

### THE FIGHT UE WON IN ESSINGTON

4/21

The key to success in Essington was the unity of the workers behind the UE contract and program. That's the key to our success too. Building 269 workers must fight together and must let the company and the whole community know that we are determined that

#### NOT A JOB

#### NOT A MACHINE

#### SHOULD BE MOVED OUT OF SCHENECTADY

General Electric can find all the floor space it needs right here in Schenectady. If they want to build new plants, let the company use some of the thousands of empty acres it owns in town. Then they'll have plenty of floor space for production and development and WE'LL HAVE JOBS.

WE MUST LET THE COMPANY AND THE COMMUNITY KNOW THAT  
WE'RE UNITED IN UE IN THE FIGHT FOR JOBS!

A Roundup of some of the grievances already turned in by UE Stewards in 269.

A Health and Safety grievance was turned in by the glassblowers and Exhaust Men in Development.

For 2 years the company has promised to correct the faulty ventilating system in Machine Development and nothing has been done.

The Union charged the company with violation of Article III of the UE-GE contract which states that the company will provide working conditions which will minimize accidents and health hazards on its premises. The Union further charged that the glass blowers and exhaust operators have suffered from burns on their arms, chronic colds and other respiratory disturbances as a result of the needless drafts in this department.

The union demanded that the company correct this condition immediately.

The union received an answer from the foreman that this condition is being studied. The union refuses to wait until the company gets good and ready to correct this condition and is taking the grievance to building 41. The workers affected by this condition are sick and tired of the run-around they've been getting and are sick of having cold after cold while trying to earn a living. Other grievances include seniority violations, rate and classification grievances. IF YOU HAVE A BEEF COME TO 201 1/2 BROADWAY - UE Local 301

# ELECTRICAL UNION NEWS

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

Vol 13 - No. 14

SCHENECTADY, N. Y.

April 22, 1954

## BULLETIN

Stackers in Bldg. 273, J-Bay, are unitedly fighting a company attempt to cut a standard price by nearly 50 per cent.

Following a stoppage on Tuesday, the company said it would reconsider.

All three shifts have been meeting almost daily at UE headquarters, 201 1/2 Broadway, since the company tried to move in on a \$37 job with a \$17.95 cut. The fight to maintain the standard rate boiled over into a one-day stoppage a week ago Wednesday.

The Carey-Jandreau crowd tried to split the workers but failed.

## WORKERS WELD UE UNITY TO STEM COMPANY DRIVE

A fighting unity — the kind that built UE Local 301 — made strong headway this week over the opposition of the company.

UE Local 301 met nearly every day with management on grievances and won impressive victories despite the sometimes active resistance of the IUEers.

Workers with grievances were solidly backed by the union and for the first time in recent years, action at management level was combined with shop action.

Where there were major grievances, the union issued leaflets urging unity to beat back company attacks on rates and con-

ditions. The response showed that this is the kind of unity GE workers need and want.

The fight for jobs launched by UE last week is gaining mo-

mentum not only in the shop but in the community. A letter from the union to community leaders explained that the company is moving jobs from Schenectady in violation of the contract which calls for collective bargaining on all matters affecting employment.

A telling point made by UE to the community is that the company cannot justify layoffs for "lack of work" when it is opening new plants, contracting, sub-contracting and transferring Schenectady jobs all over.

UE this week began contract talks with GE on wage increases, a shorter work week without loss of pay and improved pensions while the CIO "negotiated" wage cuts in auto and textile.

### EQUAL TO 8¢ HOURLY PAY RAISE

## UE Urges Congress Boost Tax Exemptions for Workers

A demand that Congress give some tax relief to the ordinary working family was presented before the U. S. Senate Tax Committee last week by UE Washington Representative Russ Nixon.

Nixon, speaking on behalf of 300,000 workers represented by UE, told the Senators that half of all American families are so burdened by income and other taxes that they do not have enough money left to pay their bills. On the other hand, Congress has repealed the excess profits tax on the corporations, exempted dividends from income tax payments and opened more tax loopholes for the wealthiest 10 per cent of the population.

There is now before the Senate a Bill, the George-Frear-Kerr Bill, S. 2983, which would raise individual tax exemptions to \$800 for 1954 and \$1,000 for 1955. The UE supports this Bill. The present income tax exemption is \$600 on every one.

