred to above Local 1245, IBEW, is criticized for attempting to collect dues, through use of a form letter, from a delinquent member.

UNION CONCEPT

Says the Newscaster of the effort: "To get down to facts, it must be observed by the members of the IBEW that such a letter and the threats made therein is strictly illegal and is not permissible under

(Continued on Page 4)

UTILITY FACTS

Official Organ of IBEW
Local 1324



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Oakland, Calif.

First Things First

It would be funny if it were not so tragic. The leaflet entitled "Local 133 Gets Prepared" and then goes on to say: "As you know, our local is a party to the wage and working conditions contract," and "very shortly negotiations with the company on the contracts for 1950 will be requested."

Why negotiate a new contract when you are powerless to enforce the one you got? There has been violation after violation and you sit by in the "Consolidated Edison" fashion and do nothing about it. If you lay yourselves open to further "negotiations you're apt to loose your shirt. Oh brother, they will sure be primed for your laxity and every weakness that you have shown in the past year will be exploited and the employee is always the victim.

Don't you think it would be wise to wait until a real union, the IBEW, has won their election and can negotiate and enforce a real contract? Think it over, employees of the PG&E, and if you haven't joined with Local 1324, do it today.

L. GLASSON.

Layoffs: Here's How They Should Occur

The following was prepared in mimeograph form and posted on IBEW Local 1245 bulletin boards for the benefit of the local's 7,000 PG&E members when the current rash of layoffs on the system began. It interprets the IBEW contract with the company as it pertains to layoffs. (The UWUA contract which is supposed to be enforced in the interests of the 5,000 employees in the Bay divisions is almost identical in its provisions but is not being enforced by the UWUA.)

Note that Local 1245 officials lost no time in advising their members concerning their rights when the layoffs began to take place.

INTERPRETATION OF CONTRACT PROVISIONS WITH RESPECT TO DEMOTION AND LAY-OFF

Sept. 9, 1949.

When the Company reduces working forces in a district of a Division or in a Department, the employees affected by such reduction shall be demoted or laid off on the following basis:

1. The employee with the least classification seniority in a given classification shall be demoted within his district and may displace the employee with the least Company seniority who is in the next lower classification in the normal line of progression, provided, however, he shall not be entitled to displace an employee whose Company seniority is greater than his own, or, if he cannot displace an employee in such next

lower classification, he shall then be entitled, on the basis of his Company seniority, to displace the employee with the least Company seniority in successively lower classifications which are within the normal line of progression within his district.

2. The employee may elect to displace the employee in the same classification within the Division who has the least classification seniority, provided, however, he shall not be entitled to displace an employee whose classification seniority is greater than his own.

3. If an employee cannot displace another employee in a classification within the normal line of progression as provided in paragraph No. 1 and he has regularly worked in another department of Company and in any one classification of such department for a minimum period of six (6) months, he shall be entitled to displace the employee in such classification in such other department within the Division who has the least Company seniority, provided, however, he cannot displace an employee whose Company seniority is greater than his own.

4. If under the provisions of paragraphs No. 1, No. 2, and No. 3 an employee does not displace another employee within the Division he shall be subject to lay-off. Such employee may, in lieu of layoff, elect to transfer within the Division, in which event he shall be entitled to displace, within the Division, the employee who has the least classification seniority in

the next lower classification or in any successive lower classification, provided, however, that he cannot displace an employee whose Company seniority is greater than his own.

5. An employee who has transferred from another Division of Company and who is subject to layoff for lack of work shall retain his Company and his classification seniority previously acquired and shall on the basis outlined in paragraphs No. 1, No. 2, No. 3 and No. 4 be entitled to displace other employees within the Division in which he is currently working at the time a work reduction takes place.

