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1

TRI-PARTY STIPULATION ASSURES UNIONISM

PRESIDENT TRACY SIGNS AGREEMENT

To preserve and save labor unionism at Pacific Gas & Electric Company against any possible attack, to protect the victory of International Brotherhood of Electrical Workers at the National Labor Relations Board election and to shield present union contracts on PG&E from possible breach, IBEW entered into a stipulation with PG&E and UWUA which insures it against these possibilities.

Between the date of the election at PG&E and the final determination by the National Labor Relations Board of the results of the election, when the Board will certify the collective bargaining agency with which PG&E should deal, the company can refuse to recognize any union at all on the system. Indeed, the Board has ruled that, without an agreement among all the concerned parties, the company should not recognize any union. The interval between the election itself and the time when its results are officially declared sometimes consumes many months. If an election is challenged on the ground that it was improperly conducted, the Board must make an investigation of the charges. Thereafter it must decide whether the election was valid. During this period, a company which aimed to break down unionism entirely could simply refuse to deal with any union. No grievances could be processed, no wage scale enforced, and the whole structure of collective bargaining could topple.

IBEW did not want to imperil collective bargaining on the PG&E system. Too much effort and time have been devoted to the building of that structure to endanger it even for a period of months. IBEW counsel, therefore, suggested to PG&E that an agreement or stipu-

parties would agree that collective bargaining should continue during the period of the election and the determination of the election results.

IBEW had a second purpose in seeking the stipulation. It not only wanted to save unionism on PG&E; it wanted, likewise, to save its anticipated victory at the polls. IBEW has a present contract on the system which the company has recognized and will continue to observe. Yet that very fact could have exposed the election to possible attack. It might be claimed by an opponent union that the enforcement of this contract, constituting an unfair labor practice, furnished a reason to set aside the election. The losing union would claim that IBEW won votes by the enforcement of the contract. The Board might agree and, in that event, the election would be declared void.

Convinced of the certainty of its victory at the polls, IBEW sought to make sure that the election would be final. It plugged up possible loopholes, by which a loser could call it off. The stipulation provides that none of the parties 'will assert in any objection, charge or proceedings that the continuation of said contracts, or any of them, pursuant to this stipulation, constitutes a basis for challenging or setting aside the results of any election held pursuant to the decision of the National Labor Relations Board."

Because it is sure that the workers of the system will vote for one union on the system, IBEW has made certain that this election will be a final and determinative one, protected against the loser's cry that "It wasn't fair". Victory shall be made secure.

Finally, IBEW sought to make existing contracts on PG&E workable at least for the few months until a bargaining agency is chosen. After the choice, the stipulation ends. Then the company is bound lation be worked out by which all by law, as well as by oral stipula-

Overflow Joint Frisco leet Hears Mason

Business Manager Mason of IBEW Local 1245, speaking on behalf of the 1245 Executive Board, told an overflow meeting of San Francisco PG&E employees that any or all of Local 1245's 25 full-time field workers were available for organizational work in the four Bay divi-

tion, that it will bargain with the winner. IBEW will then be assured that having won the election, it will not run into an employer who refuses to bargain. An employer who took such a position could delay effective unionism and force IBEW to the courts. The stipulation avoids that untoward possibility.

It is provided, of course, in the stipulation that it does not affect the law suits involving the dues check-off. The stipulation cannot be used in court. The company will continue to collect the dues but not to pay them over to UWUA until a final determination of this matter can be obtained.

The underlying purpose of IBEW in bringing about the execution of this stipulation was to keep conditions stable and to avoid bringing chaos for the next few months. In other industries, such as the canning industry of California, break-down in collective bargaining between the date of election and the date of certification did the workers no good. For a short period, at least, we can prevent such disorganization here.

The stipulation was worked out by IBEW representatives in joint consultation with President Dan Tracy of IBEW in Washington, D.C., on December 8th and 9th, 1949. International Vice President Oscar Harbak, International Representative Merritt Snyder and

(Continued on Page 2)

sions any time Local 1324 wants or needs them.

This fine gesture of cooperation got a nice round of applause. Though officers of Local 1324 felt that their campaign was well organized and proceeding satisfactorily, it was the concensus that the gesture was a harbinger of better things ahead for PG&E workers under One Organization on the System-IBEW.

Local 1245 outlined to those present what has been happening in the outlying PGE divisions since the NLRB announced the systemwide election.

Eight Local 1245 stewards, 12 executive board members, and four regular paid staff officers have been in the field on a full-time basis. They will continue on this basis until the election is held.