Some indication of what an increase in income tax exemptions would mean to working people was given the Senators by Nixon. To raise income tax exemptions by only \$100 would mean the equivalent of a

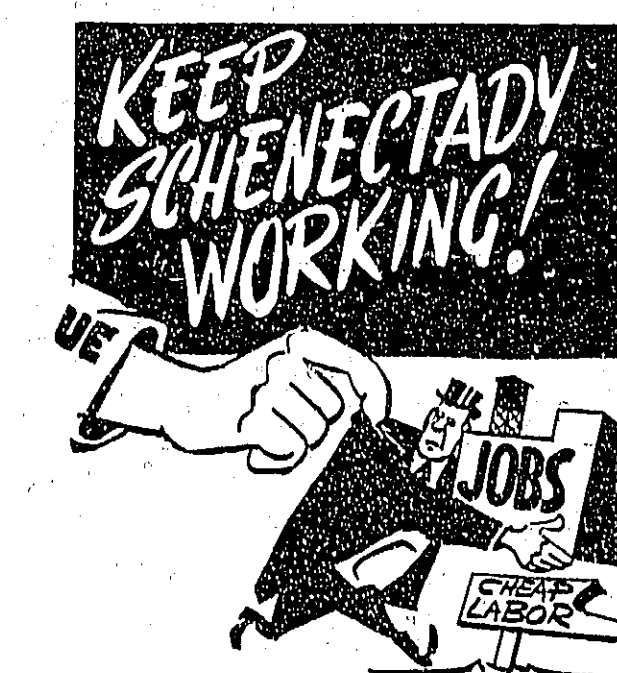
(Continued on Page 2)

### UE ROUTS CIO, AFL IN ALLIS-CHALMERS

UE won a smashing 5-to-1 victory Wednesday over AFL and CIO raiders at the big Allis-Chalmers plant in LaPorte, Indiana. The vote in the NLRB election was UE 1,358; AFL Teamsters 290; IAM-AFL 228.

The CIO auto workers were also in on the raid, but realizing that they didn't have a chance, the CIO union leaders pulled off the ballot on the eve of the election. Although the AFL boasted about the size of its membership, the Allis-Chalmers workers voted to keep their superior contract and rank and file unity.

Allis-Chalmers manufactures farm equipment. UE has been waging an all-out fight to combat the mass unemployment in the industry in which the union represents 35,000 workers.



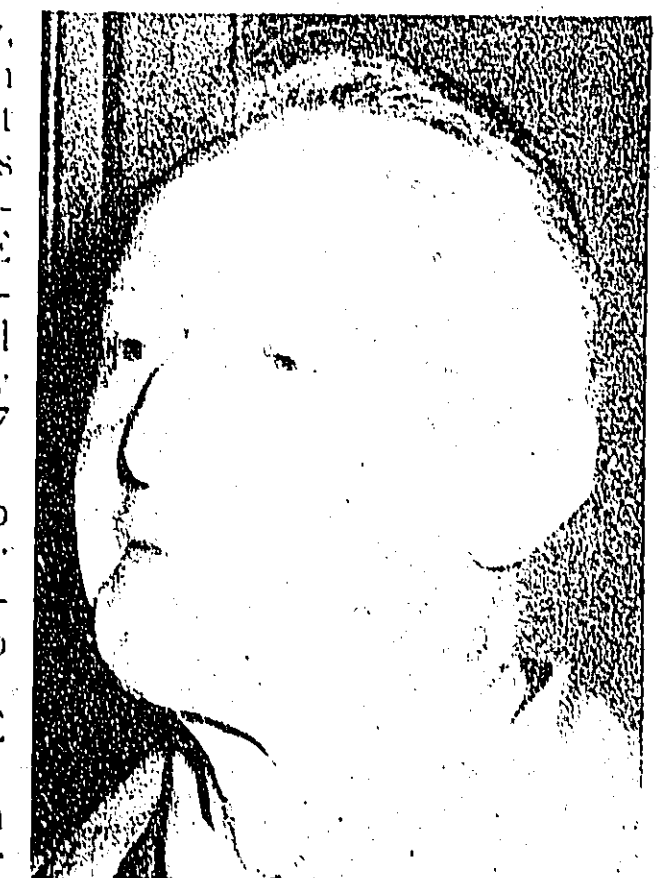
## BILL HODGES SAYS— STAY UNITED IN UE!

"If I were in the shop today, I would be fighting to maintain the UE and the principles it stands for." With these words Bill Hodges, former acting president and vice president of UE Local 301, called on all Schenectady GE workers to rally behind the union which has won so many gains for them over the past 17 years.

