

GE, 301 Deadlocked On Turbine Pay Cuts

GE and Local 301 remained deadlocked over the proposed wage cuts in the Turbine Division, following a lengthy grievance meeting in Building 273 Wednesday morning.

A. C. Stevens, assistant to the works manager, told Leo Jandreau the company wanted to proceed with revised rates, but that prices would be based on the old rates until he notified the union otherwise. He was to get in touch with Jandreau shortly.

The wage cuts affect boring mills and radial and horizontal drill presses. Men were notified of cuts on Dec. 27, but the action program adopted at the Turbine walk-out meeting Dec. 29 caused supervision to refrain from using prices based on the reduced rates.

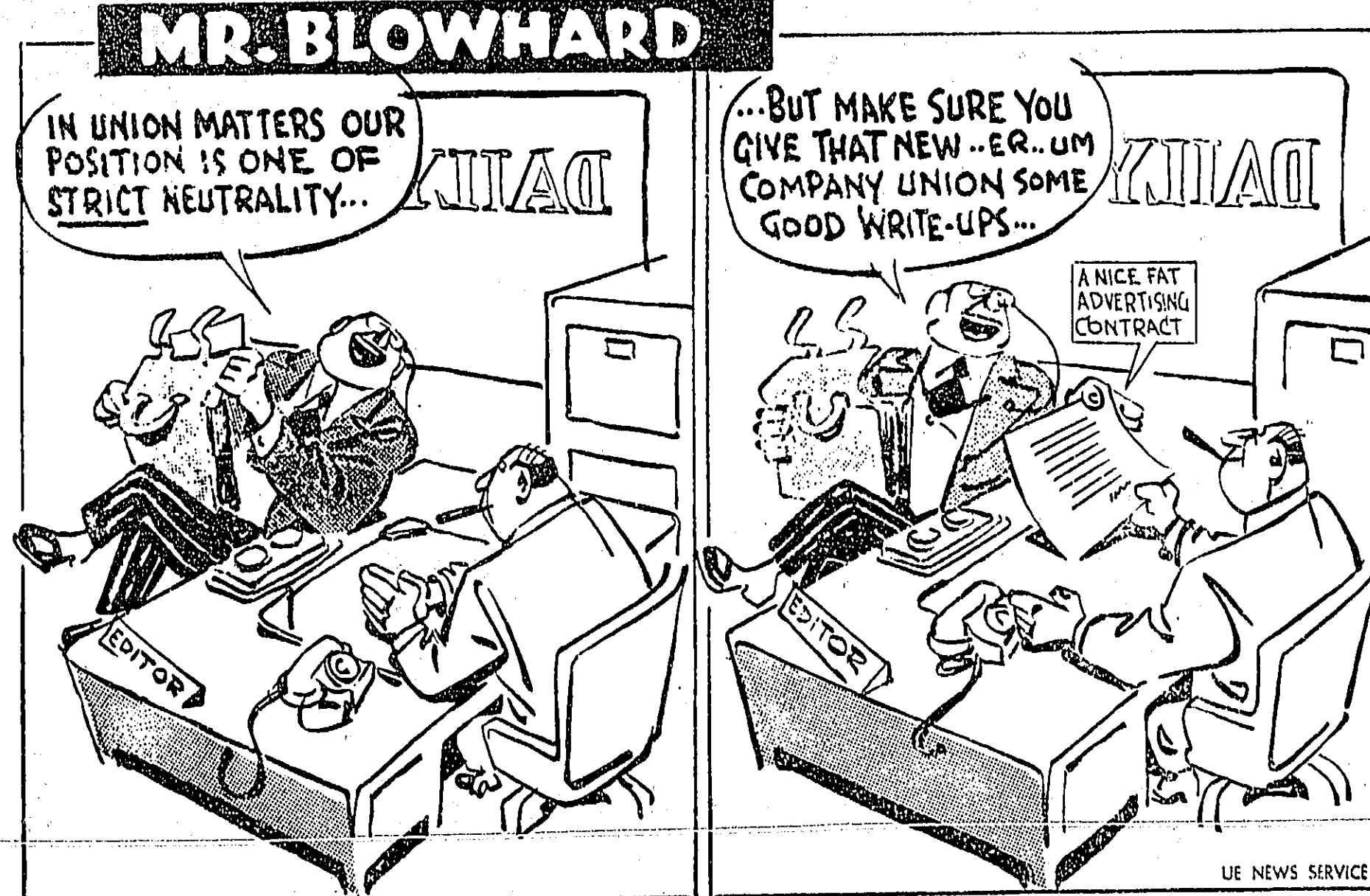
The meeting took place in the office of W. B. Saupe, division manager, who was present along with his assistant, Willard Male. The union committee included President William J. Kelly, Board Members William A. Stewart and Teddy T. Wheeler, and a large group of shop stewards and members.

