

## Highlights of Contract Proposals

Here are highlights of the 1946 UE proposals for the new General Electric contract as submitted to Local 301 for approval.

All present employees who are not members of the union must join within 30 days after date of the contract and all new employes must join within 60 days after employment. They must remain in good standing as a condition of employment. This article also includes the deduction of dues each month and company payment of administration of the check-off.

All provisions of the contract to be applied to all employes without discrimination for race, color, creed or national origin.

Four hours pay at the regular earnings rate if an employe reports for work and finds no work available.

Establishment of a 80 cent minimum hiring rate regardless of sex and a 90 cent minimum job rate, also regardless of sex.

Minimum rate of \$30 a week based on 40 hours for all salaried workers, regardless of sex.

Salaried workers on job rates of \$43 a week or less to be hired on the following basis: starting rate \$30; increase to \$33 at the end of three months; to \$35 at the end of the next three months; to \$37 at the end of next six months. Further increases in \$2 steps on basis of merit.

Salaried employes hired on jobs in excess of \$43 per week will be hired at a minimum rate of \$40 per week to be increased to \$43 at the end of six months; \$46 at the end of the next six months; \$49 at the end of the next six months. Increases above \$49 to be on merit in \$3 steps.

The company would have to put into effect a Sept. 12, 1945 National War Labor Board ruling that would eliminate partially the differentials between men and women's jobs in the factory. This would bring increases of approximately 4 cents an hour in present women's job rates.

Establishment of job rates for group leaders based on two steps in excess of highest rate paid in the group.

Additional week's vacation for employes with 20 years service.

Following vacation schedule for salaried workers: six months employment, one week vacation; one year, two weeks;

15 years, three weeks; 25 years, four weeks.

Piece workers to receive not less than their job rate for all hours on the clock cards. Incentive workers who are transferred from one job to another to receive their average earnings.

Temporary prices that have been established for a period of six months shall become standard.

An employe who is transferred through lack of work to a lower-rated job shall be paid the highest rate existing on the new job. A piece worker transferred to a lower rated job shall receive not less than the anticipated earning rate of his former job as a breaking-in rate.

Pay for all legal holidays at straight time when not worked.

If the company and the union do not agree on selection of an arbitrator within 15 days, the U. S. Secretary of Labor shall designate an arbitrator.

Company to provide the union full information on job definitions, job rates, wage structures, etc.

Pension of employe retiring at age of 65 to be figured on same 1½ per cent of earnings formula as pension of person retiring at 70. Wages lost through industrial accident or as a result of union activity to be included in computing pension.

Severance pay for employes laid off for lack of work on following basis: service of one to two years, four weeks

pay; three to 10 years, eight weeks pay; 10 or more years, 12 weeks pay.

Standards for apprenticeships to be established.

Improvement of present Group Insurance Plan by additional coverage and by company paying full premium.

Broadening of veterans rights beyond those in G.I. Bill of Rights, but based on principal that the company shall give veterans the consideration due them without penalizing long service employes.

### JUDGES DEFER PICKET CASES

The picket trials have been postponed again.

Police Justice Charles G. Fryer adjourned to Saturday the trial of Paul Canders, arrested Feb. 21 on the UE picket line on a charge of disorderly conduct.

William C. Maynard, GE attorney who asked for the postponement, said the company may withdraw charges. Police arrested 17 other pickets the same day. Their cases have not yet been disposed of.

In Supreme Court Justice John Alexander put over until the April 15 term the contempt of court case against William Mastriani, chief shop steward of Local 301. Both the GE attorney and George Marcus, UE attorney, asked the postponement.

**Stop! — Listen!**  
**RADIO PROGRAM WSNY**  
**Monday, Wednesday, Friday at 7:15 P.M.**

The radio program of Local 301 is now heard three times a week, Monday, Wednesday and Friday at 7:15 P. M.

News of developments in contract negotiations, political action, national, state and local affairs will be presented as usual. Comments on the news will continue to be based on the point of view of UE-CIO.

**TUNE IN! — WSNY**  
**1240 on Every Dial**

# Electrical Union News

THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA—LOCAL 301 CIO

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## GE Contract Proposals Seek To Weaken UE

Proposals of the General Electric Co. for the new contract seek to break down gains made by the union over nine years and to weaken the security of the union itself.

Two major threats, according to Leo Jandreau, Local 301 business agent, are the following GE proposals:

1. To scrap the present union maintenance clause and substitute a provision that any member can resign at any time for any reason.

2. To allow the company to change the price paid workers for piece work jobs at any time.

### 'Backward Steps'

"They are anti-union, anti-progress proposals," Jandreau said.

"Nowhere in the company's proposals is there a single suggestion for liberalizing or improving our present contract. Only backward steps are suggested."