The veteran union leader, who retired in 1950, traced the history of the union movement in Schenectady GE in an open letter to the workers. He wrote:

"From the inception of the UE and the formation of Local 301 in 1936, great strides have been made for the workers and their families. In fact, the gains made here in Schenectady through Local 301, UE, independent, free thinking, truly democratic and progressive union are a challenge to any organization in the world today."

"GE workers, do not let the opposition disunite you. Go out and fight for the organization that has accomplished so much for you over the last 17 years."



## UE ACTION FORCES COMPANY TO ADMIT 269 LAYOFF PLAN

Smoked out by UE Local 301's exposure of plans to move some 400 jobs out of Bldg. 269, GE management this week admitted that it was getting set for more mass layoffs in the building. After making this admission in a letter to all Tube employees, Department Manager David C. Scott urged them not to worry about the layoffs because every thing was bound to work out in the "next ten or fifteen years."

Scott's letter was a desperate attempt by the company to stem the rising tide of anger developing among 269 workers as the result of UE's revelations that the company was taking their jobs to a number of newly-built and expanded plants. Instead of helping the situation, the letter fueled the fire as it openly admitted that company plans for Tube workers, and particularly for women, were for more and more layoffs. The letter stated:

"Building 269 is gradually going to become more of a developmental area . . . the simpler and more repetitive work must be moved out to provide the required floor space.

"This program means a reduction of employment as the repetitive type of work goes

out . . . It will take some time for the development work I mentioned to be far enough along to result in production operations. This means that there will be less people employed in Building 269 until these developments get to the productive stage. It also means that as we build up again, we will have less light repetitive work such as now is being performed by women."

This last admission that the current layoff and speedup drive at the company was being used most brutally against women workers bore out UE findings that the company is seeking to violate the seniority rights of women workers almost everywhere in the plant.

Manager Scott's letter also revealed the failure of the Carey-Jandreau crowd to do anything about the current threat to the jobs and the livings of Schenectady workers.

The letter said the "reduction began when the lighthouse tubes were shut down and we are now in the process of moving the thyratron line."

The Lighthouse job went out several months ago. At the time Jandreau was so busy conniving with Carey and the IUE-CIO that he didn't find the time to raise even one word of protest.

## NATION'S WORKERS BACK VICTIMS OF BLACKLIST

Throughout the nation an increasing number of working people are expressing their support for those who are resisting company attempts to dictate what their employees shall think or believe.

As one GE worker put it: "The company has already said in a management bulletin that 'unity would best be served if there was no union at all standing between employee and employer.' If we think the way the company wants us to think, there'd be no unions at all."

Attempts to straight-jacket people's thinking was made the official policy of GE late last year. Other companies—recognizing a union-busting policy

when they see one—have rushed to follow suit.

But the union movement is seeing what this policy means. UE, of course, was among the first to uphold the right of all member to have opinions whether they agree with company policy or not. This is part of UE's constitution. Today such unions as IUE-CIO are compelled to do likewise.

In Lynn, Mass., IUE-CIO Local 201 is processing as a grievance the case of Alex Gregory, IUE member who refused to cooperate with the McCarthy committee when it came to town.

In Buffalo, IUE-CIO Local 1581, Westinghouse, the membership voted to uphold the right of members to use Constitutional amendments to protect themselves against Congressional inquisitions. Even Carey was compelled to go along.

In Pittsburgh the Stewards Council of the huge Westinghouse plant, IUE-CIO Local 601, voted full support for two IUE members suspended by Westinghouse when it adopted GE's firing policy.

And so the pattern develops. Despite the propaganda which surrounds the issue, the fact remains that a worker has the American right to his own opinions and thoughts. To surrender these, as the GE worker previously quoted said, would mean "no unions at all."

## WHO ARE THE OUTSIDERS?

The recent un-American Activities Committee hearings in Albany and the press statements which followed reveal some of the men behind the so-called secession.

They include Salvatore Vottis, Father Lamanna, James Carey, Harold Blodgett, Joseph McCarthy, Pat Kearney, representatives of GE management—outsiders all. It is clear that Jandreau and his small group are committed to forces outside the union and can no longer serve the interests of GE Schenectady workers.

## UE WINS SENIORITY GRIEVANCE VICTORY

### Einstein Hails Stand By UE Representative

BUFFALO — Albert Einstein, world famous scientist who has frequently raised his voice in defense of American democracy, commended UE International Representative Emanuel Fried for his refusal to cooperate with the House Un-American committee in Albany recently.