Stevens argued that the company was raising some rates as well as cutting some, and that the effect was to balance out. He said that cost was not an issue, and that the company did not plan to "bother the prices." He claimed that it was necessary to separate roughing from finishing operations, because that was done elsewhere in the works.

Jandreau pointed out that once the company was successful in establishing the lower rates, it would reduce prices, and would then cut rates on other jobs. He asked why the company was suddenly so interested in consistency as to rates on roughing and finishing, when the company repeatedly rejected the union's proposal for a job evaluation to rate all jobs properly in relation to each other.

The discussion brought out that the company intended to establish a timing rate of .97 on drill press work which had carried rates of \$1.06 and \$1.11 in Building 60 and \$1.01 in 49.

Members of the committee told Stevens that on boring mill work the same skill was necessary for roughing as for finishing, that the same general knowledge of tool operation was needed, and the



UE Radio Program Ended This Week

Arthur Gaeth's weekly radio program, sponsored by the national UE, ended Monday. The union hopes the program can be resumed in the not too distant future.

A letter sent by UE Secretary Treasurer Julius Emspak to UE locals said the program had to be discontinued "as a result of the employers withholding check-off dues from the union."

Gaeth's broadcasts have had a tremendous response from the public. An average of 300 people a week wrote to ask for his scripts. More than 35,000 letters and cards have been received praising his hard-hitting program, dealing with problems of the people and with current events.

Did You Know?

In the settlement of the Bell Aircraft strike last fall at Buffalo, the United Auto Workers agreed to the firing of a number of the strikers.

same danger was involved. They declared that if it was fair to reduce a man for doing roughing only, then a man assigned to finishing only should be raised above the combination rate.

Jandreau notified Stevens that the men did not intend to accept any cut in wage rates. Stevens said he wanted to talk some more to the Turbine supervision.

Facts Never Bother Carey and His Pals

There is evidently no limit to the bad faith and falsehoods to which the Carey-Kriss-Fiorillo forces will resort.

Last week the gang issued a leaflet smearing 301's use of funds, evidently in the belief that one can always sow suspicion around money.

Here are a few simple facts. The local Carey stooges know these facts, of course, even if they now pretend they don't.

With the lowest dues in the labor movement, UE 301 gives its members much more service than other unions, specially those which support the "Imitation UE." UE dues are \$1.50. Steelworkers' dues are \$2.00. UE gives every member direct grievance representation by elected shop stewards, instead of the tight top committee in steel. Local 301 gives free legal services in workmen's compensation and unemployment insurance. UE spends much on rank and file activities and little on officials' salaries. The Murray-Carey unions do the opposite.

The "Imitation UE" leaflet made cracks about the item "organization expenses" and deliberately misrepresented it as expenses of an organizing drive. Anyone in a position of union leadership knows that "organization expenses" cover such activities of the union as wage campaigns, national negotiations, collecting the check-off, radio broadcasts, postage, conventions and Conference Boards, and sports, social and legislative activities.

Local 301 will continue its practice of giving full and detailed financial information to its membership, and answering any and all questions from members.