Sentiment among the 7000 IBEW members they serve is overwhelmingly for One Organization, they report. Their activities in the past two weeks have been concentrated on an educational campaign among so-called "free-riders"—the newer employees who are not acquainted fully with the many advantages that accrue from the IBEW contract.

The hopelessness of the UWUA position in the four Bay divisions was discused.

It was felt that the PG&E worker fully realizes that the net effect of the NLRB system-wide election decision was a death-blow to UWUA. But in order for the PG&E employee to get full benefit of an IBEW election victory an 85 to 90% vote is imperative.

Therefore, Local 1245, like IBEW Local 1324, is concentrating its efforts from here on on getting out the vote.

UTILITY FACTS

Official Organ of IBEW Local 1324



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Tri-Party Stipulation Assures PG&E Unionism

(Continued from Page 1) Business Manager Charles Mason worked over the details of the agreement with Louis Sherman, General Counsel for IBEW at that time. They consulted by long distance telephone with International Representative Otto Rieman and IBEW Counsel Mathew O. Tobriner of San Francisco, California. The stipulation thus becomes a temporary device protecting present gains until such time as IBEW takes command of collective bargaining PG&E to march forward toward better wages, hours and working conditions.

TEXT OF STIPULATION

This stipulation entered into this 13th day of December, 1949.

It is hereby stipulated and agreed by and between Pacific Gas and Electric Company and Utility Workers Union of America, CIO (in behalf of its local unions 133, 134, 135, 136, 137, 169, 236 and 241) and International Brotherhood of Electrical Workers, AFL (in behalf of its local unions 1245 and 1324) as follows:

- 1. That the collective bargaining agreement between the Pacific Gas and Electric Company and Local Unions 133, 134, 135, 136, 137, 169, 236 and 241 of the Utility Workers Union of America, CIO, dated January 1, 1947, excepting only the provisions of Article III thereof relating specifically to maintenance of membership as a condition of employment, shall, notwithstanding the provisions of Section 4 of Article XXII thereof, be operative and in effect according to all other terms and provisions thereof until such time as the NLRB shall certify a bargaining representative or terminate the proceedings directed to be had in the decision of said Board in Case No. 20-RC-444.
- 2. That the collective bargaining agreement between Pacific Gas and Electric Company and Local Union 1245, International Brotherhood of Electrical Workers, AFL, dated January 1, 1947, excepting only the provisions of Article III thereof relating specifically to

maintenance of membership as a condition of employment, shall, notwithstanding the provisions of Section 3 of Artcle VIII thereof, be operative and in effect according to all other terms and provisions thereof until such time as the National Labor Relations Board shall certify a bargaining representative or terminate the proceedings directed to be had in the decision of said Board in Case No. 20-RC-444.

- 3. That the collective bargaining agreement between Pacific Gas and Electric Company and Local Union 1245, International Brotherhood of Electrical Workers, AFL, dated August 1, 1947, excepting only the provisions of Article III thereof relating specifically to maintenance of membership as a condition of employment, shall, notwithstanding the provision of Section 3-B of Article VIII thereof, be operative and in effect according to all other terms and provisions thereof until such time as the National Labor Relations Board shall certify a bargaining representative or terminate the proceedings directed to be had in the decision of said Board, in Case No. 20-RC-444.
- 4. That none of the parties to this stipulation and none of the local unions referred to, will assert in any objection, charge or proceedings that the continuation of said contracts or any of them, pursuant to this stipulation, constitutes a basis for challenging or setting aside the results of any election held pursuant to the decision of the National Labor Relations Board in said Case No. 20-RC-444.
- 5. It is expressly understood and agreed that nothing contained in paragraphs No. 1, 2 and 3 thereof, nor any action of the parties pursuant thereto, shall be used by any of said parties as the basis for charging any unfair labor practice or for objecting to the conduct or result of said election; provided however, that any other objection or charges that the parties may determine to make based upon action or conduct outside the scope of this stipulation shall not be waived hereby.

6. That none of the parties hereto shall use this stipulation for
any purpose to support or deny
any position or contention in the
cases now pending in the Superior
Court of the State of California in
and for the City and County of
San Francisco entitled Howard et
al v. Pacific Gas and Electric et al
No. 383704 and Thompson et al v.
Pacific Gas and Electric Company
et al No. 384511.

D. W. TRACY
International President, IBEW
CHAS. W. MASON
Local Union No. 1245, IBEW
L. J. NEURAUMONT
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National President, UWUA.