"I am convinced that you did the right thing and fulfilled your duty as a citizen under difficult circumstances," Professor Einstein wrote in a personal letter which he signed, "My Respects, A. Einstein."

### A Mother's View Of GE Layoffs

A reflection of the "growing need for action" on the unemployment problem is contained in the Schenectady newspapers letter columns. A recent communication from Mrs. Ida Jeannot, a Schenectady mother, points out, for example, that "Like most mothers, I have been viewing with growing concern the present unemployment situation . . . It seems a shame that in a country as fine and large as ours, only a war can bring prosperity."

### GE SEEKS END OF PLANT SENIORITY

General Electric management is trying to scrap plantwide seniority and apply the weak IUE security clause.

Article XI-1(a) of the UE Contract says—"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." This means strict plantwide seniority.

But under the IUE-CIO contract, GE has its big loophole. Article XI-1 provides that seniority can be applied on a "plant, department or other basis." This has been the big opportunity GE has used to force department and group seniority on workers in Lynn, Syracuse, Fort Wayne, and Pittsfield.

## • An Editorial • THE WAGE CUT NEGOTIATIONS

The notion that once GE Schenectady workers are "represented" by IUE-CIO everyone's troubles will be over cannot survive what happened in auto and textile last week.

The million-member UAW-CIO "negotiated" a wage cut of up to 10 per cent for the Kaiser and Willys workers. CIO textile workers are again faced with a "negotiated" wage cut, this time a 15¢ an hour "package" that includes loss of several paid holidays and vacation benefits.

The CIO Steelworkers Union which also claims a million members, failed to lift a finger to save the seniority rights and jobs of ALCO workers here in Schenectady.

This is CIO leadership. And anyone who is sucked in can't expect better treatment than the nation's auto, steel and textile workers.

The CIO says that the wage cuts in Kaiser are necessary "to stabilize the firm's economic position."

This is just another way of saying that what benefits the company benefits the workers, or, as Wilson of General Motors expressed it, "what's good for GM is good for America."

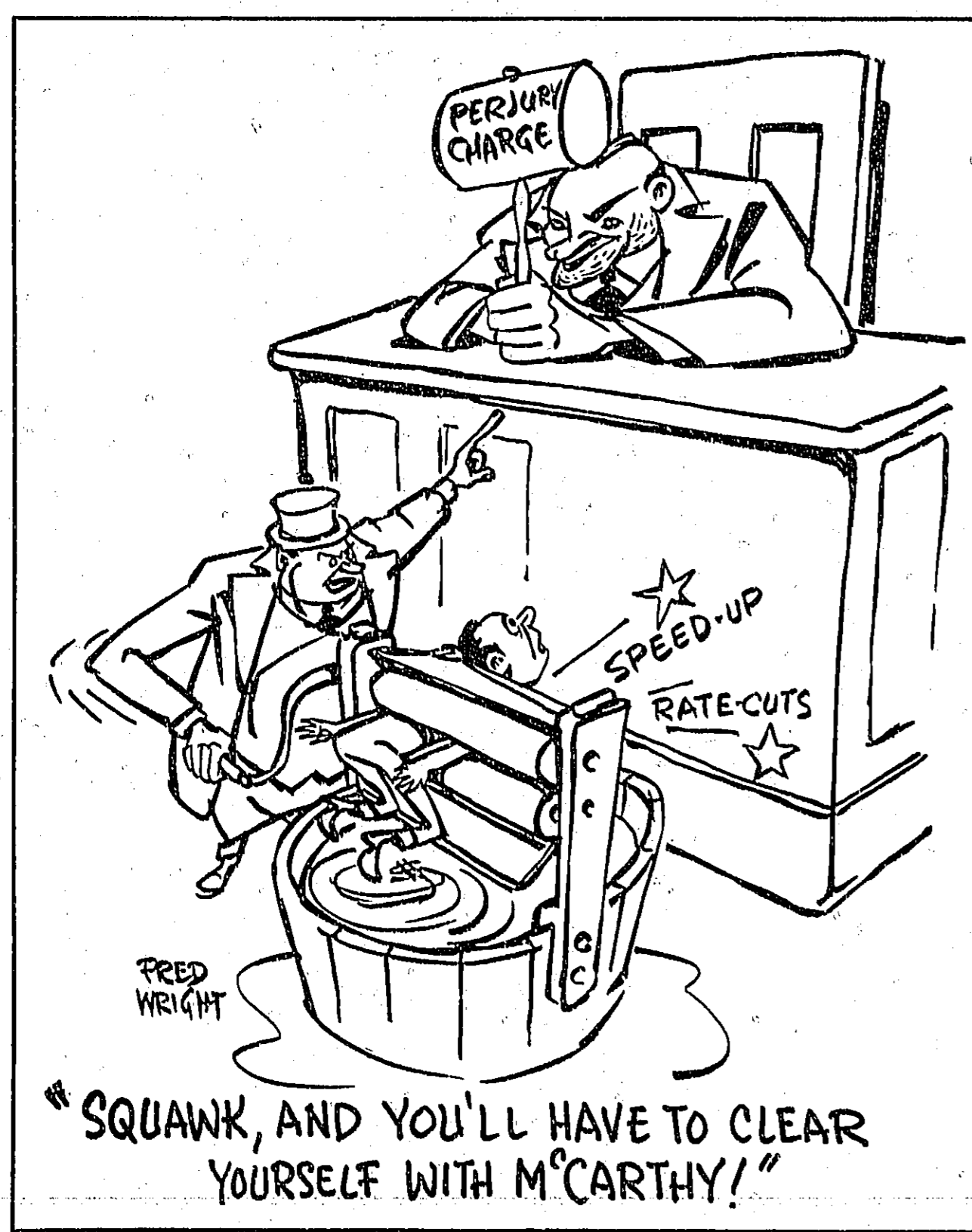
Carey in his offer to cooperate with GE and other electrical firms in "cost reduction" schemes—layoffs, speedup, job moving—is also saying the company first—"What's good for GE is good for me."

