

UTILITY FACTS



VOL. 1—No. 41

OAKLAND, CALIFORNIA, DECEMBER 7, 1949

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Election News Finds IBEW And Employees Ready for One Org.

System-wide IBEW Plan in High Gear

With more than 12 months of education on the merit of One Organization on the System—the IBEW, the announcement by the NLRB last week that the election for a bargaining representative will be held on a system-wide basis found the IBEW well prepared in all PG&E divisions to make the cherished One Organization goal an actuality.

The nature of the NLRB decision made One Organization a certainty for recent events have indicated that the UWUA "island" on the system has just about washed itself out of a sea containing 12,000 PG&E employees, 7,000 of whom have long belonged to units of IBEW Local 1245, with a majority of the 5000 in the Bay divisions certain to vote IBEW.

Thus, the IBEW campaign strategy will be directed towards this objective until the vote is in and counted.

Rolling up a huge "One Organization" majority on the system will insure united IBEW bargaining for a new 1950 contract.

IBEW WINS!

NLRB RULES SYSTEM-WIDE ELECTION

UWUA Delaying Tactics Defeated NLRB ORDERS ELECTION TO BE HELD ON OR BEFORE
DECEMBER 29, 1949

PG&E Workers Will Now Have Their Long Awaited Opportunity to Put One Organization, THE IBEW, on the System.

YOUR INDIVIDUAL VOTE FOR IBEW

WILL MAKE THIS POSSIBLE.

L. G. GLASSON, President
Local Union 1324, IBEW, AFL.

One Organization Meets and Acts

At a meeting of officials of Local 1245, IBEW and IBEW international representatives who are assisting the Local 1324 campaign held Friday on the heels of the NLRB decision ordering a system-wide PG&E election the following decisions and actions based on a prepared plan were taken:

1. Hundreds of telegrams were dispatched to key IBEW members advising them of the NLRB decision and alerting them for an all-out educational campaign.

2. Further joint meetings were set to ensure complete coordination of all campaigning on a system-wide basis.

3. A special meeting of Local 1324 unit officials and key members was called last Saturday in Local 1324 headquarters on Grove street where the strategy developed at the joint meeting the day before was discussed, approved, and ordered into effect immediately.

4. Twelve members of the Local 1245 IBEW Executive Board (representing each of the outlying PG&E divisions) were put on a full-time basis for the duration of the campaign.

5. Eight stewards working out of some of the PG&E's largest shops and plants will go on a full-time basis to aid in the educational campaign.

6. The Local 1245 business manager and four assistants will devote all of their time to organizational work in the field.

7. All active IBEW members of both locals will devote a major part of their spare time to the One Organization effort for a large vote.

8. More representatives from international office of IBEW will come onto the system to help spread word of what the issues are and why IBEW is best prepared to do something about them.

Directive Backs Up IBEW's Contentions

The NLRB's directive for a system-wide election for PG&E workers was notable for these facts, a study of the official document showed:

A. The Board itself in agreeing to legal arguments on various phases of the IBEW election petition, used legal language identical to that submitted by IBEW Attorney Matt Torbiner in his briefs, thus, in many cases, supporting the IBEW right down to the letter and coma of its contentions that PG&E employees were entitled to an election.

(The UWUA has opposed the election and delayed the hearings throughout).

B. The Board decision was unanimous. It got a favorable vote from Chairman Paul Herzog, John N. Houston, James J. Reynolds, Jr., and J. Copeland Gray.

C. The 9th hour effort of the UWUA to reopen and prolong consideration of the case after it got to Washington was assisted and supported by the company. UWUA and the company had sought oral arguments before the Board. These oral arguments would undoubtedly have followed a red-baiting policy designed to befuddle the employees on the real issues. Said the Board on this try at delay and propaganda:

"The request of (the Company and the UWUA) for oral argument is denied as the record and careful briefs are adequate presentation of the issues and positions of the respective parties." This decision supported IBEW's contention that further hearings were pointless and would only delay the election.

D. The Board followed the exact request of IBEW to keep the physical forces or outside employees in one component bargaining unit and denied, with one or two minor exceptions, the plea of

Thank You

IBEW representatives who have been assisting IBEW Local 1324 in its campaign to put one organization, the IBEW, on the PG&E system, this week, on behalf of the local 1324 officers, expressed their thanks to all IBEW supporters for their patience and their loyalty in the year-long campaign to win a right to an election.