IBEW Benefits --

HERE'S WHAT THE BROTHERHOOD OFFERS MEMBERS FOR SECURITY

During the year long wait for a decision from the NLRB on the election, the PG&E employee has heard much about the benefits of One Organization on the System.

Regardless of which union a man might have been inclined toward during that year if he believed in unionism he was bound to see the merit of having one able and honest organization to bargain for him at contract time rather than two distinctly different and opposed organizations.

When the NLRB ordered the election held on a systemwide basis—which the UWUA had consistently and violently opposed—the IBEW fight for One Organization was won. One Organization on the System is now assured.

The question is now which organization that will be, the UWUA or the IBEW. Only the PG&E employee can determine that when he goes to the NLRB polls to cast his ballot.

The IBEW earnestly hopes and firmly believes that the PG&E employees will make it the One Organization. To bolster that conviction and make it possible for the employee to understand just what kind of a union the IBEW is the following information on some of the many IBEW benefits is submitted:

"DEATH BENEFITS"

Since the inception of this plan in 1922 over \$16,000,000 in death benefits have been paid to the beneficiaries of IBEW members. It now pays out approximately \$126,000 per month for such benefits or \$1,512,000 per year.

Every "A" member at a cost of \$1.20 per month derived from his or her \$4.00 per month dues, and in continuous good standing for one year or more but less than two years preceding his or her death, shall have a death benefit of \$300 paid to his or her designated beneficiary.

Thereafter the benefit increases in proportion to the number of years the member has subscribed to the plan as follows:

Two years or more but less than three years, \$475; three years or more but less than four years, \$650; four years or more but less than five years, \$825; and five years or more, \$1000.

An example of the plan's value on a short term basis is this typical case taken from the EWBA files: A member who had subscribed to the plan for five years or 60 months paid in \$72 at the rate of \$1.20 per month, whereupon he passed away. His (or her) beneficiaries received \$1000 representing a net monetary gain of \$928.

Anyone can prove by some quick simple arithmetic that it would take nearly 70 years of payments at \$1.20 per month to pay in the full amount of the \$1000 benefit.

Of course, there is no catch to the magic of these benefits. They are possible because of the interest earned by the huge reserve the IBEW has set aside to support the plan, and because of actuarial facts which are a constant factor, plus unusually low administration and fee collection costs.

IBEW PENSION PLAN

The IBEW set up its Pension Plan in 1929, It provided a monthly pension to members reaching the age of 65, who have been in good standing in the organization for 20 years.

The belief that brotherhood and benefits are inseparable has prevailed throughout the life of the unions.

When a member of the union, in continuous good standing for 20 years, has reached the age of 65, his local union may make application in his behalf for his retirement. When his application is acted upon favorably, he is placed on the pension rolls. Thence forward he receives a cash pension from the pension fund of the brotherhood of \$50 per month. In addition, each month the International Secretary transfers \$2.50 for the payment of the member's per capita to maintain his continuous standing for all benefits provided by the constitution.

The value of continuous membership in a well-managed organization like the International Brotherhood of Electrical Workers is at once apparent. There are several reasons why the union is able to effect such a substantial savings to the individual member in extending the death and pension benefits.

It is a cooperative and non-profit undertaking. There are no stockholders or policy holders or dividends to be paid; there are no large salaries for executives to meet. The benefits are administered by offi-

(Continued on Page 3)

UWUA Gets Boost from Its Second Cousin, UBTW, Which Was Born Under the Same Cloud as UWUA

Following is a saga in unionism which disgusts every honest unionist, but those PG&E workers who study it can be thankful that if such organizations as we are about to discuss do exist, there is at least a free press available to publicize their activities:

Any worker who has ever read about the labor relations of the giant corporations in America know the story about the labor relations of the Bell System, the greatest utility corporation of them all.

RELATIONS

Those labor relations, in the days before Labor's magna charta, the Wagner Act, had been developed, through many devices, to an exact science that left the Bell System employees the most underpaid and beleaguered and conditionless employee of any major, modern corporation.

At the expense of its employees, the Bell System parent, American Telephone and Telegraph Company, managed, year after year, to maintain its position as the blue chip of all blue chip corporations.

Through the creation of a host of independent unions which it managed to control in one way or another, the AT&T clung to its blue chip position in the corporation world even after the Wagner Act.

IRON RULE

Many of those independent unions were eventually welded into one large independent union of communications workers (CWA) under the presidency of Joseph Bierne. For several years he ran the CWA with an iron hand that struck hard at every local effort to better wages, hours and conditions in the industry.