UE cannot accept this. We do not agree that wage cuts are in the workers' interests.

Experience shows that wage cuts do not save jobs. They just lead to more wage cuts and finally to depression. Ask the textile and carpet workers of Amsterdam and the Troy area, many of whom have been taking cuts for 5 years, what has happened to their living and working conditions.

UE believes that the working people come first and that what benefits the people benefits the nation.

This is the essential difference between the UE leadership and membership and the IUE-CIO leadership. With them, the company. With UE, the people!



## TAX CUT

(Continued from Page 1)

4-cent-an-hour wage increase in the pay envelope of the average American worker with a wife and two children.

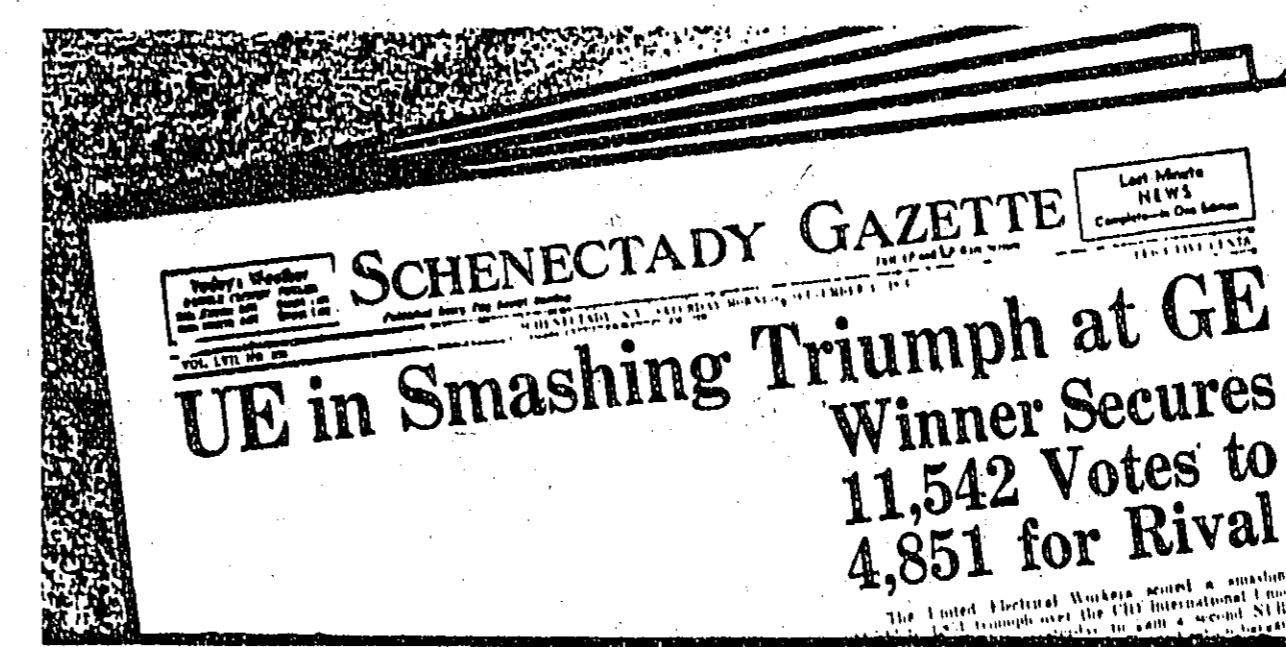
The George Bill, if adopted, would be equivalent to an 8-cent raise this year.