Just about everything possible was thrown at our people to discourage them from their fight to keep in effect conditions won the hard way.

"The fact that our supporters stayed in there pitching for a courageous position taken with the bolt from UWUA a year ago brings us up to the election in fine shape for a resounding IBEW victory.

"Continued display during the next few weeks of the fine union spirit that was responsible for the birth of Local 1324 IBEW will result in a record IBEW vote and a better 1950 contract."

the UWUA and the Company to split them into various groups.

E. The Board based its decision to deny the Company's move to deny bargaining rights to 1675 employees in 51 classifications on the IBEW's briefs. (In opposing this exclusion move, the IBEW devoted 17 pages of detailed information in its brief to one classification alone, that of watch engineers, while the UWUA opposition consisted of six pages on ALL classifications. The IBEW devoted 166 pages of arguments and evidence all together on the 51 classifications).

Victory over the move to weaken the bargaining unit was an important one—if successful, one-third of the unit would have gone out the window.

(For those eligible to vote see page four, column 2.)

For a complete interpretation of the Board's Decision see Page 3.

UTILITY FACTS

Official Organ of IBEW
Local 1324



L. G. GLASSON, President
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Phone GLencourt 2-1600

Time for a Change

During the past year Utility Facts has pointed out a number of short-comings in UWUA stewardship of the PG&E contract. In doing so, it has tried to approach the issues objectively, in the sincere hope that the UWUA would act on many matters where laxness were weakening the collective bargaining agreement in the hope that all PG&E employees could enjoy the contract benefits to which they were entitled.

Even with an election pending, UWUA refused to act on contract infringements, seniority violations, speedups and other things that concerned the membership of both the UWUA and the IBEW.

Local 1324 IBEW officials invited UWUA officials to open IBEW meetings to debate these issues, to defend themselves, if they could of the charges of laxity which had been leveled. UWUA refused.

Local 1324 IBEW asked UWUA for a consent election. UWUA refused.

IBEW pointed out that grievances were piling up around the four Bay divisions. UWUA did not move to settle them.

IBEW pointed out that layoffs were occurring out of seniority. UWUA officials muddled through this one for several weeks passing the buck back to the members on how they should act. Nothing was ever really done that helped those whose seniority was violated.

UWUA negotiated away job bidding rights of certain steam plant employees. Despite the storm of protests from employees nothing was ever done to rectify this.

UWUA refused an IBEW offer to let the employees vote on who was entitled to their checked-off dues. So court action was necessary which eventually resulted in all check-off dues being put in escrow. The UWUA is now in court seeking ALL of that escrowed dues money despite the fact that most of it belongs to PG&E employees sympathetic to the IBEW.

The UWUA has dodged the issue

Duquesne Workers Gained Thru IBEW

The UWUA, if it follows its usual strategy, which incidently has always backfired against it, will enter the present election campaign with a propoganda barrage of misinformation that will not fool the PG&E worker any more than it has fooled the workers at countless utilities throughout the nation where it has competed for the right to represent employees.

The UWUA will be telling the PG&E worker that he will be a "B" member, that he will have second class citizenship, that he will lose work to craft unions, that IBEW is not an industrial type of union, and that his dues will be high and assessments heavy.

PROPAGANDA

That propoganda will fail because it is the intention of those in the IBEW concerned with the outcome to lay all of the facts out in pamphlets, in meetings and through the issues of this paper where the worker can see for himself what the real answers are to the questions UWUA raises and what the real issues are.

One of the most recent major utilities where UWUA came out second best on the election ballot-

of local autonomy in this campaign by restoring to smear tactics that have been meant to impinge every member of IBEW.

The UWUA through its Newscaster and by word of mouth has spread many false stories about IBEW despite the fact that it has lost election after utilities election wherein it based its campaign on the same tactics.

The UWUA has sought to deceive the employees about its real strength by maintaining several paper locals that have gained no members in recent months.

With nothing behind it except the New York Brotherhood of Consolidated Edison Employees union, said to be a company setup, the UWUA sought to negotiate a new contract with PG&E by seeking "revisions" of the old one instead of cancelling, which it could not do without real employee strength behind it. Result: It got hit with a new fangled Taft-Hartley strategem of the utility industry of which IBEW has been aware for some time, a strategem designed to put unions on the defensive in all negotiations not carefully planned and undertaken: Exclusions of just about every worker from collective bargaining that ever gave an order, even one so insignificant as "Please pass the pliers".