6. In connection with the foregoing provisions Company shall notify an employee in advance of (1) the classification in his district to which he is to be demoted, (2) the job in any other district to which he has an election to transfer, or (3) his contemplated layoff:

- (a) An employee who is to be demoted shall be given as much notice as possible of such demotion but in no event shall such notice be given less than two days prior to Company's effecting an employee's demotion.
- (b) Within five days after Company's notice to an employee of the job in any district to which he has an election to be transferred must notify Company of his acceptance of such transfer.
- (c) Ten days after an employee has been given notice of a job to which he may elect to transfer an employee shall be subject to transfer.

EXECUTIVE BOARD,
Local Union 1245, IBEW.

— Another IBEW Wage Chart; How

Wage rates being paid to members of Portland Local 125 IBEW, employed at the following firms:

Contract expiration date		Lineman	Wireman	Leadman	Working Foreman	Foreman	Truck Driver	Truck Driver, Heavy Commercial	Derrick Truck Operator	Cable Splicer	Cable Foreman
March 1, 1950	Portland General Electric Co.	2.13	2.13	2.29	2.36	2.45	1.64	1.68	1.73	2.45	2.75
April 1, 1950	Bonneville Power Administration	2.10	2.10		2.25	2.40			1.77	2.40	
January 1, 1950	Clark County PUD	2.10	2.10		2.29	2.42	1.63		1.73	2.42	
January 1, 1950	Construction Wage Local 77, 125, 483, 659	2.50				2.81		1.95	2.30	2.81	3.16
April 1, 1950	California Pacific Utility Co.	1.90	1.90			2.06	1.47				
April 1, 1950	Portland Traction Co.	2.13	2.13			2.45	1.64		1.73		
March 28, 1950	Pacific Power & Light Co., N.W. Division	2.13	2.13	2.20	2.36	2.45	1.64	1.68	1.73	2.45	2.75
March 28, 1950	Pacific Power & Light Co., Suburban	2.13	2.13		2.36	2.45	1.64			2.45	
April 16, 1950	Skamania County PUD	2.10			2.29	2.35	1.63		1.73		
April 1, 1950	Hood River Co-op	2.11	2.11			2.34			1.68		
June 30, 1950	Klickitat County PUD	2.10	2.10		2.20	2.35			1.70		
March 31, 1950	North Wasco County PUD	2.11	2.14		2.24	2.39			1.77		
March 31, 1950	Wasco County Co-op	2.07	2.07		2.22	2.30			1.64		
February 28, 1950	Cascade Locks City Light	1.90				2.10	1.50				
April 1, 1950	West Oregon Electric Co-op., Inc.	2.13				2.45	1.64			2.45	
April 1, 1950	Salem Electric Co-op	2.13				2.45	1.64				
April 30, 1950	Coos Electric Co-op	2.08				2.22		1.70			
August 31, 1949	Columbia Basin Electric Co-op., Inc.	2.13	2.13			2.38	1.70		1.90		

What the IBEW Is Doing About Layoffs

On the front page of this issue of Utility Facts it was pointed out that the UWUA has taken a negative stand on the widespread layoffs occurring on the PG&E system.

Because the UWUA holds the contract for employees in the four Bay Divisions Local 1324, IBEW, is powerless to act on the layoffs except through the pressure of publicity.

Here is how Local 1245, IBEW, protected the interest of its members in the 11 outlying divisions when the layoffs began:

One of the first steps was the issuance to all 1245 bulletin boards September 9 of an interpretation of the seniority provisions of the contract relating to layoffs. (It is published on Page 2.)

Instructions went out to all Local 1245 field representatives to check into all layoffs and all grievances relating to them. The well-knit Local 1245 organization immediately began sending reports into the main offices on all layoffs.

Business Manager Charles Mason and Assistant Business Manager Kelly of the IBEW local made a quick trip to Fresno to investigate a layoff of 120 members of the union, reportedly out of seniority.

Most of these 120 members had maintained that they were laid off out of seniority. When their case was laid before PG&E officials they were all put back to work.