With the equal division of votes now existing in the Senate, the George Bill can be passed in the Senate if a real fight is put up for it, Nixon told the Senators.

While the UE supports the George Bill, the union takes the position that no taxes should be levied on incomes below the amount needed to maintain the standard of living.

This would mean an exemption of \$1,800 for a single person, \$2,600 for a married couple, and \$700 for each dependent.

## UNITY BEGINS AT HOME



The unity that has paid off for Schenectady GE workers over the past 17 years was never stronger than during the 1951 IUE-CIO raid. This headline and our memories tell the rest of the story.

WE DID IT BEFORE — WE'LL DO IT IN '54!

## UE Wins Back Pay For Woman

UE Local 301 this week added a \$102 back-pay settlement to seniority credits already won for a Bldg. 17 punch press worker. The pay was won for Yolanda Spadaro for time lost during a recent illness.

## YOUR GRIEVANCES

If your grievances are not settled in the shop, the place to come is UE Local 301 Temporary Headquarters, 201 1/2 Broadway. Remember UE is your only legal bargaining agent.

The union office is open all day and evening.

## No Local Autonomy On Strikes And Contracts In IUE-CIO

### CONTRACTS

IUE-CIO national contract settlements are not accepted by action of the membership.

Contract settlements are accepted by vote of the IUE-CIO Conference Board. The Conference Board vote is binding immediately on the local unions.

(See IUE-CIO Constitution Art. IV, Sec. F)

### STRIKES

In IUE-CIO, strikes in connection with national negotiations are not called or terminated by the membership.

Strike action is taken by vote of the IUE-CIO Conference Board. The local unions are bound by the vote of the Conference Board.

(See IUE-CIO Constitution Art. XXIV, Sec. G)

## UE WINS FULL WORK WEEK FOR MATRON

One of the grievances won by UE last week in Bldg. 41 was a full 5-day work week for a woman who had been put on 4 days.

Before the UE grievance victory, more than a dozen women were using a washroom not attended by a matron on the fifth day.

## Giveaway Drawing to Back Women's Parley Delegates

UE Local 301's Women's Committee this past week announced plans for a drawing to finance a delegation of 35 or 40 women to go to the National UE Women's Conference in New York, May 15 and 16.

## UE REOPENER STRESSES JOBS, PAY INCREASES

With General Electric profits skyhigh, UE's National negotiating committee for GE workers began talks with the company this week in New York determined to win a substantial wage increase, an improved pension plan and other urgently needed benefits for GE employees.

### UE District 3 Council Blasts Secessionists

UE District 3 last week blasted those who "have given the General Electric Company a wedge to destroy 17 years of unity of Schenectady GE workers." Delegates from 17 Upstate New York locals voted unanimously to remove and expel IUEers William Stewart and William Mastriani from the posts of vice president and trustee of the District.

High among UE's demands is one for a 35-hour week at 40 hours' pay as a partial solution to the layoff problem facing GE workers in Schenectady, as throughout the nation. UE also demands layoff pay to cover all employees in any plant with one week's pay for each year of service.

In presenting the demand for higher wages, UE points to the need for increasing the purchasing power of GE workers as an anti-depression measure. In addition to these and other demands, UE is seeking to combat removal of jobs, layoffs, short time, cuts in piece prices, downgrading and violations of seniority.



4 • Thursday, April 22, 1954

## UE on TV

Sunday, April 25

at 4:15 p.m.

WRGB

CHANNEL 6

"What's Behind GE's Policy"

## UE Gains 40 Hours For Bumped Worker

A company attempt to violate the seniority provisions of the UE-GE national contract was balked last week when UE Local 301 won a grievance case enabling a worker to get a 40-hour-week job instead of the 30-hour job originally given to her.