Full Reports on Funds - The annual statement for 1948 covered expenses given every month in detail in written reports to the membership. Local 301 funds were spent under membership action, under the direction of a board on which the Carey stooges were represented. They even had a trustee, who examined the books and found them true and satisfactory. The books also are examined by a certified public ac-

countant and an elected rank and file committee. Any member (not ex-member) can look at the books. Don't the stooges know that in the national CIO the top officers kept all finances secret until they were forced to publish a statement to qualify under the Taft-Hartley law?

Attack on Stewards

The attack on lost time payments is simply an attack on the shop stewards and the members who elected them. Last time is incurred in handling grievances, carrying out other regular shop stewards' duties, and coming to important meetings. Present "Imitation UE" men were among those with the biggest lost time bills. The union office believed that they were taking this time on union business. Do they now deny this?

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ELECTRICAL UNION NEWS

THE VOICE OF LOCAL 301 - - - U. E. R. & M. W. A.

Vol. 8, No. 2

SCHENECTADY, NEW YORK

January 20, 1950

Carey Stalls UE Efforts for Early Election

10,613 UE Check-off Cards - - Carey Should Check Out!



Check-off Cards Still Pouring In

Hundreds of Local 301 members are still signing the new check-off form agreed on between UE and GE. Too late to be included among the 10,613 cards submitted to the company last week for the January check-off, their cards will apply on February.

Many union members were not reached in the drive earlier this month because they were out of the plant on temporary lay-offs or for illness. Moreover, the first drive took place when many shop stewards had not been sworn into office yet or recognized, and when some others had been functioning only a brief time as stewards. With the steward system operating as usual again, the check-up campaign has become more thorough.

Executive Board members are checking for spots which may still lack representatives because of the many transfers of workers recently within the plant.

Received from Henry Kaminski, Treasurer, and Joseph G. Whitbeck, Trustee, of Local 301, 10,613 "Authorization to Deduct and Pay Union Dues to Local No. 301, UER & MWA" on the following form:

GENERAL ELECTRIC COMPANY
SCHENECTADY WORKS

DATE: January 1950
S.S. No. _____

AUTHORIZATION TO DEDUCT AND PAY UNION DUES

PAY NO. _____ Signature of Employer _____
Paymaster

January 11, 1950

Three new officers of Local 301 had a highly pleasing job to perform Jan. 11, delivering boxes containing 10,613 newly signed check-off cards to the General Electric Company. Left to right, Vice-President Joseph Mangino, President William J. Kelly and Treasurer Henry Kaminski. GE gave the receipt shown here. There will be many more cards for the February check-off.

Erie UE Members Sign Check-off

Over 80 per cent of the UE have signed new UE dues check-off cards. members at the Erie GE plant off cards.

'Imitation UE' Backs Down On Own Date

Deliberate stalling by the Carey "Imitation UE" marked the Taft-Hartley Labor Board (NLRB) hearing on the GE election question, which opened Tuesday in New York. There appeared to be a real danger that the company union outfit would be able to drag out the hearings and thereby delay the election for a long time.

UE Calls Carey's Bluff

At the outset of the hearing the UE once again tried to pin down the "IUE" to a consent election on or before Feb. 10, exactly on the basis stated in James B. Carey's much-ballyhooed telegram, but once again the IUE backed out. David Scribner, UE general counsel, pointed out that in the conferences Friday and Monday, agreement had been reached on 85 bargaining units, and that as to the other 14, UE proposed the existing units as covered by contracts, or with any changes the board might decide on the basis of information given in the conferences.

The only answer of Ben Sigal, Carey attorney, was to call the UE proposal "propaganda."

In its efforts to stall, the IUE was helped by its own requests for changes in bargaining units es-

(Continued on Page 2)

Turbine Inspectors To Meet Wednesday

All Turbine Division inspectors will meet next Wednesday, Jan. 25, at the union hall in connection with the general grievance filed on their behalf and now under discussion in Building 41.

The second shift inspectors will meet at 12:15 a.m., immediately after Tuesday night's work. First and third shift inspectors will meet at 7:30 p.m. Wednesday. Business Agent Leo Jandreau will be present at both sessions.