The UWUA has failed the PG&E employee: It's time for a change to One Organization on the System—IBEW.

ing was Duquesne Power and Light in Pittsburgh.

RAISES

In the 18 months since the IBEW won bargaining rights for the Duquesne workers, they have had two wage raises. The most recent one, in October, was a flat 6 percent increase for all hourly and salaried employees in the bargaining unit.

The Pittsburgh Press says of that raise: "The new wage increase, plus fringe issues, makes the workers of Duquesne Light among the highest paid utility workers in the United States."

If One Organization had been in existence on the PG&E during the past 18 months PG&E workers could also be in the category of Duquesne employees who have united bargaining action.

IBEW BUTTONS AIDING CAMPAIGN

Lost Sheep, the UWUA called them at a recent meeting. Well there are two kinds of sheep but we won't go into that, except to note that sometimes lost sheep do not stray as far from the fold as the black ones.

The lost sheep the UWUA was referring to were the Local 1324 IBEW members that are wearing IBEW buttons lately in the San Francisco district.

In one of their meetings they said that they had an organizing job cut out for them in getting the lost sheep back into the fold.

The IBEW contends that the UWUA is starting just a year too late. It has been a year since a majority of the Bay Division employees bolted from the old UWUA because of Consolidated Edison influence and domination.

The UWUA has had a year in which to prove that interference with local autonomy would cease, that there would be no reprisals because a man felt it necessary to get up in meeting and speak his mind, and that the UWUA local officials would begin doing something for the employees they were supposed to represent.

Except to make a lot of promises at contract time, the UWUA officials in the interim have done little to service the membership except on one or two issues developed by Local 1324 through Utility Facts.

Incidently, those IBEW buttons are not being worn because they are pretty. They are being worn because each owner believes in the IBEW's democratic way of doing

A Contract Is Only As Good As the Union Enforcing It

According to the UWUA it has been seeking negotiations with PG&E for a new 1950 contract. Local 1324 has been advised UWUA has been rebuffed due to an NLRB regulation which makes it an unfair labor practice for the parties involved in an NLRB election case to negotiate a contract.

Certainly UWUA is as familiar with NLRB regulations, or should be, as the IBEW.

Yet it tried to negotiate in the face of an impending election.

Today with the election authorized by NLRB the UWUA not only has no legal right to negotiate a contract but it has lost any moral right it may ever have had. Under UWUA stewardship, valuable seniority provisions have been negotiated away, grievances have gone unsettled, and conditions and job security have never been more unsettled.

UWUA has been on trial now for more than ten months. Yet it has gone blithely on ignoring the pressure of its remaining members to do something about contract enforcement, and has been unheedful of the contract violations pointed out to it by Local 1324 and Utility Facts.

How could such an organization hope to negotiate improvements into a contract when it did not even recognize and implement those already supposed to be in force?

And without the backing of a majority of Bay Division employees how could it expect to carry enough weight at the bargaining table to get acceptance of anything it may propose?

Under such bargaining conditions anything it did get would be suspect, for companies such as the PG&E are not in the habit of tossing out, without good reason, economic bonanzas to ghost staffed paper unions.

things, the IBEW devotion to servicing every individual without favor, the IBEW efficiency in the conduct of all union business, and the IBEW life insurance and pension plans.

In short, the IBEW buttons are worn because the wearer is proud of his affiliation with a modern and progressive union.

"There ain't no Santa Claus" for the guy who buys non-union goods.

Buy Union-made-in-America articles for Christmas presents and your chances of buying them in future years will be greatly increased.

During his life George Eastman, inventor and manufacturer of kodaks and supplies, spent more than 75 million dollars in philanthropic projects.

NLRB Decision Jolts UWUA, Backs IBEW

IBEW won a complete and nationally significant decision before the National Labor Relations Board in its long and bitterly fought case to hold the existing bargaining unit together and give the employees in that bargaining unit an opportunity to democratically choose a collective bargaining representative.

That was the gist of legal opinion which has reviewed the results of the Board's 19-page decision rendered on November 29, 1949.

Legal aspects of the case were handled throughout by IBEW Attorney Matt Tobriner.