As a result, when layoffs were resumed on a seniority basis only 50 were let out and at this writing the other 70 were still on the job.

Mason also visited the Redding area where an agreement was reached with the company giving assurance that all layoffs there would be according to seniority.

In Eureka five members laid off were put back to work as a result of Local 1245 efforts.

There have been many other recent instances of IBEW service to the 1245 members to prevent layoffs.

Meanwhile all divisions under the local's jurisdiction were being closely watched to see that all employees laid off got the break they were entitled to under the contract.

Contrast these activities with the foundering efforts of the UWUA negotiating committee which makes believe it has to go back to the membership to find out what it should do about seniority violations.

If the negotiating committee does no better job on the contract it says it is going to write for the coming year, expect a document in keeping with the ability it has shown in the present layoff crisis.

IBEW WINS PAY BOOST FOR 10,000 IN 4 STATES

Between 8000 and 10,000 members of the AFL's International Brotherhood of Electrical Workers will get a general wage increase of 10 cents an hour under a new contract with 25 contracting firms in Ohio, Kentucky, Virginia and West Virginia.

FROM OUR MAIL BAG

Chas. W. Mason, Business Manager, IBEW Local 1245
Central Tower, San Francisco, California
Mr. Mason:

This letter is the form of a personal acknowledgement of the excellent results that have been obtained in service to the members of Local 1245 and in the field of Employee-Management relationship to this date.

It is my opinion that Local 1245 is one of the most democratic and best serviced organizations that I have ever belonged to for the following reasons:

1. Members can and are urged to voice their own opinions on the various problems and issues that arise.
2. Close and personal contact is consistently made between union members and the business manager through the shop steward, the executive board member from this district and the assistant business manager.
3. All complaints and grievances by members are acted upon without delay.
4. Results of all grievances and complaints are relayed to the member and not held in abeyance.
5. An assistant business manager is assigned to this area for the purpose of personal service to the member and to police the company in its obligations to honor the existing contract as well as interpreting the union obligation to follow the contract.

Fraternally yours,
PAUL CIBERY, Sr. Mapper
Local 1245, Fresno, California

AFL Electricians Give Pay to Medical Center

Boston.—Members of Local 1505 of the AFL's International Brotherhood of Electrical Workers demonstrated here the growing role that labor is playing unselfishly in community affairs.

AFL workers and office workers, numbering over 6000, worked voluntarily on Saturday for 4 hours and contributed their earnings to the Children's Medical Center of Boston. The wages contributed amounted to an estimated \$25,000.

Although Saturday work at the Raytheon Manufacturing Company plants in this area was discontinued at the end of the war, the employees agreed to put in the extra time at regular hourly rates.

About Publishing Yours, UWUA? —

J.G. elper	Repair Dis-patcher	Sub-Station Inspector	Helper & Ground-man	Tool Room Man	Hole Digger (Labor)	Operator (Chief)	Operator Steam Plant	Operator (Class A)	Asst. Operator (Class A)	Junior Meter-man	Meter Tester	Station Meter Tester & Special Tester	Power & Demand Meter Tester	Store Room Man	Line Patrol-man	Senior Dis-patcher	Power Dis-patcher	Asst. Power Dis-patcher	Overtime	Paid Holidays
.60	2.23	2.40	1.60	1.97	1.50	2.02	2.08	1.97	1.85	1.87	1.97	2.37	2.24	1.64	1.96				2	7
			1.61		1.565	2.265		2.10	1.99							2.96½	2.69	2.52½	2	8
	1.98	2.42	1.59	2.10	1.46			1.98		2.10			2.27	2.10					2	8
			1.80		1.50														2	
			1.36				1.67	1.60		1.90									1½	8
			1.60		1.44														2	8
.60	2.13		1.60		1.50	2.02	2.36	1.95		1.87	1.97	2.37	2.24		2.13				2	7
			1.60				2.36	1.95	1.87	1.87									2	8
			1.59		1.46														2	8
			1.58																2	8
			1.44		1.40					1.90			2.10	1.65					2	8
			1.48		1.44														2	8
			1.54		1.44														2	8
			1.45																2	8
			1.60											1.47½					2	8
			1.60											1.59					2	8
			1.62											1.70					1½	8
			1.62		1.40					1.93				1.79					2	8

REPORTS FROM THE FIELD

Richmond Unit 6

The employees in the Richmond area are convinced that the IBEW is the answer to their labor problems.

