

## LOCAL BACK ON REGULAR SCHEDULE OF MEETINGS

For the past few months the local Union's schedule of Union meetings has been disarranged, mainly because of the NLRB election, contract negotiations, etc. For the month of October the regular schedule of meetings will be in effect, which are as follows:

Shop Stewards - 1st Tuesday of each month  
Membership - 3rd Tuesday of each month  
Executive Board - 2nd & 4th Mondays of each month

While notices are posted usually in the shop on these meetings, with the exception of the Executive Board, members, stewards and officers should remember their regular schedule and attend their meetings.

## CHECK-OFF

At the last regular membership meeting the membership voted to solicit all GE workers in the bargaining unit who were eligible to belong to Local 301 UE. The action of the membership was based on uniting all GE workers in order that the Local would be in a stronger position to bargain with the GE Management. The question that arose at the meeting was how to handle the people who were former members of Local 301 and who had not paid their dues up to date. Under the present rules of the membership, in order to be up to date in their dues, all members were to have paid April 1950 dues. In placing these members who were in arrears on the current October check-off, it was pointed out that the back dues were a legitimate debt owed the Union and should be paid at some future date. These delinquent members will be notified as to their dues in arrears and a request will be made to them to pay up to date. However, it was also pointed out that these members cannot be compelled to pay their arrears if they do not so desire. However, it was the general consensus of opinion that the average member who owes the Union back dues will pay as quickly as he finds it convenient to do so. In the meantime all the workers on the current check-off will have voice and vote in the organization. Those former members who were expelled from our Union will have their applications presented to the Trial Committee who in turn will decide what recommendations will be made to the membership at a subsequent meeting before they can reenter the local Union.

## RATIFICATION OF CONTRACT

Many of our members have been asking when the additional increase in wages will go into effect. The procedures governing the putting into effect of the raise depends upon how quickly the locals covered by the agreement ratify the contract. Local 301 ratified immediately because a meeting happened to be scheduled directly following the negotiations. However, the deadline for ratification by our locals is October 9. We must notify the Company not later than the 15th. The Company will need possibly a week in order to get the increases into effect so on a tentative schedule the increase in wages possibly should be in the pay envelopes either on the 20th or 27th. Regardless, the effective date for the increase is Sept. 15th. In discussing this matter with the national office today we find that the majority of the GE locals have sent in ratifications. The national office is waiting for the notice from several other locals before officially notifying the Company. As quickly as more specific information is obtainable, we will notify our membership.

## MUST DECIDE WHAT HOLIDAY

In the 1950 contract, which provides an additional holiday, there must be negotiations locally to establish the holiday which will be recognized here locally. There have been some proposals coming from leadership on the selection of Election Day, which is next month, or Lincoln's or Washington's birthday, which come in the early Spring of next year. The members should advise their stewards on their choice of which holiday should be requested and the stewards should then notify their Executive Board members as quickly as possible in order for the Executive Board to make a recommendation to the next membership meeting, which will take place on Oct. 17, 1950. That meeting will decide the Union's position in its negotiations with the Management.

# ELECTRICAL UNION NEWS

LOCAL 301 --- U. E. R. & M. W. A.

OCTOBER 20, 1950

## PETITIONS ON WAGE FREEZE AND ROLL-BACK OF PRICES

The Executive Board members were given petitions to be circulated throughout the plant calling for a protest to the Administration in Washington against a contemplated wage freeze, and also requesting a roll back of prices. The National UE has circulated these petitions throughout the country and is planning a delegation to Washington composed of a few people from each District. The delegation will act as a committee and present the petitions to the proper authorities and agencies. Arrangements are being made for the committee to meet with President Truman and other Cabinet members. It is important that these petitions be returned to the Union office as quickly as possible, so that they may be submitted to Washington in time for the various meetings now being arranged.