Don't Let "IMITATION UE" Stall Election At GE

Carey Stalling On GE Election

(Continued from Page 1)

established in the present contract, under the Wagner act, by changes requested by the company, and by the "intervenor" claims of various AFL outfits trying to carve out small groups for separate elections. Among these, the International Association of Machinists is trying to separate the toolmakers in Schenectady from the rest of the workers.

This brings out one of the effects of IUE's and GE's Taft-Hartley petitions. They offer a field day for fringe outfits trying to break up the workers into small groups like those that failed miserably before UE was organized.

The company has claimed to be "neutral". The Carey people, trying to cover up their company union character, have gone to the stupid lengths of saying GE favored the UE. But actions speak louder than words. Here is the GE record in the NLRB matter:

1. GE filed petitions for elections. If it had not done so, neither the IUE, the IAM, nor the other raiders would have been able to show enough applications even to get a hearing as to the overwhelming majority of the plants, including Schenectady. This means that as to most plants, including Schenectady, GE would have no basis for its "doubts," and no excuse for not bargaining with UE and extending the contract. By filing petitions, GE has helped out the raiders and brought about the hearing and long delays. That is one reason why GE spent considerable money to obtain and maintain the Taft-Hartley law.

2. GE has taken advantage of the situation to try to break up and weaken existing units. For example, it is asking for four units in Lynn. This not only means trying to weaken the workers' units. It also means more delays.

The "Imitation UE" also has asked for changes in units to try

Who Said That?

"These same interests did exactly the same thing (red baiting) when CIO was born, 8, 9 years ago. Exactly the same interests, exactly the same newspapers said to join a union would be subversive and unfair to the best interest of your families, yourself and your country. They have never missed a day, they have never missed an hour since the beginning of time to do exactly the same job that they are trying to do today."

Which one of the following men made the above statement?

- (a) Philip Murray, president, CIO.
- (b) William Green, president AFL.
- (c) Harry Bridges, president, Longshorem.

Turn to page 3 for the answer.

to cover up weaknesses. Specifically it asked for changes in Pittsfield and Syracuse.

The UE's position has been clear and simple. UE said that existing units in each city, established under the contract, should be preserved. In order to achieve a quick election, UE was willing to agree to minor changes, and in any event was willing to let the NLRB go ahead and decide.

Last week Marshall Perlin, 301 attorney, wrote the NLRB again emphasizing 301's eagerness to have an immediate election in Schenectady. This action was unanimously endorsed by the membership this week.

Before this week's hearing, the IUE had repeatedly shown that its public request for a formal hearing was a fake. On Jan. 11 Carey sent a wire proposing an election Feb. 10. Four hours later his lawyer, Sigal, sent another wire to the board saying the IUE would not agree. At the Friday informal conference, UE proposed a consent election on the very terms stated by Carey, but Sigal, Fred Kelley, and John Callahan of the IUE refused.

Schenectady is one of the plants as to which there is disagreement on the bargaining unit. The company has agreed to include expeditors, who were not officially in before, but wants to exclude laboratory assistants and Atomic Energy workers. GE backed down in part on excluding the laboratory assistants. UE wants them included, and also the atomic energy workers, but agreed to let the NLRB decide.

GE Still Insists On Turbine Cuts

The local GE management refuses to back down on its wage rate cuts on boring mill and radial and horizontal drill press jobs. A. C. Stevens, assistant to the works manager, has advised Leo Jandreau of this by phone.

This leaves the situation deadlocked, with the Turbine membership prepared to move fast if the company tries to use piece work prices figured on the reduced rates. By Wednesday, when this paper went to press, the company had not brought out jobs with such new prices.

The case had been sent to the national grievance level. It was brought back here for discussion on the company's request after the Turbine membership, in a big walk-out meeting Dec. 29, adopted an action program offered by its 22-man committee. Stevens met with the committee and Jandreau last week. In notifying Jandreau that there would be no change in the company's position here, Stevens said the case might as well go back to New York.

The Turbine program calls on the individual worker to refuse to do any work figured at the reduced rate. If a worker is sent home as a result, his whole group will go home too. Thereupon the whole division will be called promptly to a special meeting during working hours to decide on further action.