The proof is by the exceptional attendance at Unit 6 meetings and the will to take an active part in assisting in the campaign to put No. 1324 on the system.

Brother Chas. Galyean, vice chairman, who pinch hits for Chairman Karl Adkins when Adkins' duties on shift work prevents his attendance, is doing a bang-up job for Unit 6 along with "Andy" Anderson, recording secretary, who never misses a meeting.

We now have an active publicity committee consisting of Brothers Galyean, Goodman and Small, who will keep Utility Facts well posted on our unit activities.

Int'l. Reps. Drew and Snyder and Brothers Ed White and Gene Hastings gave combined reports covering all activities and progress throughout the four Bay Divisions of Local 1324, IBEW.

UNIT 6
PUBLICITY COMMITTEE.

* * *

Martinez Unit No. 1

Unit No. 1 turned out at the regular meeting of Sept. 12 to welcome Bros. Charles Mason, business representative, and Assistant Business Representatives Jim Kelly and Paul Smith of Local Union 1245 IBEW. Members of Local 1245 are entirely satisfied with their unit form of organization, with adequate service from the local's business representatives in all areas no matter how small, Bro. Mason informed Unit No. 1 members. Bro. Mason went on to explain the organizational history of Local 1245 and their present negotiations with the company in regard to job demotions, layoffs and pension plan. Local 1245 has also joined the fight for a better state compensation plan that is strongly opposed by the insurance lobbies.

Bro. Mason brings about 15 years of organizational experience into the fight for One Union on the System when he pledges full support and cooperation with Local 1324. Bro. Kelly has carried an IBEW card for 35 years and Bro. Smith has been in the organization for some time with a leave of absence for a hitch in the armed services during the war.

We are receiving our copy of the Weekly News Letter from the State Federation of Labor and we welcome the type of news and information it contains.

Bro. Charles Galyean of Richmond Unit No. 6, Local 1324, was visiting. We are always more than pleased to see members from other units.

Bro. Hastings reported on the last meeting of the Central Labor Council and its fight to complete

the organizing of the Clerks and Pharmacists.

Bro. Snyder, pinch-hitting for Bro. Drew, brought the unit up to date on the progress of organization in the units and status of the NLRB hearing in Washington.

John Fante, Secretary
Unit No. 1, Martinez.

* * *

San Francisco Unit 3

At our last executive committee meeting, plans were discussed to keep Local 1324 office at 85 So. Van Ness open at least two evenings each week. Members felt this necessary to enable PG&E workers to get any information they might need concerning union affairs. It will enable our representatives who take care of the office on these nights to call our active members and check on progress being made in organizational work. Finally it will afford an opportunity to get regular routine union business accomplished. It was recommended we charge Unit 3's recording secretary and the chairman of the organizational committee with the responsibility to carry out this job. We will specify in this column at a later date which nights the office will be open.

Bro. Snyder, International representative, reported that Charles Mason, Local 1245 representative, paid a visit to a recent membership meeting of our sister unit in Martinez. He was asked many questions by the Martinez members and they were pleased with his answers. Local 1245 is assisting us in our organizational efforts in such places as Petaluma, San Rafael and Santa Rosa. They have offered to put a full time representative into these areas. They have line crews working in these locations who are doing everything they can to convince PG&E workers of the soundness of One IBEW Organization on the System.