Estelle Vessels, a worker with 4½ years service, was laid off recently in Bldg. 269. The only work she was offered was a 30-hour office service job, although other workers with less service were working 40 hours. The UE grievance machinery took the case to Bldg. 41, and there won the full-time job for Sister Vessels.

ELECTRICAL UNION NEWS

# COMPARE!

## CONTRACT COMPARISON

	UE at General Electric	CIO at US Steel	UAW-CIO at General Motors
<b>Paid Holidays</b>	7	6	6
<b>Night Shift Bonus</b>	10% (average 19¢)	6¢ second shift 9¢ third shift	5% second shift 7% third shift
<b>Saturday Overtime</b>	Time and one-half for all Saturday work.	No Time and one-half for Saturday work unless it is sixth day of work week.	No Time and one-half for Saturday work unless it is sixth day of work week.
<b>Pensions</b>	\$125 monthly minimum after 25 years	\$100 minimum after 25 years.	\$100 minimum after 25 years.
<b>Seniority</b>	Job security based on length of service PLANT-WIDE	"Ability" and "Physical Fitness" Govern.	Seniority by job classification.
<b>Rate Protection</b>	Contract guarantees at least the same hourly earnings after change in method.	NO RATE GUARANTEE	NO RATE GUARANTEE
<b>No Discrimination</b>	No discrimination on account of race, color, creed, National origin or marital status.	NO PROTECTION AGAINST DISCRIMINATION	NO PROTECTION AGAINST DISCRIMINATION

## YOU BE THE JUDGE!

Here are the benefits which GE workers have in the UE.

Here are the things which the two BIGGEST CIO unions, each claiming more than 1,000,000 dues payers, have NOT gotten for their members.

IN EVERY RESPECT THE UE CONTRACT IS FAR OUT FRONT!

IUE-CIO has already lost plantwide seniority, piece work protections and many other contract benefits at other GE plants. Carey's raid in Schenectady would drag us down to the level of CIO.

**DEFEAT CAREY'S RAID IN SCHENECTADY!  
PROTECT YOUR CONTRACT!**

Issued by UE Local 301

201½ Broadway, Schenectady, N. Y.

4-27-54

# UE Facts for Action

Issued by UE Local 301

May 4, 1954

## GE WORKERS KNOW

# THE CONTRACT IS THE ISSUE!

The IUE-CIO petition last week flopped! Only a minority signed, a building by building check shows. It flopped because the big majority of workers understood that they would lose their UE contract if Carey's IUEers took over. It flopped because the workers felt the desperation behind the high pressure tactics of the IUEers.

There are two big reasons why GE Schenectady workers are reuniting to hold on to their UE contract.

1. The UE-GE Contract, which runs until April, 1955, nails down the UE gains of 17 years. This means that so long as GE Schenectady workers are covered by the UE-GE contract they will not be exposed to the wage cuts and loss of benefits negotiated by the CIO in auto and textile.

2. Only the UE contract guarantees plantwide seniority and protects earnings. This means that GE Schenectady workers will not be forced to strike for seniority as in GE Syracuse or work without a seniority agreement as in GE Louisville.

Will UE continue to do everything in its power to help GE workers keep their contract, especially in view of big layoffs, downgrading and rate cuts? Absolutely!

This is the way the workers' interests are protected. This is how a rank and file union operates.

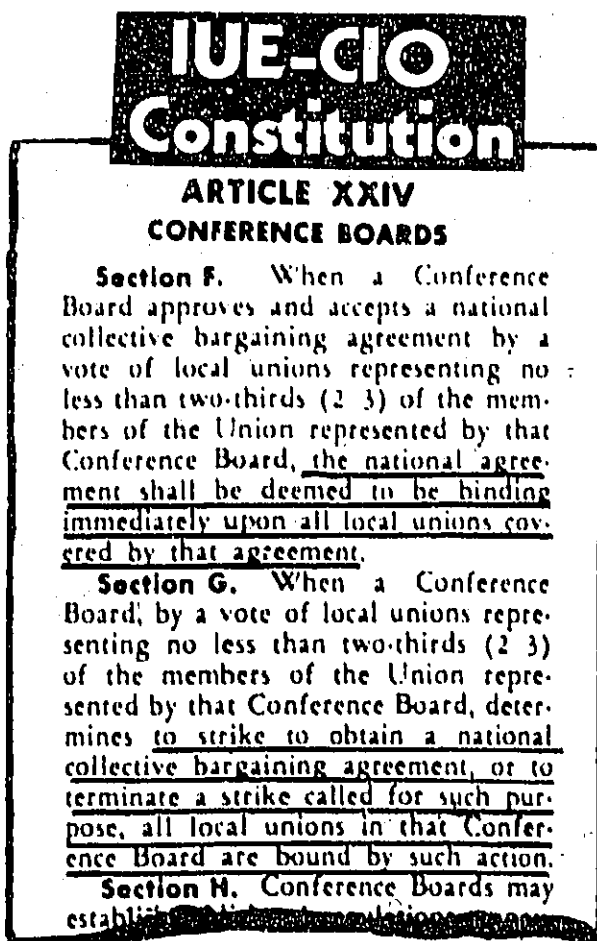
The majority — and more workers each day — supports the UE in this position. That is why we have the swing to UE, noticeable to all, in Turbine, Tube, Controls, Utilities and in many other buildings and divisions.