"The company's attitude, as reflected in these proposals, makes it an absolute 'must' for the UE to protect itself with a union shop in the 1946 contract. That must be our first aim."

The GE proposals were given to the GE Conference Board of UE Saturday. Final drafts of the union proposals were drawn up at the Conference Board sessions, attended by Jandreau, Edward Wallingford and Andrew Peterson, president of Local 301, in New York City.

### Sessions Next Week

Contract negotiations with the company are slated to start next Wednesday in New York.

The Apr. 2 general membership meeting of Local 301 urged that the Conference Board take every possible step to secure a union shop.

Member after member protested against "free riders" in the plant cashing in on the gains achieved through the dues and efforts of union members.

"We are tired of having them get

(Continued on Page Four)

## Wallingford Boomed For Schenectady City Council



ED WALLINGFORD

### Two Ward Groups Back UE Member

Both the 9th and 10th Ward Independent Citizens Committees have endorsed Edward Wallingford, former president of Local 301, for appointment to fill the unexpired term of the late Thomas J. Broderick, as a member of the City Council.

The all-Republican City Council is expected to elect a councilman soon.

The Schenectady Union-Star suggested in an editorial that it might be advisable to choose a Democrat, on the grounds that there was a difference of only approximately 200 ballots in the vote for the lowest-count Republican and the highest-count Democrat in the last councilmanic election.

As Wallingford is a Democrat, the Independent Committees' recommendation oddly enough is in accord with the Union-Star editorial.

### Represents Majority

However, as a labor spokesman put it, the Independent Committees are not interested in Wallingford's belonging to the minority or Democratic party in Schenectady, but in the fact that he represents a majority of the people of Schenectady,—the working people.

In addition to endorsing Wallingford, the 10th Ward group took the following actions at a meeting at which John Saccocio presided.

Called for OPA continuation without any of the crippling National Association of Manufacturers amendments to the Price Control Act.

Passed a resolution asking the city to construct a ball field at Hillhurst Park.

Demanded that the City Council appropriate at its Apr. 8 meeting \$55,000 as the community's share of maintaining the child care centers for the next 11 months.

### \$500 For Strikers

Local 301 has voted to give \$500 a week to the Westinghouse Strike Defense Fund until the UE wins the three-months old strike.

Most of the money from Schenectady will be used to aid locals in New Jersey where no unemployment insurance is paid to strikers.

### Veterans' Program

A three-point program was adopted by veterans of Local 301 at a meeting called by the Veterans' Committee.

1. To strengthen the union in every way possible.

2. To fight for full employment and jobs for everyone.

3. To have an on-the-job training program established at the plant for veterans to prepare them for permanent and better jobs.

## ELECTRICAL UNION NEWS

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## All Union Welfare Cases Now Closed

The Strike Welfare Committee of Local 301 has reported that all strikers' families who were in need were taken care of from the first day of the strike until Apr. 1 when welfare work was discontinued.

Problems ranged from providing shoes and nursing bottles to preventing evictions from homes and mortgage foreclosures, according to John Polak, chairman of the Welfare Committee.

"We reached our people within a 50 mile radius", he said.

Chairman Polak praised the way in which the Schenectady County Welfare Department met its obligations to the working people of the county. He reported that Welfare Commissioner Leo Vosburgh and his staff were highly cooperative.

"The Welfare Department of Montgomery County is also to be commended for their competent and fair handling of welfare problems referred to them," he said.

"The members of our Local 301 Strike Welfare Committee, Miss Lillian Bliss, Richard O'Brien, Alfred Pelrah and I, wish to express our appreciation for the cooperative and helpful attitude of the representatives of the community agencies who worked with us during the period of the strike.

We are indebted to all of the following:

Miss Bette Numan, Miss Jane Hurley, Miss Elizabeth O'Hara and Miss Dolores Budnick, of Catholic Charities.

Miss Margaret Van Dyke, Mrs. Evan Green and Miss Carol Tooker, of the Family Service Bureau.

Major and Mrs. Bunton of the Salvation Army.

Mrs. Maurine Bason, who worked as an independent volunteer."

## SHE KEEPS THE RECORDS



You'd look worried too if you had to keep track of everything that happened at a general membership meeting of Local 301. The busy girl is Mrs. C. Billie Rogers, who is serving her second term as recording secretary.

## Local Urges \$55,000 City Child Care Fund

The Schenectady City Council was urged to appropriate \$55,000 for support of Child Care Centers in a resolution passed by Local 301 at a general membership meeting Apr. 2.

"The Schenectady Child Care centers which have been of such tremendous service to our people and to the war effort will be needed by the working families of Schenectady for many months to come. About \$180,000 a year is required to maintain the centers. Of this amount, one-third will be assumed by the state, one-third by the community and one-third by the parents of the children using the centers. If fees from parents should drop below the required one-third, the state will make up the difference.