The company had strenuously urged that 1675 employees in 51 classifications be excluded from bargaining on the grounds that they were supervisory employees.

LAYS DOWN THE LAW

Public utilities of the nation will carefully read this decision because it lays down the law on these important points. The decision is one of the most significant victories yet won by a public utility labor union.

The Board upheld IBEW's first contention that collective bargaining should be conducted on a "system-wide unit of all physical or outside employees of the employer." In the Board's language "The Employer and the Intervenor (UWUA) contend that the existing pattern of organization of these employees into less than system-wide units should not be disturbed at the present time."

BREAKDOWN FAILS

The Company and the UWUA urged a system of fractionalized bargaining in which the strength of the unions would be limited to the areas they covered.

As the IBEW pointed out, such a basis for bargaining would break down union strength to little pieces of the system: It contended that bargaining should not be exploded into small atoms but should be based on one union throughout the system. In that manner the union could match the strength of the Company.

GREAT DETAIL

The IBEW brief at great length confronted the Employer with its own past statements. When the Company thought it was to its advantage to argue for system-wide bargaining, it did so, hoping thereby to stop the progress of unionization. Now, however, that unionization had reached the system-wide stage, the Company reversed its stand, hoping again in that way to slow down union progress. The Board's decision makes the Company eat its own words and holds that the Company's oft-repeated demand for system-wide bargaining must now stick. Upholding almost word for word the contention

of IBEW, the Board says, "It is clear, therefore, that a system-wide unit is, as we have on numerous occasions stated, the optimum unit for representation of the employees of this employer." It completely disposes of the position of PG&E and the "me, too" argument of UWUA that bargaining should be decentralized and atomized.

BOARD SAYS "NO"

The Board upholds the second great contention of IBEW. This was that the "unit of physical employees" previously protected under the National Labor Relations Act should not be broken up. PG&E asked the Board to exclude from the protection of the Act no less than 51 classifications of employees.

If the Company had prevailed in this contention, it would have excluded great groups of workers, such as the working sub-foremen, collectors and meter readers, plant clerks, technical clerks, complaint inspectors, inspectors, power surveyors, mappers, map posters, service operators, division surveyors, transit men, system dispatchers and watch engineers.

The Company wanted to cut up the bargaining unit geographically and it wanted, likewise, to cut out of the unit all of these workers.

IBEW BRIEF FOLLOWED

Based upon "the voluminous evidence induced at the hearing" and the 166 page brief of IBEW, the Board rejected the Company's arguments. It very carefully analysed the duties of these workers to show that they were not "supervisory or professional." The language of the decision closely follows the reasoning and wording of the IBEW brief.

The Board devoted particular attention to the sub-foremen groups and the watch engineers. The clear and decisive testimony of IBEW witnesses like Don Hardie, Ron Weakley and others contributed largely to the present result. The Board holds that the watch engineers perform a job based upon "standardized routines" and that it "falls short of what would be required to constitute supervisors in a statutory sense" (Page 15).

UWUA DEAL FAILED

A third underlying position of IBEW likewise was sustained by the Board. Upon the filing of IBEW petitions the Board and UWUA quickly renewed their contract in the hope that it might block the election. This tactic, however, did not succeed. In spite of strenuous argument by the Company and that Union, the Board held the contract was not a bar. It contained language providing for maintenance of membership "which had not been authorized in elections pursuant to the Act." The contract,

TO ALL IBEW MEMBERS

The election decision has been announced. The campaign is now on in earnest. Though we are positive of a IBEW victory, we can not let down for we must have a big IBEW vote to win a good 1950 contract.

From now 'till election day talk IBEW at every opportunity. And report all occurrences in the field which may be detrimental to the IBEW to Oakland headquarters immediately.

Complete liaison is needed to offset UWUA tricks and propaganda.

IBEW To Support UWUA in Supreme Court Power Case

Dan W. Tracy, IBEW International President, has advised local IBEW Reps that the National Labor Relations Board has filed a petition for a writ of certiorari in the Supreme Court of the United States for a review of a district court decision in Ohio which had reversed an NLRB ruling that control operators should be allowed the benefits of collective bargaining.

Utility Facts recently carried a complete story of the Ohio Power case. If the Supreme Court upholds the lower court decision, which if allowed to stand could set a Taft-Hartley precedent which would allow all utilities companies to petition for exclusion of similar employees, it would, in effect, nullify the NLRB refusal to permit PG&E to exclude 1,675 employees PG&E has claimed are part of management.

