



"Great scientific progress is being made all around us. We may all live to see the day when workers will be available without stomachs."

GE Wants To Be Loved—Yet!

The latest Boulware letter hits a new low in employee relations. Slanderous in tone, careless as to fact and wishful in thinking, the letter interprets the results of the Schenectady strike vote as a vote of "trust" in the company and satisfaction with the 2½ percent wage offer.

This "trust" was recently expressed in the overwhelming adoption of a plan for weekly stoppages in Schenectady to force the settlement of grievances. The worker who is satisfied with a wage offer which, taken together with rising prices and taxes, amounts to a wage cut, exists only in the imagination of Mr. Boulware.

Generous Electric

Equally childish is Mr. Boulware's yardstick for measuring the accuracy of strike votes. If the strike authorization vote failed of adoption, the election was honest. If it passed, it's the other way around.

Passing from the childish to the ridiculous, Boulware describes GE management as a model of "humility," "fairness," "warm humanity," etc. Can you take more? He also uses the words "generous," "indulgent" to describe GE's attitude toward its employees. GE wants to be loved—yet!

"We still have a long way to go

to be fully and properly understood," Boulware writes. But he lets his managers know where the company is going by printing prominently the results of two small NLRB elections where "no union" won. That's where GE wants to go, to the good old "no union" days when a "generous" and "indulgent" company hired and fired at will, laid off thousands at the drop of a dividend, refused paid vacations and holidays when major industries were paying them.

UE changed that.

The Boulware letter contains the preposterous statement that the people represented by other unions approved the penny-sale offer. In the first place, IUE-CIO doesn't give its members a chance to vote on agreements or strikes. But it's even more important to understand the company's game. It goes this way — GE arranges a sellout with IUE-CIO and then says to the unions who come with genuine demands that the company won't give more because IUE-CIO took less. That's all there is to it. It's as honest as the shell game and another tribute to the company's "fairness." Played to the end, you lose the shift off your back to a "generous" company.

But UE members are determined to break the game up.

Important For Workers Laid Off or In Work Rotation

FILING UNEMPLOYMENT INSURANCE BENEFITS

By LEON NOVAK, UE 301 Attorney

Workers in Industrial Control will be interested in the following rules regarding the filing for unemployment insurance benefits.

1. The maximum benefits for an unemployed worker is \$26 per week. (Starting January 1, 1952 the maximum benefits will be \$30 per week).

2. Any worker who works any part of a week and whose earnings during that part of the week is \$30 or more cannot get any benefits for that week. If a worker gets paid for a holiday on which he has not actually worked, this is considered as earnings if he has also worked on some day during the remainder of the same week. However, if he has not worked at all during that week, then any pay which he may get for a holiday (for which he has not worked) is not considered as pay.

3. After a worker has had a full week's waiting period, he can fig-

ure upon getting unemployment insurance benefits for any day of unemployment if he meets the following conditions:

He must have earned less than \$30 during that week.

The day of unemployment for which he gets paid must follow three consecutive days of unemployment. Credit towards a waiting period will also be for days of unemployment which follow 3 consecutive days of unemployment.

He must have worked 20 weeks during the year at average earnings of \$15 per week or more.

IMPORTANT—A worker should make application for unemployment insurance benefits at 236 Broadway on the first day of unemployment in order to start earning his one week's waiting period.

All questions regarding their rights to benefits will be answered for workers at Union Hall.

VIEWS OF BOARD MEMBERS

(Continued from Page 2)

are asked to do "A" work without being given the opportunity to make more money.

★ ★ ★

Elroy Marine, Bldgs. 57, 91, 95, 98A, 99A, 101, 105—"We always fought, always stuck together, so there isn't much difference today than it was 6 months or a year ago."

★ ★ ★

Dewey Brashear, Bldgs. 81, 89—"Company has shown slightly better reception to the union's approach to grievances, I believe we must continue and even step up the pressure on the company. I understand that things are better in many departments for the time being. I think the company's idea is to soften up the people on the wage question."