## LOCAL 301 SUPPORTS CITY FIREMEN

A committee representing the city firemen requested the support of Local 301 in their fight to get a 64 hour week. The present work week is 72 hours. The committee pointed out that the reduction in hours would only require the addition of 12 privates and one deputy to the present force. The Local's action in supporting the firemen will be sent to the City Council and to the Chief of the Fire Department.

## MEMBERSHIP SELECTS ELECTION DAY

The additional holiday provided in the 1950 UE contract will be Election Day. The membership made the selection. There should not be any reason why every member cannot find time to vote this year, as well as do the annual job of hanging storm windows. Especially since everyone will be paid for this day, this year, thanks to the Union.

## CRANEMEN'S CASE AND DIE SETTERS' CASE REFERRED TO NEW YORK

The Cranemen, who are requesting an increase in wages, and who threatened to stop work last Friday, postponed their walkout upon arrangement of a meeting with management early this week. The local management notified the Union Wednesday that they would not grant an increase to Cranemen. This case was immediately referred by the Union to New York, in order to exhaust the third level of the grievance procedure. If no satisfaction is reached at this level, the Cranemen are at liberty to take any action they deem necessary without being charged with any violation of contract. The meeting in New York is arranged for Monday, October 23rd at 1:00 p.m., with representatives of the National UE and the Company.

## UNORGANIZED WORKERS TO BE SURVEYED

Shop stewards will be requested to record the names and check numbers of all the workers in their group, and send the information in to the Union office. The names will be checked against the Union records. Those who are not members will be listed and referred back to the shop steward. The Local has set the goal of at least 90% of the people to be organized into UE by the end of this year.

## LEON NOVAK TO REPRESENT 301

Leon Novak, formerly with District Three of the UE, replaces Mike Perlin as full time attorney for the Local. He will handle compensation cases and unemployment appeal cases. He will also handle any other legal work required by the local Union. Novak was formerly with the National Labor Relations Board, in Washington.

## LOUIS KING ELECTED DISTRICT THREE PRESIDENT

Louis King, of Jamestown, was elected President of District Three of the UE at the District Council meeting which was held last Saturday in the city of Binghamton. Leo Jandreau, President of the District for 14 years announced he would not run again because he thought the District required a full time officer, and the pressing problems of 301 demand his full time. Now, Dist. 3 will have a full time President, like all other Districts in the UE.

# UE CONTRACT BULLETIN

The UE completed its contract negotiations with the GE Co. for a two-year contract effective September 15, 1950 with wage reopener provisions every six months for the duration of the contract.

On the contract itself the issues which were pending for the past ten weeks of negotiations have been cleared up. The contract that has been signed is essentially the same as the contract that was previously in effect, with some slight improvements.

## GRIEVANCES HAVE TIME LIMITS

The new contract has time limits in the grievance procedure. The foreman must give an answer to the Union steward within 24 hours, or ask for additional time and give the reason. If the foreman's answer is unsatisfactory, and the member or steward wants to process the case to management, he must refer the case to the Union office immediately, because the case must be filed with management within two weeks after the foreman gives his answer.

The management must meet within five days after receiving the complaint. The Union can refer a case to the third level of the grievance procedure, which is New York City. In New York representatives of the Union and the Company can negotiate the case. There will be regularly scheduled monthly meetings for this purpose at the New York level.

The Union is at liberty to strike after exhausting the third level of the grievance procedure.

## APPLICATIONS HELD UP

The Executive Board recommended to the membership meeting that certain ex-members of 301 who have applied for readmission to the Local, should have their applications held up until Jan., 1951. The membership approved this proposal.

These ex-members were active in the campaign of disruption against the UE. They were either openly soliciting UE members to drop out of UE, or disrupting Union meetings. There are approximately 12 applicants affected by this decision at the present time. This does not include the approximately 72 who were expelled by membership action.