CWA and the AT&T worked closely together to keep the communications workers tied to Bierne. However, opposition to his policies brought the first sign of an approaching fire during the war, when the CWA workers, tired of Bierne oppression, threatened to break the bonds of his company union with various regional strikes to better their conditions.

CRUMBS

He hastily arranged for wage raises of a few cents an hour and the fire was subdued for the time being. But under the surface it continued to smolder, for, by the standards in other public utilities, no real gains had been made.

The fire finally broke out again in 1947 when dissatisfaction with the Bierne regime reached its peak in a nation-wide strike which this time Bierne was unable to prevent. Without any coordinated support from Bierne, the strike was unsuc-

From that time on the CWA began to fall apart.

went independent, others went into some of the many CIO national unions that clutter up the utilities

Membership in the CWA fell from a peak of 400,000 in 1947 to 156,477 in July, 1948.

"NO SOAP"

Bierne sought to take his remaining members into the IBEW and was informed that the employees themselves would have to decide whether they wish to become IBEW members. Bierne also sought to put a price tag on his defunct organization: He wanted IBEW vice-presidency. He was informed that IBEW vice-presidents are elected by IBEW members.

So Bierne took the remains of his company union to th CIO, an organization that he had many times disparaged publicly.

Just how he managed that deal is not fully understood for CIO publications had previously said of him, among many other pointed things: "Playing the company's man, Bierne pro-claimed the threeyear no-wage increase sellout of telephone workers."

A DEAL

However, he did manager. CIO President Phil Murray took him in, gave him his coveted CIO vicepresidency, and a CIO charter for his United Brotherhood of Telephone Workers.

A national referendum on CIO affiliation was then arranged by Bierne to make the whole thing smell good. Bierne set up the election machinery, designated the vote watchers, the vote counters and everything else pertaining to the

Only 105,731 of the 230,000 members Bierne claimed bothered to vote. Only 71,312, by Bierne's own figures, voted for the CIO. The rest voted for no union or for a union independent of Bierne's influence.

Thus Bierne's policies for telephone workers resulted in a drop in about a year from a peak membership of 400,000 in 1947 to a mere 71,312 affirmative votes when the referendum was held early this year.

COUSIN BIERNE

This is the organization that is urging PG&E workers to vote for the UWUA, in a letter which was being distributed last week.

It is fitting that Bierne's UBTW should make a pitch for the UWUA. The UWUA, when it was born, consisted of an independent with the same sort of odious record for collaboration with management as the Bierne unions. That independentthe New York Brotherhood of Consolidated Edison Employees - had the same sort of a leader as Bierne. That leader sought a national char-

Some of the Bell System unions ent independent, others went into Set Up Own Unit

The union situation in and around Petaluma was transformed last week (Thursday) from a languid inoperative and dormant setup under the UWUA to an enthusiastic new autonumous group under Local 1324 IBEW when, in the first IBEW meeting held in the city, about 25 PG&E employees turned out and formed their own

It becomes the eighth unit in the fast growing Local 1324 family. Selected as temporary officers of the unit were Harry Sturges, who chaired the meetin; and Richard B. Irvine, secretary, Other temporary officers will be elected at a meeting to be held sometime this week depending on availability of meeting places to give more participants an opportunity to vote on representation.

IBEW Representative Kenny Favell and Local 1324 Secretary Ed

ter from Phil Murray, CIO president, and got it in the same kind of deal as Bierne got-a deal arranged from the top down without the consent of a majority of the members involved.

Unions that are run more according to the wishes of the employers than the wishes of the members do not do too well.

NO PROGRESS-WHY?

Bierne's union has not done too well in the CIO. Telephone systems all over the nation have been setting up independent unions or seeking sanctuary in the IBEW. The IBEW has been conducting no active campaign for these workers but where there is real IBEW sentiment has taken them in and given them the same sort of protection and service that it gives to utility workers everywhere.

Neither has the UWUA done too well in the CIO under its Brotherhood of Consolidated Edison mentor, Mr. Fisher.

It has lost every major utilities campaign that it entered against the IBEW. The most recent were Westinghouse in New Jersey, and Duquesne Power and Light in Pittsburgh.

In fact there is reason to believe that the CIO, which is in the throes of a great internecine fight, may discard its UWUA ugly duckling because of its poor showing on the national organizational front and give what's left of its jurisdiction to one of the many CIO unions in the electrical field. For most of those CIO unions, including Bierne's, are sadly in need of more membership to maintain their dwindling national status.