IBEW is watching the case closely and its legal and research facilities are at NLRB's disposal if needed to bolster its appeal to the Supreme Court.

Andrew Carnegie, American ironmaster and philanthropist, was born in Scotland.

hastily made to prevent a democratic expression of the workers, failed in that purpose.

VINDICATION

In summary, the decision of the National Labor Relations Board is one of the most complete vindications of a union's contentions in the history of labor unionism in the public utility field. This victory orders for the workers in PG&E effective and system-wide collective bargaining. It preserves for all of those workers the protection of collective bargaining which in 51 cases the Company strenuously sought to remove. It is a long step forward in the tough and arduous march of labor unionism in the public utility field.

Advantages of One Organization

THE ELIMINATION OF DUAL ORGANIZATION FRICTION.

THE ELIMINATION OF CONFLICTING CONTRACTS.

THE ELIMINATION OF COMPANY LEVERAGE PLAYING ONE ORGANIZATION—AGAINST THE OTHER.

GREATER BARGAINING POWER THROUGH CONCERTED EFFORT.

UNIFIED THINKING.

UNIFIED GRIEVANCE PROCEDURE.

UNIFIED OPERATION.

UNIFIED JOB BIDDING PROCEDURE.

A MAJORITY SYSTEM-WIDE VOTE FOR IBEW WILL INSURE THIS !!!

The A.F.L.

Just who fought to get rid of the 16-hour day—the 14-hour day—and then the 12 and 10-hour day? And the sweatshops and dungeon plants? And where were our critics during the struggle? The CIO was not in existence then. It was not born until 1935.

When the American Federation of Labor began, only property owners could vote. And workers didn't own property. Free schools didn't exist. Only private schools for children of the rich. Small children of the workers were herded into the sweatshops, factories and mines and worked for 14 hours a day. Hard to believe now, isn't it?

And who brought about the change? Well, America's leading historian, Charles Beard, says the AFL did it. And the President of the United States (on November 16, 1948) told the AFL Convention that:

"The American Federation of Labor, looking back over its many years of service to American wage earners, may well be proud of what it has accomplished in their behalf . . . Your unions have set the example. . ."

Whoever heard of employers appearing before law-making bodies demanding laws for aid and protection of the sick and crippled victims of industry? Or for the widows, the aged and our children? And no one heard of the CIO before 1935.

Before CIO was born, the AFL obtained our wage-and-hour laws. Child labor laws. Safety, sanitation and health laws. And compensation laws, pension and unemployment insurance laws. And overtime rates of pay, extra pay for night work, paid vacations, paid holidays, sick leave, seniority, etc., etc.

Year after year our AFL obtained all these things and paid the cost—long before the CIO was born.

Know the Facts!

Here's WHERE and WHEN to
ATTEND MEETINGS

1324 EXECUTIVE BOARD — 3rd
Friday of each month, 8:00 p.m.,
85 So. Van Ness, San Francisco.

UNIT No. 1—MARTINEZ
2nd and 4th Monday of each
month, 100F 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, Bel-
mont, 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 Committee),
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, JEROM WOERNER,
WILLIE TOWE, KARL J. ADKINS and
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-Chairman
JESSE NASH Recording Secretary
STANLEY ROSS 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. Secretary
STEPHEN L. TINGLEY Executive Board
ERNEST E. J. LEWIS Executive Board

Here Are Groups Eligible To Vote

Voting group 1. All employees in the physical or outside forces of the Employer, including:

a. All outside field employees and field clerks, workers employed in generating stations, substations, gas plants, steam plants, and other shops and plants, clerks in generating stations, meter readers, combination meter readers and collectors, collectors, salesmen, mappers, inspectors, building service employees, and working foremen;

b. All employees in the outside forces of the Gas Supply and Transmission Departments, including outside field employees, workers employed in pumping stations, substations, gas plants, and other shops and plants, and meter readers, mappers, inspectors, building service employees, and working foremen;

c. All employees in the physical or outside forces of the General Construction Department, including outside field employees, field clerks, and working foremen;

d. All employees of the central warehouse, supply depot, repair shop and laboratory in Emeryville, California;

e. All employees in the Building Department of the General Office, including janitors, building upkeep employees, garage mechanics, elevator operators, combination elevator operator and watchman, and combination elevator operator and messenger;

f. All employees in the Central Supply Department;

g. System dispatchers and division operators; **excluding:**

a. Plant engineers, measurement inspectors, and all other supervisors as defined in the Act;

b. Estimators;

c. All other professional employees as defined in the Act;

d. Clerical, technical and office employees, resident engineers, first-aid men, executive and administrative field and office engineers, and the chief clerk in the General Construction Department;

e. The superintendent, the head janitor, delivery boy, messenger, and mail clerk in the Building Department of the General Office.