## ATTEND YOUR MEETINGS

The policy of the UE has been and is "The Members Run the Union". In order for this policy to be properly carried out, the membership must attend their Union meetings once a month. The average member apparently does not appreciate the value of his Union when he cannot afford to take off one evening a month to discuss the affairs of his organization, which is responsible for his working conditions and standard of living. Usually a member does not realize the value of his organization until he is in trouble. Some members have the habit of criticizing the actions taken by the Union but do not feel that it is their responsibility to participate in the actions that the Union takes. This, of course, does not lead towards building a strong organization. The Membership Meetings are on a regular schedule -- the third Tuesday of every month at Union Headquarters. Meetings usually start at 7:30 and end not later than 11:00. There should not be much excuse for not attending.

## LOST TIME PAYMENT TO UNION STEWARDS

Shop stewards should make sure they receive vouchers from the foreman when processing grievances for the members in their sections. The contract provides that the Company will pay 1-1/2 hours each week for time spent on discussing grievances with the foreman. Many stewards have not been taking advantage of this lost time provision in the contract, and have been charging the Union. Up until October 16th, prior to the ratification of the contract, the stewards have been turning in pink vouchers signed by the foreman and the Union has been paying this lost time. Arrangements have been made with management to reimburse the Union from September 15th, the effective date of the contract, for the 1-1/2 hours for each steward where he can show a record of the time in the form of a signed voucher.

Likewise, Executive Board members receive eight hours per week while in the course of discussing grievances on the manager's level as a part of the grievance committee, which is also provided for in the contract. The lost time vouchers for this are provided for in the Manager's office.

## Discrimination on Shop Stewards

"Neither the Company nor its foremen, superintendents or other agents or representatives shall discriminate against any employee because such employee is a member of, or acting as a steward, officer or other agent or representative of the union or any local."

## Seniority

"In all cases of layoff or transfer due to lack of work total length of continuous service shall be the major factor determining the employees to be laid off or transferred (exclusive of upgrading). However, ability will be given consideration."

## Piece Work Safeguards

"When a change of method is made which does not reduce the job value on which a price has been computed, the Company will time study the job and set a new price which will give the operator at least the same hourly earnings as he made on the old price."

## Work Week

"The regular working week for both salaried and hourly rated employees shall be 40 hours per week, 8 hours per day, 5-day week from Monday to Friday inclusive. The work week on multiple shifts may be less than 40 hours."

## Grievance Procedure

The grievance procedure has slight improvements giving ample opportunity for the member's grievance to be taken up immediately with the foreman and management of the Company with time limits so the expediting of the grievance is done as quickly as possible. The provisions on investigating of grievances and sub-committees are provided for in the agreement.

## Wages

Effective September 15th the balance up to 10¢ an hour will be paid to GE employees. For example, those people receiving the minimum adjustment on June 30, which was 4¢ an hour, will receive an additional 6¢ an hour effective Sept. 15 giving them a total of 10¢. Those employees who received 5¢ on June 30 would receive an additional 5¢ giving a total of 10¢.

Along with the wage adjustment an additional holiday is provided for.

With the wage reopener clause every six months the Union is not tied up to a cost of living adjustment plan. The Union is at liberty during wage negotiations to discuss the need for an increase in wages on the basis of cost of living, additional profits of the Company and any other factors having a bearing on the matter.

## Pension and Insurance Plan

In a separate agreement pensions and insurance are subjects for negotiations under the grievance procedure. This is a new provision which was not in the contract before. Workers retired since July 1st are covered under the new pension plan which provides \$125. minimum pension.

## Membership to Ratify Agreement

The agreement is subject to ratification of the GE Conference Board and the membership of UE before it finally is settled. The membership of Local 301 will meet at Union Headquarters on Tuesday, Sept. 26, 1950, 1st and 3rd shifts to meet at 7:30 p.m.; 2nd shift to meet on Monday, Sept. 25, directly following quitting at 12:45 a.m. If the members approve the report of the Negotiations Committee, contract will take effect Sept. 15, 1950. A more detailed report will be at the Membership Meeting.