White addressed those present and brought them up-to-date on recent organizational developments within IBEW on the system.

IBEW EXPLAINED

The various types of beneficial memberships available through IBEW were explained, including other IBEW advantages and services. The unit system of representation which has the services of full-time IBEW representatives available to it at all times was explained in detail after which those present enthusiastically accepted the IBEW and Local 1324.

Few applications were taken from those in attendance for nearly all of them had quietly signed IBEW membership cards many months ago. They were merely waiting for an opportune time to form an active IBEW unit, and the NLRB election gave it to them.

Similar situations exist elsewhere in the Bay area and will be taken care of as fast as the necessary arrangements for halls, etc. have been taken care of.

HERE'S WHAT THE **BROTHERHOOD OFFERS**

(Continued from Page 2) cers of the Brotherhood, and no part of the salaries are taken out of the benefit funds.

To date the Brotherhood has paid out over \$10,000,000 to pensioned members. It is now paying over \$160,000 a month or nearly \$2,000,-000 a year to pensioners. It has never defaulted on any of its payments-even during depression and bank failures. These accomplishments speak for themselves.

This pension costs the member 60 cents per month, and it's optional. The cost is included in the monthly dues of an "A" or Beneficial member.

At the rate of 60 cents a month a member would pay \$144 into the fund in 20 years. In five years, a pensioner would collect at \$50 per month, a total of \$3000.

Many workers ask whether the pension and death benefits are retained if they should leave the trade? The answer is yes!

Such members request withdrawal cards from their local unions. If investigation proves the member is adopting other means of livelihood the request is granted. The withdrawal card is then deposited in the International office and the member thereafter pays only the monthly per capita tax and his name is kept on the pension and death benefit lists. If he returns to the trade his card must again be placed in the local union that issued it.

Any member wishing further information explaining the plan in detail should request it through Local 1324, IBEW.

A LESSON IN COMPANY UNIONISM

By UNIT NO. 1 PUBLICITY COMMITTEE

The UWUA has proven by official statements and deeds that its objectives are so closely aligned with those of the employers that UWUA is, in fact, a part of management. Utility Facts has proven, over a period of many months, that on questions of policy UWUA stands with management even against the express policies of the

Now UWUA proves again that it stands with management against the individual employee, for an example of collaboration with the employers is vividly exposed by the following facts:

On June 8, 1948, Don Hardie, grievance representative for the now defunct Local 169, filed a grievance in behalf of E. R. Bodenschatz, instrument man at the Oleum steam plant, wherein Bodenschatz was discriminated against in his bid for promotion. The case was discussed and held open to attempt a fair settlement.

On Nov. 24, 1948, Bro. Hardie attended the regular grievance meeting. On that date UWUA adjourned the meeting in protest to Bro. Hardie's attendance and the case of Bro. Bodenschatz became the responsibility of Wm. Agers, who was appointed by UWUA to be the "administrator" of defunct Local 169.

Agers was in possession of the pertinent facts and held the case open, according to the committee minutes.

On May 26, Bro. Larry Drew, IBEW international representative, and Bro. Gene Hastings of Oleum Steam appeared at the grievance meeting in Oakland to infamous "disciplinary" lay-off of Bro. Hastings, in which he was punished by management for an accident which had occurred at

More serious accidents have occurred before and an almost identical one as well. No such drastic Grievance Committee, no other punishment was ever meted out to an employee in this area before mitted by UWUA, Hastings case or since. Bro. Hastings was a victim of reprisal for his union activity in behalf of IBEW.

Bros. Drew and Hastings were given the brush-off by the Company committee, much to the glee of their puppets, the UWUA com-

Enter the hero, Mr. Agers. He had inherited the Bodenschatz grievance, which he nursed along for months for the record, and he assumed the Hastings case by filing a grievance himself on June 1, 1949. Now he had two cases from Local 169 territory. What would our hero do?

Here is what he did. After paying lip service to the principle of cases open for months, he went this conspiracy against honest down fighting in the following workers and will succeed.

Large IBEW Majority Vote for Bargaining Power - A Must

By ED WHITE

The news for which so many PG&E employees have been waiting is here-the NLRB has ordered a system-wide election to be held on or before December 29, 1949.

Now is the time for PG&E employees to put a stop to the bitterness and strife which has been absorbing their energy for many years; now is the time to put one organization, the IBEW on the PG&E system. The prospects for such a victory are excellent. Everyone must realize, however, that in order to have real bargaining pow-

manner, with all the necessary facts moulding away in his shiny brief case:

On Oct. 27, 1949, in the East Bay Division Grievance Committee meeting, Mr. Agers stated that "because of lack of cooperation on the part of the employees concerned, the two grievances listed above should be dropped"!