★ ★ ★

Joe Kerneghan, Bldg. 40—"We're settling things we couldn't settle before. I think the actions taken by this union and its members have caused a change in tactics on the part of the Works Manager. We must not let up; we must keep pressuring"

★ ★ ★

John Green, Bldg. 66—"I think the company is beginning to listen to grievances in good faith. But

there's room for improvement. There's still plenty of confusion between the shop level and management level. Management must have realized union members weren't going to be hoodwinked any longer. It would, in my opinion, be a very bad move to ease up on the pressure."

★ ★ ★

Henry Kaminski, Bldgs. 76, 72, 68—"Yes. There's been an improvement . . . because of the heat. The other day we were able to get a proper price on a job without a time study where formerly we couldn't even get the time study to prove our point. An example . . . a foreman wanted to lay off a girl out of seniority. The old favoritism business. We stopped it and told him to quit re-shuffling seniority."

★ ★ ★

James Cagnetta, Chief Steward—"At the present time things seem to be going pretty well in shop level and in Bldg. 41. We're getting lots more cooperation than before. I don't now how long it will last; it was the pressure that did it. I would sum it up by saying that for the time being the company is sticking closer to the contract."

ELECTRICAL UNION NEWS

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

Vol. 9 — No. 28

SCHENECTADY, NEW YORK

Friday, November 30, 1951

OPEN LOCAL PAY DRIVE

Executive Board Gives 5-Point Program For Wage Hikes In Schenectady Works

The UE 301 Executive Board today announced the opening of a local wage campaign with special emphasis on day workers, women, the crafts and piece rate inequities.

In national wage negotiations, General Electric has refused to do a thing for these workers who make up the vast majority in the Schenectady Works.

Meanwhile, a joint meeting of UE's General Electric and Westinghouse

THEY WALKED OUT ON 20% SPEED-UP

Bold as brass, Management arranged to speed up exhaust wheels in Bldg. 269 from one revolution per 1 minute, 30 seconds to 1 minute, 9 seconds. The 75 workers on this electronic job figured this represented a 20 percent speed-up and quit work.

They were spontaneously joined by 300 workers, or 80 percent of the day shift. Better than half of the second shift walked out when they learned of the speed-up development.

Management agreed on Wednesday to cancel the speed-up scheme pending talks with the union scheduled for today. The men, meanwhile, returned to work.

conference boards is scheduled for this Sunday in New York City with Westinghouse reported to have increased its offer. The UE Negotiating Committee will meet with GE Tuesday, December 4.

A new development in the national wage picture is the approved by the Wage Stabilization Board of Christmas bonuses of \$40. The Board has also approved a modified policy of correcting wage inequities within plants.

Not Satisfied

The 301 Executive Board announced the following far-reaching decisions:

1. The union will immediately open a campaign to win wage increases for all day workers including the 6,000 who did not get the extra nickel an hour last year.

2. The union will press its drive to obtain equal pay for women who do the same work as men.

3. The union will renew its fight for the toolmakers whose wage demands were recently turned down by the CIO- and AFL-supported Wage Freeze Board.

4. The union will fight locally for increases to the building trades and for correction of inequities in piece rates.

5. The Executive Board will hold on to the power to call plant-wide stoppages conferred upon it by the membership while suspending the plan for weekly stoppages at this time.

"Our members are not satisfied with the company's 3.58 percent offer," the Board said.

"It's not enough money in view of oppressive prices and taxes and record profits. It intensifies inequities by giving less money to those who now earn less.

As a matter of fact, the company's take-it-or-leave-it ultimatum is premature as well as arrogant in view of the fact that the Wage Stabilization Board has yet to act on the GE proposition or a parallel case involving the rubber workers. Should the WSB turn down the proposed raise, there would be no offer before us.

"The members understand that the company's game is to try to hold 49 unions in GE in line by getting IUE-CIO, the Judas goat, to accept wholly unsatisfactory wage offers. This game has about run its course. IUE-CIO members are increasingly disgusted with it.

Board Statement

"The Executive Board noted new factors in the national wage front which threaten to shear the Wage Stabilization Board of its wage freeze powers and set new wage patterns.

"At one time, UE was almost alone in condemning this employers' instrument for crippling collective bargaining. Even the CIO convention has had to adopt this position, although its representatives still sit on the board.