The Turbine membership has taken the stand that the company's action is the start of a wage-cutting drive, and that there will be further cuts if this is not stopped. The shop stewards have voted unanimously to back the Turbine membership.

Quick Action

A World War II veteran who is a porter in Building 17, after losing some time for illness, was told last Friday by his foreman to stay home all this week because he had been out "too much."

He was not given the week's notice of a disciplinary action as required by the contract.

When the rest of the workers went to work Monday morning they starting talking about the fact that the union was going to file a grievance for this clearcut violation of the contract.

By 8:30 a. m. Monday the assistant general foreman, Herman Zaiss, went to the worker's house and told him to come to work and that the company had made a mistake in not giving him proper notice.

Company Now Timing Method Men in 273

A new and threatening wrinkle in the carboly speed-up in Turbine was scheduled to be discussed in a meeting of the special committee of Turbine shop stewards with Works Manager Lewis J. Male yesterday.

For some time the Division has been using methods men instead of operators to try out top feeds and speeds with carboly. There had been reports that such experimentation was being conducted in isolated spots in the Turbine Building.

On Tuesday, a methods man, called Gotke, was found working with carboly tools on one of three lathes on a small balcony in the service bay, under Foreman Barney Gardener's supervision. A piece rate man was taking a time study, just the same as for setting prices.

The question to be discussed with Male was "does the company expect to base prices on the performance of high-speed specialists instead of normal qualified operators?"

Newspapers Distort T-H Election Facts

Anyone trying to learn the facts about the NLRB election question in the Schenectady papers will be badly misled. Both papers have left out facts which show up the "Imitation UE", and have distorted what happened.

The Gazette, whose editor is the son of a retired GE vice-president, has gone out of its way to dig up its own excuses for the Carey outfit's stalling. The paper stated Jan. 12 that a reason for delay was that the UE and "IUE" did not agree "which union would administer the contract if one of them wins the election company-wide while the other carries some plants." This is not only gibberish, but a falsehood. The question of administering the contract never was an issue. It was thrown in locally by the Carey people as a smokescreen, and was promptly debunked by Local 301 offering to agree to give up all contract rights in Schenectady if it lost.

The Gazette on Jan. 13 said "GE Unions Agreed on Early Vote," though it was obvious then that Carey's offer was a fake and that he was stalling.

Both the Gazette and Union-Star mangled Leo Jandreau's announcement that 301 had turned in 10,613 new check-off cards to GE.

Shop Stewards Taking 301 Oath of Office at Union Hall



The new Local 301 guide, Floyd E. Warner, administering the oath of office to new shop stewards the night of Jan. 3 at the union hall. So many stewards were sworn in that the photographer couldn't keep track of them on a left to right basis in the pictures. Among the stewards shown above are: from Building 53, Joseph Benedict, Guy Corvera, Anthony Esposito, Frank J. D'Amico, Salvatore Castiglia, Patsy Carrese, Kathleen Tamsey, Michael Rakvica, Albert E. Raymond, Woodrow Griffith, Catherine Hoffman, Ida Mae Caprio and Elizabeth Stanionis, and also Bernard J. Hennessy, 18; Merritt A. Morse, 19; Carl Gerding, 49; Kurt N. Huening, 49; Walter Kniffen, 49; Stephen Pasquariello, 50; Robert W. Telfer, 10; Nicholas A. De Lucia, 49; George Fox, 69, and Alvin Barkley, 50.



The shop stewards pictured above, taking their oath of office Jan. 3, include: Frank LaMalfa, Building 10C; Richard Slocum, 18; Fred W. Nikander, 18; Bill Christman, 18; Thomas Morrissey, 18; Alexander Kotarski, 273; Wasil Laskevich, 57; John Jablonski, 57; Dewey Brashear, 89; Edward Smiech, 81; Helen Quirini, 81; Sadie Iovinella, 81; William Boneyk, 89; Martin J. Callery, 89; Harold Allen, 81; W. A. Fisher, 81; Joseph Kernaghan, 18; Jerry Favata, 18; John Brauneisen, 18; Emanuel Badalucco, 273; John Parisi, 89; Sunday Lupe, 81, and James Cantore, 18.