The present crisis is especially serious in view of the worsening unemployment situation and the attacks upon the American system of free trade unions.

Again we are faced with an IUE-CIO raid, led this time by Jandreau instead of Kriss. Again the company, taking advantage of the raid, is moving in on rates, working conditions, seniority.

All that stands in the way of the old non-union days of unlimited rate cuts, speedup and no seniority is the fight of the GE workers in UE to keep their contract and their union.

The Carey clique doesn't stand a chance against a fighting membership.



**NO RIGHT  
TO VOTE  
ON  
CONTRACT**

**NO RIGHT  
TO VOTE  
ON  
STRIKE**

**ANOTHER BIG DIFFERENCE.** In UE, the members make all key decisions. In IUE-CIO, it's the Carey clique which calls the tune. The above reproduction from the IUE-CIO constitution (Page 47) tells the story.

### **"Nothing Will Happen?"**

Charles Douds, Regional Director of the National Labor Relations Board, was one of the first to nail the IUE-CIO lie that Schenectady General Electric workers would be able to take the benefits and protections of the UE Contract with them if they went into the IUE-CIO.

Asked by a newspaper reporter what would happen to the UE contract in Schenectady if the local went IUE-CIO, Douds replied, "What happens to your lap when you stand up?"

## These are their words...



"IUE-CIO is not uniting GE workers but disorganizing them, wherever it has gotten into a plant. The GE Co. knows the IUE-CIO's weakness in every plant, and so do officials of the IUE-CIO know it. That is the reason why IUE-CIO has to grab at every crumb the company offers; why it can't protect the workers in the day to day operations in the shop, why it sells out the workers in negotiations, and why it has to depend on empty brags and red-baiting to cover up its miserable record."

— Leo Jandreau, Aug. 31, 1951.

"To defeat the attempts of the IUE-CIO in 1950 and 1951 to split and disrupt our unity it cost \$100,000. To keep a fighting union and our contract conditions it was worth it."

— Leo Jandreau, Feb. 21, 1952.

"Jim Carey is willing to risk any suffering on the part of the IUE-CIO membership if he thinks that that suffering will serve his main purpose, trying to split UE."

— Leo Jandreau, Sept. 19, 1952.



"The IUE for the past years has always been disrupting, union-busting, trying to take away the benefits that should be gotten for the people of the GE, trying to take us away from filing our day-to-day grievances with the company. As soon as we get rid of this IUE we will be in a better position and will be able to go and try to bargain with the company and get those benefits that the people still want."

— James Cognetta, September, 1951.



"On my most sacred word of honor, I will bear true and faithful allegiance to the UE and its membership and will defend it against all who seek to do it harm."

William Mastriani, Jan. 18, 1954

"After our strike in 1946 C. E. Wilson swore he would get this Union. First he hired Boulware to do the job and then he got hold of Carey to disrupt from within."

— William Mastriani, Nov. 20, 1953.



"UE did a good job and the fact that the enemies of our Union red-bait us only proves that they can't take us on over issues and on the record."

Vincent Palazuke, Jan. 8, 1954



"Our contract ranks with the best in the country. Our seniority clause is second to none. Our democracy is unequalled. I guess Cordiner doesn't like that. What's more important, we do."

Harry Williams, Jan. 8, 1954



→ "The elimination of abuses, the winning of a shorter work week, higher earnings and greater benefits are due to our unity behind UE. I am convinced that the only way we can keep what we have and win further gains is through our united efforts behind UE."

— William Kelly, Jan. 8, 1954

"I have talked to people from IUE shops and it's as though they were back in the company union days of the Works Council."

← — Larry Gebo, Jan. 8, 1954.