"The movement to cancel the board's power is swiftly drawing to a climax paced by the UE, the United Mine (Continued on Page 4)

CONTROL DIVISION RATE CUTS LEAD TO ERIE STOPPAGE

Indications that GE has opened up on its Control Divisions come from Erie as well as Schenectady. While Control Division jobs are being rotated here, GE has unleashed a rate slashing attack on Control in Erie.

Determined to put a stop to the price-cutting campaign, Erie Control Division workers walked out on Monday vowing that they would stay out until all prices were restored.

The work stoppage continued until Tuesday when Erie Works management agreed to restore the old prices. The entire plant was reported ready to pull the plug in support of the Control Division workers.

IUE BEATEN IN TAUNTON

For the second time since the IUE began its union busting campaign in General Electric's Taunton, Mass. plant, it was resoundingly defeated by UE. The vote was 405 for UE against 261 for IUE-CIO.

More Out Of Work In Industrial Control

The number of workers on rotation in Industrial Control is expected to jump from 175 this week to more than 400 next week. More layoffs are also on the way, the union learned.

All those with service limited to 60 days were scheduled to receive layoff notices as we went to press. Layoffs in the various service categories are also expected with the rise in the number of production workers laid off or on rotation.

The union has demanded an immediate department meeting and will ask for reduction of the work-

ing force through transfers until a 40 hour week is reached.

The layoffs and work rotation were instituted when Management discovered that it had over-produced in relation to sales. The workers are paying for the administrative blunder.

About 200 production workers were laid off in GE's "dreary Christmas" present to Industrial Control. At latest report, jobs are being found in other departments for 150 men. But there's nothing doing for 100 women who were laid off with service up to one year.

General Electric's Double Standard

In advertisements across the land, General Electric glorifies the American woman in her gleaming GE kitchen, at her GE television set, under her GE electrified blanket. Nothing is too good for her—unless she works for GE.

As an employee, she is rated lower than common labor (male). She is assigned to operations which involve greater physical strain, according to U. S. studies, than many so-called men's jobs. She's worked like a horse at every opportunity and given somewhat less consideration.

A woman can be doing the same work as the man across the aisle from her. He gets one rate. She gets less. GE pockets the difference. A profit on sex!

The New York State Law says women shall get equal pay for equal work. The UE contract says there shall be no discrimination because of sex. But GE has different ideas.

THIS IS THE LAW

Discrimination in rate of pay because of sex prohibited—
N. Y. State Law,
Adopted 1944.

In a "Job Evaluation" manual which established base rates in GE, it is bluntly stated that in determining the value of jobs for female operators, "the value shall be two-thirds of the value for adult male workers." (War Labor Board Report, 1945).

GE claims that it threw this book away. But did it get rid of the double standard? It cannot deny discriminatory rates in punch press, motor winding, stator bar insulating, wiring, electronic tube assembly, to name a few places where men and women are doing the same work at different rates of pay.

Here is no muddy question of "men's work" vs. "women's work." They're doing the same work, only women are getting from 20 to 30 cents an hour less!

Women Inferior?

To say that GE discriminates against women is the very least that can be said. Rather say that GE is chiselling on women's wages, profiteering on sex, perpetuating the myth that women are somehow inferior creatures.

**Nothing Is Too Good For The American Woman
... Unless She Works For GE!
Then, She Is Paid Less Than Common Labor
and Gets Less Than Men
Doing the Same Jobs.**

Well, it, so happens that those "inferior creatures," if they but knew it, have GE — and industry generally — over a barrel. Because there is no substitute for feminine fingers in many vital operations. The War Labor Board in 1945 told GE as much:

"If men were to be substituted for women on the so-called women's jobs, there would probably be a very real loss in efficiency and productivity since it is recognized that men are not as well adapted as women for light, repetitive work requiring finger dexterity."

Women's Bargaining Power

The same point was made in simpler language by a woman in G.E.'s radio assembly plant in Utica when a particularly obnoxious foreman bothered her too much. "Go ahead, you so-and-so," she said, handing him the fine tweezers with which she had been working. "let's see you do this job."

There's bargaining power in those indispensable feminine fingers! And doesn't GE know it — and fear it! But do the women know it? Do the men who stand to gain from women's high potential of bargaining strength and militancy know it?

What a Hoax!