301 Again Aids March-of-Dimes

The 301 Executive Board again this year has voted unanimously to back the annual March-of-Dimes drive to fight against infantile paralysis. Envelopes for contributions have been distributed to shop stewards to collect voluntary donations in their shops. The stewards are doing this work on a voluntary basis.

The General Electric Company doesn't give the same cooperation to this drive that it does to other health and charity campaigns, but 301 has always considered the anti-polio fight particularly important.

Women's Seniority Case Reaches National Level

Local 301 has moved to the national level the grievance over the company's refusal to apply contract seniority with respect to women now out or being laid-off and having service from December, 1942 or early 1943. At a meeting last week on the Male level A. C. Stevens refused to change this position.

Since the union's protests, GE has slightly improved in the placement of women in the Control Division where the chief lay-offs have been taking place. But management has not changed its stand on the general practice of re-

Here's The Answer

It was Philip Murray, CIO president, who made the statement on page 2 about red-baiting attacks on labor.

Pay Increases

Wage increases ranging from seven and a half cents to 13½ cents an hour were won in the new UE contract with the Gould Battery Company at Kingston, Canada.

fusing "bump" rights to women with service as described above, from December 1942 or early 1943.

301 Elects Delegates

President William J. Kelly, Business Agent Leo Jandreau and Recording Secretary John Green were elected as delegates to the UE Conference Board of GE locals by the 301 membership meeting Tuesday. The second shift workers, who met at 12:45, a. m., nominated Green, a second shift worker.

The meeting elected Kelly, Jandreau and Shop Steward Joseph Alois, Building 273, as delegates to a national UE policy conference to be conducted Sunday in New York City. The second shift members nominated Brother Alois.

ATTEND THE UNION MEETINGS

ELECTRICAL UNION NEWS
UNITED ELECTRICAL, RADIO AND
MACHINE WORKERS OF AMERICA
SCHENECTADY LOCAL 301

Published by Editorial Committee
Mary McCarlin, Chairman
Arthur R. Borlind, Secretary
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Jandreau Urges Settlement Of Grievances at Shop Level

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In the present crisis, he warned, union members will have to change their habit of depending on the routines of contract machinery and the union office to settle grievances.

"And after Apr. 1 we are on our own," he said.

"We've got to change our way of thinking and of functioning. Some CIO unions, the company and some politicians are trying to do a job on us. They have united in helping the 'Imitation UE.' GE sees a chance to get the kind of union it wants, a company union that would settle without the things we have in our UE contract."

Must 'Tighten Belts'

Although 301 will get its January, February and March check-off money, he pointed out, "we've got to tighten our belts." The check-off will end with the contract termination Apr. 1. In March the union will have to collect the April dues.

"We know from experience that means a drop in money," Jandreau said.

"It will mean less money, but it can mean a stronger union, if the people paying dues understand the importance of fighting for the union."

"We need more volunteer help," he said, "like we did in the old

days. The fight is on right now." Pointing to GE's increased toughness about settling grievances, Jandreau urged that the settlement of disputes should be pressed in the shops.

Shop Pressure Needed

"You have to show management you mean business," he said. "You don't do it by calling up the union office and saying that Smith the foreman said 'No' so will the union office call management."

The union office should be consulted as to whether a case exists, he advised, but the pressure should come from the workers themselves.

"Let management call us once in a while to get together on a situation," he said, "and not always have us going to management with our hats in our hands."

By their own actions between now and Apr. 1, Jandreau pointed out, GE workers can make it very clear to the company that "the 301 people will demand a contract—a better contract—and that there will be trouble in the plant if we don't get it."

Jandreau also emphasized the need of pressing vigorously for repeal of Taft-Hartley and broadened Social Security, and of sending delegations to Albany to demand decent legislation to help the unable, the sick and disabled.

Why Carey Wants GM Election First

With the active help of the Taft-Hartley NLRB, Carey's "Imitation UE" has been pressing to get an election first in the General Motors Electrical Division, and to stall off an election in GE.