Voting group 2. All estimators, excluding senior estimators and other supervisors as defined in the Act will vote separately as to their preference to be included in the Unit.

DIRECTION OF ELECTIONS

As part of the investigation to ascertain representatives for the purposes of collective bargaining with the Employer, elections by secret ballot shall be conducted as early as possible, but not later than 30 days from the date of this Direction, under the direction and supervision of the Regional Direc-

IBEW Campaign in San Jose Goes Well

Reports from the IBEW Int. Rep. H. W. "Heavy" Newcombe indicate that the IBEW campaign is going well there despite the fact that some of UWUA's best union men—really the mainstay of the UWUA's remaining strength in the Bay Area—belong to the UWUA San Jose local.

Many IBEW applications have been received from the district, however, and more would be coming in were it not for the misguided loyalty many of the men there have to their local.

However, the same pressure that was once a factor in other Bay Area sectors is in evidence there. IBEW understands these conditions and sympathizes with the men who are so affected. It knows that there are plenty of these men in San Jose who are going to vote IBEW when the election is held.

Meanwhile, many of those who have made up their minds now on how to ballot are beginning to voice their arguments for One Organization on the System.

It is being pointed out by these men that the rest of the Bay Divisions, and for that matter, practically every PG&E division, will go IBEW, and that it is therefore important that the IBEW final vote be a big vote to help subse-

quently bargaining for a contract. Also, that under NLRB rules, every man is free from reprisal of any sort and is free to express his opinion on a bargaining representative. When this fact becomes generally known, the underlying and strong sympathy for the IBEW will leave the San Jose district as strongly IBEW as the remaining divisions on the system.

tor for the Region in which this case was heard.

Signed at Washington, D.C., this 29th day of November, 1949.

PAUL M. HERZOG, Chairman
JOHN M. HOUSTON, Member
JAMES J. REYNOLDS, Jr.,
Member
J. COPELAND GRAY, Member
NATIONAL LABOR
RELATIONS BOARD.

Reports From the Field

Redwood Unit No. 2

Hello Folks:

There is no more doubt now that an election will be held, but more important is the fact that only one classification was lost to us through the company request to eliminate 51 classifications from the bargaining unit. This past year has not been lost as holding our line was worth all the work and time. Next time we must be in a position to GAIN classifications.

Companies ALL combine to break up organization of their workers; we as workers MUST all combine to combat this company policy.

Let us all get out now and push the tremendous gain we made in a system-wide election. A VOTE NOT CAST is a vote against unionism.

If you want a Union: Talk Union, Live Union, Think Union, attend all meetings. Know what your Union is doing; don't "let George do it" and then criticize what he did. I believe I can truthfully say that to all of us that have followed our Union's activities there is no doubt now as to which Union we want.

Even through the past year: Who fought to hold the classification the company tried to withdraw? Who fought to get the dues check-off refunded? It was the IBEW, with the help of Union people who had been workers in the CIO (both before and after the UWUA became the mouthpiece of the company).

Who (in the case this week) are combining to fight us in attempting to get our dues money back from the company? The paid representatives of the UWUA and the PG&E. We had rank and file members as well as our IBEW attorney fighting for our rights. St. Sure was helping the UWUA cause.

Let's get on the IBEW bandwagon and root for 90% plus at election time.

We will do business in the same old way with the PG&E. We will have paid spokesmen with supporting rank and filers, just as we have always done until the national UWUA sent Clem Lewis here to contact the PG&E direct and to spread propaganda through our membership and to PG&E that we were controlled by "Reds".

DON'T FORGET TO VOTE UNION.

E. F. CHITTENDEN,
Publicity Representative,
Unit 2, Local 1324, IBEW.

Sec. 34.66, P.L.&R.
U. S. POSTAGE
1c PAID
Oakland, Calif.
Permit No. 1283