The big hoax practiced on women and men by General Electric is in making "women's jobs" appear less important than they are. Therefore, you find women working with wires finer than human hair receiving less than the underpaid sweeper. It's a psychological as well as a profitable arrangement.

As recently as 1945, the War Labor Board found that in GE a "11 but a small fraction of the women's jobs are rated substantially below male common labor, despite the fact that many if not most of these jobs clearly involve more skill, mental aptitude and responsibility."

"But women can't do heavy work," someone with a suppressed

admiration for the mule is bound to say. It so happens, for the information of the mule worshipper, that there is more physical strain involved in many women's jobs than in men's. A recent study of the electrical industry by the Women's Bureau of the U. S. Department of Labor points out that "constant arm and finger movements involved in many women's jobs in the plant were, in the course of a day, probably more wearing in many cases than the occasional lifting of a 30- or 40-pound box." The study also went on to note that the jobs done by women "often involve close attention to work and concentration that is fatiguing."

Protect Men's Rates

Anyway, making a living in GE is not a weight-lifting contest, as any crane follower will tell you. The simple proposition is equal pay for equal work and recognition of skill.

When interviewed by the Department of Labor's Women's Bureau, management in the electrical industry admitted that equal pay reduced friction over rates; improved employee morale; improved the efficiency of women employees; protected men's rates from being undercut by women; was easier to administer than a dual rate structure based on sex.

A spokesman for management also said "I'd hate to be the one to have to sit across the bargaining table trying to justify rate differentials."

Then why does Mr. Boulware and his GE associates do it? Why did they refuse even to discuss women's inequities with the UE Negotiating Committee?

Women Make Profits

Part of the answer is that lower women's rates tend to undercut men's rates. Another part of the answer is that wage differentials are another way of splitting up workers. Still another section of the "puzzle" is that GE is providing for the day when new process-

es put more men's jobs into the low-rated "women's work" category.

The double standard system, for all its drawbacks from a management standpoint, makes extra profits for the company. A woman under this system gives the company a higher rate of profit than a man. That's good enough for Mr. and Mrs. Big Stockholder.

From the very beginning, UE has challenged this set-up. It has been able to narrow the gap between men's and women's rates by raising the latter and in many instances to win equal pay. That's not blowing the union's horn. The Department of Labor survey referred to in this article flatly states "equal pay resulted from the union's activity."

This activity must be stepped up especially with the company attacking rates all down the line, men's as well as women's. UE 301 Board Members and Stewards have been instructed to prepare and push dockets on women's wage inequities with the full support of the union.

Such a campaign will pay off in much needed wage increases, in a sounder wage structure and in a stronger union.

Let's not underestimate the (earning and fighting) power of women!

EQUAL PAY RULING

The Wage Stabilization Board is on record as having approved a policy of raising women's wages to bring them up to the rate level of men doing the same kind of work. The current issue of U. S. News & World Report also notes that the board is pledged to a policy permitting an employer "to equalize pay for comparable work in the same establishment without regard to sex, color, race or national origin."

Application for pay increases under this policy have to be filed with the Wage Board.



Take It From Here . . .

Lynn, Mass.—Layoffs in GE's huge River Works are attributed to overproduction, just as in Schenectady. But, the company is using the layoff crisis in the IUE plant to get rid of men with high seniority.

Cincinnati, O.—A wage increase of 9.04 percent—nearly three times more than GE offered—has been approved by the Wage Stabilization Board for 1600 CIO auto workers retroactive to March 26.

Buffalo, N. Y.—The WSB has approved a 12 cents an hour raise for members of UE Local 326 who have received 36 cents an hour in increases since January, 1950.

Orange, N. J.—Employees of Thomas A. Edison Industries, represented by UE Local 407, have won a 10 cents an hour pay hike retroactive to October 1.

Buffalo, N. Y.—The strike of Buffalo Westinghouse Workers, now in its eighth week, is over the UE seniority clause which the workers lost when the plant went IUE.

Washington, D. C.—The CIO-supported WSB has just thrown out recommendations of its own committee for wage increases for tool and die makers. Maximum wage recommended by the committee was \$2.85 for tool and die in Chicago and \$2.65 in the New York area.