This is the opposite of what should happen in justice to the workers, since about 125,000 are involved in GE, only about 25,000 in GM, and the GM contract expires one month later than at GE.

The reason for Carey's and the NLRB's maneuvers is simple. GM Electrical is the one national chain where, because of its whole background, the CIO-labeled Carey outfit can hope to show some strength.

For several years the UE locals in the five GM electrical plants

have been virtual company unions, with the leadership opposing vigorous union action. Also, these plants are much influenced by the CIO Auto Workers, as the vast majority of GM employees are in auto, covered by UAW contracts.

It is possible that the GM electrical workers may see through and break through—the company union influence in their plants and in UAW. But the set-up explains why Carey pins so much on getting the GM vote first.

UE has pressed for a speedy GE election, and has also offered to have elections the same day in all three major companies, GE Westinghouse, and GM Electrical.

Grace Backs Pension Plan Changes, Cites Low Cost to Bethlehem Steel

Proposed amendments to the long-established pension plan of the Bethlehem Steel Corp., which are called for by the strike settlement concluded by the corporation and the United Steel Workers-CIO, will cost the corporation only \$2,000,000 to \$2,500,000 a year for the next five years, according to a letter sent to stockholders by H. G. Grace, chairman of the company.

Bethlehem announced that the amendments will prove the company's plan, like other plans, provides that the employee, if he is unable to perform his job, will be compensated for the cost of the plan. Bethlehem's experience has shown, Mr. Grace said, "that only a relatively small percentage of employees will normally receive pensions, because the great majority of them either die or otherwise terminate their employment before they reach pensionable age."

UE NEWS SERVICE

NO WONDER the corporations like the new Steel pension plan! Bethlehem Steel Chairman Grace let the cat out of the bag when he admitted the plan would cost no more than \$2,000,000-\$2,500,000. For 80,000 Bethlehem steel workers this figures out to about 1 1/2¢ an hour—and as Grace says, few workers will be around long enough to qualify for pensions anyhow! And this is the strike settlement which Philip Murray hailed as a great victory, but did not submit to the members to vote on.

Jobless Checks End For Many GE Jobless

Two thirds of the unemployed Local 301 members who have answered the questionnaire recently sent them by the union have exhausted their Unemployment Insurance benefits until the new benefit year starts in early June.

Replies from nearly 200 men and women, tabulated by the 301 committee on unemployment, revealed that:

20 men and 42 women were still getting unemployment insurance.

54 men and 68 women had exhausted their jobless pay benefits. Three men and two women had been recalled to GE.

Three men had obtained satisfactory jobs elsewhere. 18 men and one woman had part-time or temporary jobs.

A 301 delegation of nine unemployed women and two men presented these facts Monday night to State Senator Thomas Campbell of Schenectady at the Capitol at Albany and asked what he planned to do to help these jobless.

Campbell said he "would make a note of it," and that he hadn't given the matter any thought as he was "unaware" of such a problem. He has been visited on

Did You Know?

Philip Murray's statement in the Steelworkers' brief submitted to the Steel Fact Finding Board admitted:

"During the period 1939-1949 (10 years) steelworkers' wages increased 14.3 per cent while wages in all other manufacturing industries increased 27.3 per cent. Steelworkers relatively improved their earning power ONLY HALF AS MUCH AS DID ALL OTHER INDUSTRIAL WORKERS."

various occasions by 301 delegations on unemployment.

The 301 members urged that he back the union's proposals to increase jobless pay to \$35 a week, on a year-round basis, with extra compensation for dependents. The group was unable to talk to Speaker Oswald D. Heck, but they'll return to Albany next Monday night.

In Schenectady as throughout the state many workers exhausted their benefits rights in early December, because they had drawn the full 26 weeks jobless pay allowed on the basis of their 1949 earnings. They don't become eligible again until the state starts paying in June on the basis of 1949 earnings.

EXHIBIT "Z-11-A"

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Fight Infantile Paralysis — Support March-of-Dimes