We reported on Ed White's activities in S. F. last week. Since then Ed spent another day making the rounds of the sub-stations, steam plants and street gangs. At Station P he talked with several of our members who promised to attend our meetings more regularly. One of the active members in the substations told Bro. White he was going to get a carload of members together to pay a visit to the Oakland Unit 7 meeting. Everywhere Bro. White goes the workers ask him when the election is coming. They are anxious to get it over so they can get down to business and win better wages, pensions, working conditions, and real job security. They feel confident they can get these things with one IBEW organization on the System for PG&E workers.

Unit 3's Publicity Committee.

A Lot of Oomph in Lo. 1324 Ukiah Unit

The enthusiasm of the comparatively new members of Local 1324 in the Ukiah area for the IBEW PG&E campaign impressed IBEW representatives and Local 1324 officials who attended the unit's meeting last Wednesday night.

The members from Willits, Lakeport and other places in the area who turned out well for the meeting not only displayed a lot of "oomph" for the campaign, but brought along many new members together with reports that nearly all eligible PG&E employees had been signed up.

Consequently, no one present at the meeting was surprised at reports that employees over at Fort Bragg were not only feeling increasingly lonely in the UWUA's lone outpost in the North Bay but were thoroughly disgusted with the service that they were getting from the UWUA representative way down in Oakland.

Before the employees in the Ukiah territory formed themselves into a unit of IBEW Local 1324 the UWUA never bothered with the men, never came around to check to see how they were being treated by the company, but just collected their dues through the check-off. In two years no UWUA rep had visited the area.

In one PG&E establishment in the North Bay district eight new IBEW applications were accepted in the past two weeks.

Except for wavering Ft. Bragg,

Newscaster Reveals UWUA "Unionism"

(Continued from Page 1)

the terms of the current IBEW-1245 contract with the PG&E company."

Maybe so. Unions are learning every day that a lot of things are illegal under the nefarious Taft-Hartley anti-labor Act.

If so, the Newscaster has the dubious honor of being the first official paper of a union to expose an effort to enforce a time-honored union principle — that workers sharing in the benefits won by a majority of their dues-paying fellows should also pay their fair share of the financial burden involved.

The more we see of the Newscaster and the UWUA policies it reflects, the more we are sure that they have little understanding, or at any rate, respect, for basic union principles and the aspirations of the average utility employee.

the North Bay divisions from Ukiah to Santa Rosa and Petaluma were solidly in the IBEW camp.

In commenting on the meeting, Ed White, who has spent a great deal of time in the Ukiah area, said "it was extremely gratifying to see the solidarity displayed by the members. There has been a lot of union building since our first meeting in Ukiah March 15 of this year."

How IBEW Fights The Lay-offs

In this issue of Utility Facts is a report on widespread layoffs in the four Bay Divisions of PG&E, and the do-nothing policy of the UWUA in relation to them.

Naturally the company has a right to lay off men whenever it feels that it no longer has need for them. Sometimes, however, a company can be shown how it can profitably keep men employed that it would otherwise be disposed to discharge. The unions can also be helpful in this respect.

And when layoffs are made without reference to seniority it is the duty of unions to act in the interest of those they represent.

On the inside page will be found an account of how IBEW Local 1245 is combatting the layoffs on their section of the PG&E system, under the IBEW contract.

1324 EXEC. BOARD'S NEW MEETING SETUP

At its regular meeting last Thursday night the Executive Board of Local 1324 voted unanimously to change the meeting night hereafter to Friday night.

The motion for the change came from the representatives from Ukiah Unit 5 who explained that they had to work during the day and the long trip in to Oakland (266-mile round trip) left them in bad shape for their next day's work.

Since most of the Executive Board members are working members, they readily understood the plight of the Ukiah members. It was felt that all units should be fully represented at all times and that any measure necessary to ensure regular attendance should be undertaken.

The motion carried with much discussion. All future meetings of the board will therefore be held on Friday.

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