Pittsburgh, Pa.—James P. Molony, an aide of Philip Murray, declared on the eve of steel's wage talks, "We are not going to pierce the Wage Stabilization Board formula. We're not going to bend it—we're going to break it." A good way to begin would be for Murray's men to walk off the Board and for the steelworkers to take it from there.

Cincinnati, O.—Less than one week after the CIO convention opted a strongly worded resolution against two or more CIO unions competing against each other in NLRB elections, we find IUE-CIO and the CIO Steel Union battling each other at American Steel Foundries. UE easily beat both. The vote was 209, for UE, 128 for the Steelworkers and 8 for the IUE.

CITY COUNCIL OKAYS MACHINES FOR 301 ELECTION

Arrangements for democratic and secret balloting on local officers Dec. 13 and 14 are well advanced it was announced today by John Saccocio and Michael Rakkvica chairman and secretary, respectively, of the UE 301 Election Committee.

The City Council has approved the loan of 10 voting machines at the request of the Election Committee. John J. Murphy, the city's chief custodian of the machines and an assistant will participate fully in checking the operation of the machines and the count.

In an effort to assure all union members of an opportunity to vote, the Election Committee has arranged for balloting to begin at noon, Dec. 13, and to continue through the next day until 6:00 P.M.

Candidates will meet with the Election Committee on Monday, Dec. 3, 10:30 A.M. at Union Hall to draw for position on the machine.

Offices to filled are UE 301 president, vice-president, recording secretary, assistant recording secretary, treasurer, business agent, chief shop steward, trustees, sergeant-at-arms, guide.

SET HEARING DATE ON RIGGI CASE

The National Labor Relations Board has agreed to schedule a hearing on the case of Shop Steward Josephine Riggi on Dec. 12 and 13. Riggi was laid off on Nov. 2 for refusing to turn over results of the strike vote of that date to a foreman.

Although the company has since agreed to pay her for the three days she was out, the union insists that the NLRB find the company guilty of an unfair labor practice. Such a finding would require the company to post a notice that it will desist from such practices in the future.

The union's position is that an attempt to penalize a shop steward for union activity strikes at the heart of grievance procedure and union representation.

Riggi and three girls were given lack of work notices on October 26. The three were given other work. According to the contract, work should have been found for Steward Riggi for the purpose of continuing to give representation to the people in her area.

LOCAL 301 UER & MWA
Members and Stewards

JOINT MEETING

2nd Shift
MONDAY, DECEMBER 3, 1951 — 1:30 P.M.

1st and 3rd Shifts
MONDAY, DECEMBER 3, 1951 — 7:30 P.M.

LOCAL 301 HALL, Erie Blvd. & Liberty St.

- REPORT OF WAGE NEGOTIATIONS
- REPORT OF COMMITTEES
- REGULAR ORDER OF BUSINESS

EXECUTIVE BOARD LOCAL 301 UE

UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, LOCAL 301

— NOTICE —

Election of Officers

In accordance with the Constitution, Article 18, Section 1, all officers of Local 301 will be elected for the year of 1952.

Voting will start

THURSDAY NOON, DECEMBER 13

Continuous Through

FRIDAY, DECEMBER 14, 6 p.m.

at Union Hall, 301 Liberty St.

All members having paid December dues either by the check-off or in cash can vote. The above is notice to all members.

ELECTION COMMITTEE, LOCAL 301
JOHN SACOCCIO, Chairman
MICHAEL RAKVICA, Secretary

UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, LOCAL 301

— NOTICE —

Election of Shop Stewards

In accordance with the Constitution, Art. XVI, Section B, election of Shop Stewards will be conducted in all groups.

TUESDAY, DECEMBER 18, 1951

The elections will be conducted during the lunch hour on all three shifts, beginning Tuesday morning, December 18, and concluding 7 o'clock Wednesday morning, December 19th, (except where a group may be notified of special arrangements). Requirements for Voting:

1. Presentation of either the check stub showing December check-off or dues book with December dues paid.

The above is notice to all members to be ready for the election during their lunch hour on December 18th.

ELECTION COMMITTEE, LOCAL 301
JOHN SACOCCIO, Chairman
MICHAEL RAKVICA, Secretary