At present there seems to be considerable difference of opinion between the City Council and the County Board of Supervisors as to whether the county or the city should appropriate the funds

## Vote Funds For Farm Organizing Campaign

Local 301 has voted \$3,000 to aid the organizing drive of the North-Eastern Division, National Farmers Union in the 31st Congressional District. This District includes Schenectady County.

The general membership meeting responded promptly to a plea for help contained in a letter from Louis Slocum, Farmers Union organizer, read by Leo Jandreau.

UE members recalled the meat and vegetables which members of the Farmers Union contributed to the Schenectady strike.

Jandreau reminded them that delegates to the National Farmers Union convention in Kansas last year collected on the floor, from their pockets, \$2,000 for the Farm Equipment Workers CIO strike against the International Harvester Co.

Several UE members pointed out that organizing farmers is part and parcel of the PAC and CIO job. They said that close relations between farmers and industrial workers are necessary to elect candidates in this congressional district who will carry out the will of the people.

required to continue the Child Care Centers.

In view of the fact that the Mayor's Committee on Child Care is a Schenectady City Committee, and the centers are operated by the City Board of Education, we believe it is the responsibility of the City Administration to provide the funds required.

We therefore recommend and urge that the City Council at its next meeting on April 8th appropriate \$55,000 for the financial support of the Child Care Centers during the next eleven months. We further recommend that the County Board of Supervisors agree to return to the city its share of the cost of maintaining the centers, the amount paid by the county to be based on the use of the facilities by families living in the county but outside the city. The amount due the city from the county would be determined at the end of the 11-month period mentioned above."

## Life Blood of the Union, New Committeemen Take Office



William Mastriani, chief shop steward, swears in a group of committeemen at membership meeting of Local 301, Apr. 2. He told them to sign up new members, study contract, learn to handle grievances and be constantly on the alert.

## Mastriani Advises Stewards On Their New Responsibilities

The aim of every committeeman should be to get 100 per cent organization in his group, William Mastriani, chief shop steward, told the latest group of committeemen to be sworn into office.

He gave a few other pieces of advice: 1. Every committeeman should study the contract and master the grievance procedure.

2. Each committeeman must be on watch for company moves to introduce the speed-up or other objectionable practices.

3. Committeemen should report any department, building, or group which does not have a functioning committeeman.

"It is an honor to act as a committeeman in our union," Bill said. "But it also is a serious responsibility and not an 'honorary position'."

For himself, Bill is more than willing

to use his lunch hour for union work. He can be reached in Building 73-A, Extension 4666.

Here is the list of new committeemen, sworn in at the Apr. 2 membership meeting:

Marie E. Sweny .....	Bldg. 69
Mary M. McCarten .....	Bldg. 5
A. J. Griffith .....	Bldg. 12
Joseph Pitts, Jr. ....	Bldg. 64
Mike Maryzak .....	Bldg. 89
William Lapointe .....	Bldg. 89
Chris H. Biering.....	Bldg. 50
Seward Bartley.....	Troy Warehouse
Robert E. Finnigan.....	Bldg. 60
A. Porter .....	Bldg. 23
Ray H. Frederick.....	Bldg. 60
P. C. Everett .....	Bldg. 24
Edward M. Dzuba .....	Bldg. 24
John T. Toot .....	Bldg. 273
Nicholas Falvo .....	Bldg. 17
Donald Palmer .....	Bldg. 17

## SLATE IS CLEAN

The court slate is now wiped clean as far as cases resulting from the GE strike are concerned.

At the request of company attorneys Police Court charges against 18 pickets were dismissed.

Also on motion of the company, Supreme Court Justice John Alexander dismissed the contempt of court charge against William Mastriani and the company suit for a permanent injunction against picketing.

## IT TAKES A GOOD PICKET TO MAKE A GOOD STEWARD

The recent membership meeting of Local 301 instructed union officials to see that elections for new committeemen are held in all groups or buildings where committeemen failed to do their duty on the picket line during the strike.

As a detailed report on strike activities was kept in the 301 office, the checkup on committeemen who should be replaced will be completed soon.



BILL MASTRIANI

## GOOD NEWS

The Wage Stabilization Board has okayed the 18½ cent raise and other provisions of the strike settlement.

The new rate will be paid in the pay checks today and tomorrow. The retroactive money will be received in the pay checks Apr. 18 and 19, the company informed Leo Jandreau business agent.

The 18½ cents an hour raise will be retroactive to Mar. 18.

An increase of 10 per cent or 10 cents an hour, whichever is greater, will be paid for all days worked from Jan. 1 until Mar. 18. This includes the entire strike period when the only people working were those admitted by UE passes.