We have here the spectacle of an alleged working man's representative jointly accusing two honest employees of lack of cooperation. Certainly no other cooperation than the facts is necessary to process a grievance. Agers had sufficient facts to file a grievance on Hastings, as well as sufficient material on Bodenschatz.

If Bros. Hastings and Bodenschatz are guilty of lack of cooperation with a UWUA comsubmit a serious grievance on the pany union program and Agers wishes to cover his own inept fumbling of his alleged duties by grossly discriminated against and reprisal against employees who are accused of lack of cooperation with management, let him come out and say so.

The record shows that since Bro. Hardie served on the East Bay formal grievances have been subexcepted. One year of cooperation with management which has resulted in the contract becoming almost useless, working conditions being wrecked, an alleged union collaborating with management through threat and reprisal against those whose "crime" is "lack of cooperation" with either Union or Company even though the right to redress of grievances is inherent in the U.S. Constitution.

Beware the organization whose function is purportedly to protect your basic rights but who sides with your accuser if you decline to assist it in an unhealthy endeavor.

One Union on the Systemgrievance procedure by holding the IBEW is dedicated to smashing

Election Brings New Spirit to PG&E Men

a system-wide PG&E election will be held sometime before Dec. 29 brought a new spirit to PG&E employees and this week many who had privately griped at a set of circumstances which kept them chained to a union-the UWUAthey had lost faith in, were openly turning to the IBEW.

For the NLRB's heartening decision that the election should be held on a system-wide basis had in one swoop knocked the prop out from under a UWUA house of ghosts (eight paper locals) that has maintained itself during the past year only through threat of reprisals under its quickie con-

BEW SOLD

With IBEW already well sold to 7,000 PG&E employees in the 11 outlying divisions; with a majority of the key men in the four Bay divisions openly working for

er two things are essential:

- 1. A 100% turnout by those eligible to vote.
- 2. A large majority vote for

If these two requirements are met PG&E employees will pave the way for bargaining power never before experienced in negotiations with the company. This bargaining power is badly needed in order to assure the restoration of working conditions lost in the four Bay Area Divisions during the past year under the UWUA. It will also assure us of obtaining wages and working conditions comparable to those enjoyed by employees of other utilities on the Pacific Coast under IBEW contracts.

The time is short, so everyone should get the facts on the two unions and vote. If you think you have the facts already on the IBEW, attend one of our meetings, anyway. There is no better way of getting all of the facts than by participating in discussions at meetings where you can ask questions and get answers immediately. Rest assured that all of our meetings are open meetings and you will be welcome to attend.

Let's all participate at meetings and become informed on our future bargaining agency-the IBEW-A. F. of L.

The NLRB announcement that an IBEW victory; and with UWUA key men freed of UWUA pressure the campaign was fast taking on the characteristics of a national election campaign. The IBEW bandwagon was rolling.

Members in the North Bay District were among the first to make overtures for an IBEW open meeting. They were promptly obliged, and Thursday night the response was so enthusiastic that a new IBEW unit was set up there. (See story elsewhere in this issue.)

Also on Thursday night, the Richmond unit met with a record attendance on hand to hear the latest news about IBEW progress toward putting One Organization on the System.

GOOD NEWS

The news from the few areas where UWUA has had active locals also was good. IBEW membership applications have been coming in from these districts. UWUA's top officials would be surprised if they knew just who some of these applications have come from. Other IBEW units will undoubtedly be established in the Bay Area before the campaign is much older.

Local 1324 and IBEW officials emphasized that reports from the eight Bay units indicated that terrific organizational growth is the rule all down the line.

In analyzing these reports, they were encouraged to believe that the new slogan, "A Great IBEW Vote for a GOOD 1950 Contract," is going to be realized.

QUESTIONS and ANSWERS

What Autonomy Does a Local IBEW Union Enjoy Under the **IBEW Constitution?**

Local unions have autonomy over any matters that pertain to them and them alone, but where it is a matter pertaining to them and affecting any other local or locals the matters would have to be taken up through the regular democratic process to the International Office.

How Are the Finances of IBEW Unit Locals Handled?

All unit local receipts are deposited in, and all disbursements for expenses are paid out of, the local union treasury.

> Sec. 34.66, P.L.&R. U. S. POSTAGE

> > 1c PAID

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