

Constitutional Amendment and Resolution

The combined membership and shop stewards' meeting of UE Local 301 Tuesday at the union hall amended Article X, Section B, of the constitution on recommendation of the Executive Board to provide that the selection of assistant business agents be limited to members of Local 301 who work in the plant.

On unanimous recommendation of the Board the meeting also adopted the following resolution:

"The Executive Board is recommending to the membership a constitutional amendment requiring that in appointing full-time union representatives the selection be limited to members of Local 301 who come from this plant.

"The Board makes this recommendation solely in recognition of a demand on the part of many members that full time union leadership be developed from the ranks of those who have shown their leadership ability in the plant. This is a sound principle to develop a strong leadership for the future.

"At the same time we recognize that some people have sought to twist this organizational principle into a plan for a red-baiting purge of people on the basis of political belief, real or rumored. This is of course the line of the company, Carey, Murray and politicians and it is not an accident that those who want a purge direct their fire mainly at those who were slandered most viciously by the IUE.

"The workers in this plant rejected the IUE company union line in the NLRB election May 25. Now the same forces seek to press it within UE 301 under cover of the developing war hysteria. That hysteria is all the more reason for our standing firm in the defense of our conditions and our basic principles.

"UE Local 301 stands firmly on the position stated in the preamble to its constitution, that all workers in our industry have equal rights, regardless of craft, age, sex, nationality, race, creed or political beliefs."

"This is the principle on which this union has established a record of gains unmatched by any other union in big industry. We do not propose to surrender now to the IUE and its outside supporters, the

principles of democratic American unionism which were vindicated and re-affirmed on May 25. Such a surrender would take us down the road to government-controlled, company-unionism and before long to the destruction of our hard-won gains.

"Such a surrender to a political purge demand would give the company the excuse and the basis for a systematic campaign to get rid of those union leaders who have fought hardest in the shop for the members' rights. It would make this union helpless to protect the working conditions of the GE workers in the very difficult times ahead.

"This union built its strength and its record by refusing to buy so-called respectability in the eyes of the newspapers and other outside forces at the expense of the GE workers' true interests.

"We shall continue to fight against control of this union by any outside influences, political, religious, fraternal, or company agents.

"We shall continue to fight against the use of red-baiting to cover up incompetence, undemocratic practices, lack of program, or betrayal of the workers' interests.

"We pledge ourselves to continue to enforce the right of all members of UE Local 301 to equal citizenship, to express their views without penalty, and to hold office under the constitution and their jobs in the plant on the basis of their record alone. We shall fight against attacks or discrimination based on expressed or supposed opinions, of a member or of any outside groups. We shall fight and maintain our policy that the members run our union.

"Only in this way can we build and preserve UE Local 301 which served the interests of GE workers for 14 years and must do so under much more difficult conditions in the months to come."

UE Wins More GE Units

Challenged ballots of warehouse General Electric workers at Detroit, Mich., and GE boiler room workers at Cleveland, Ohio, were recently opened by NLRB representatives. The count clinched the election for UE in both units.

Raises Obtained For More Groups

Meetings are being arranged with the company to discuss further adjustments in rates for the skilled crafts and related groups.

A. C. Stevens, assistant to the works manager, last week offered a one-step increase to all 23 lay-out men on large parts in Building 273, with a 4-step raise in the official job rate. He also offered a one-step raise to Class A erectors and to leaders in the same building. This affects all 50 in the two groups, except for one man who already was above the new job rate. The A rate is raised one step and the leader rate two steps.

The offers were accepted by the respective groups, but they are pressing for similar adjustments for the other lay-out men and the B and C erectors in Bldgs. 273 and 49.

The power house group will meet shortly to consider an offer by Stevens which would affect some of the power jobs only.

Business Agent Leo Jandreau is pointing out to Stevens that the GE offer on skilled trades is in conflict with the company's whole past position on the relationship of job rates. The company has omitted the top-rated toolmakers, machine operators and welders from its offer. It also has omitted some groups of crafts and helpers, and various other groups in the higher brackets.

Raise Is Obtained For Bldg. 19 Group

The union has obtained a raise of two steps in the AER (anticipated earning rate) on the job of tending an enamel furnace on large enamel punchings in Building 19. This is the furnace on which the process was changed to automatic feed. About 24 men benefit from the raise. The case was handled by Executive Board Member Sidney Friedlander and Shop Steward Peter O'Neil.

John P. O'Malley

John P. O'Malley, for many years an active member of UE 301 before he retired from his job in the Turbine Division in March, died Saturday at his home at Duane Lake. He was a former member of the Schenectady Democratic County Committee. Besides his widow, his survivors are a son, a daughter and seven grandchildren.

IUE Sell-out Angers Westinghouse Workers

More than 3,000 Buffalo Westinghouse workers at a plant gathering last week voted unanimously to reject sell-out recommendations of the IUE leadership. These recommendations were to speed up production and to stop their "round-robin" meetings in return for a vague stalling promise by the company to negotiate an adjustment in key-sheet raises.

Instead, the Buffalo workers voted that a strike vote be taken on Aug. 10. But they learned to their anger, that a strike vote could not be taken for 90 days without violating an IUE national sell-out, a partial agreement reached with Westinghouse.

In spite of this, they had another big meeting this week at which they planned to take a strike vote. But an IUE attorney told the meeting the action would be illegal.

The workers have been holding "round-robin" meetings to force an upward adjustment in their key-sheet raises. One group of workers attends a meeting, returns to work and then another group attends.

IAM Doesn't Show Up At Meeting on Election

Representatives of the International Association of Machinists failed to show up at a meeting arranged last week to discuss means of speeding action on the unchallenged ballots in the toolmakers' run-off election.

As a result, the matter has gone to the NLRB for a decision. UE 301 has taken the position that only one of the 54 challenged votes was eligible, but that Local 301 is still willing to work out an informal agreement.

No matter how the NLRB rules, UE 301 is assured of a victory. However, certification can be delayed for weeks or months if a formal NLRB ruling is required.

Second Shift Social

A second shift social will take place at midnight tonight (Friday) at the union hall. Tickets are 50 cents.

Want UE Union Shop

In the face of an anti-union letter by the company, workers at AMI, Inc., Grand Rapids, Mich. voted for a UE union shop in an election conducted by the NLRB. There were 189 votes for it and 81 against.

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Equal Shifts Won For Turbine Dept.

As a result of mounting pressure by Turbine workers for equal shifts, the General Electric Company this week agreed to place third shift workers on an eight-hour shift in Building 273, like first and second ones.

A. C. Stevens, assistant to the works manager, told UE 301 representatives at a grievance meeting in Building 41 Tuesday that third shifters will be put on a schedule of reporting to work an hour earlier at night. This will do away with the present third shift practice of having to work till noon Saturday to make up a 40-hour week.

The change will mean an overlapping of the second and third shifts for an hour each night, Stevens said, and an overlapping of the third and first shifts for a half-hour each morning. There are some "real difficulties" to be worked out, he told the union committee, but, he said that he will try to put the new schedule into effect next Monday.

The union has been trying for three years to get GE to end the discrimination against third shift workers by installing equal shifts. In previous meetings management dismissed the suggestion of overlapping shifts as impractical. The company has also always turned down, and did so again this week, the union's suggestion that the equal-shift arrangement be worked out by paid lunch periods.

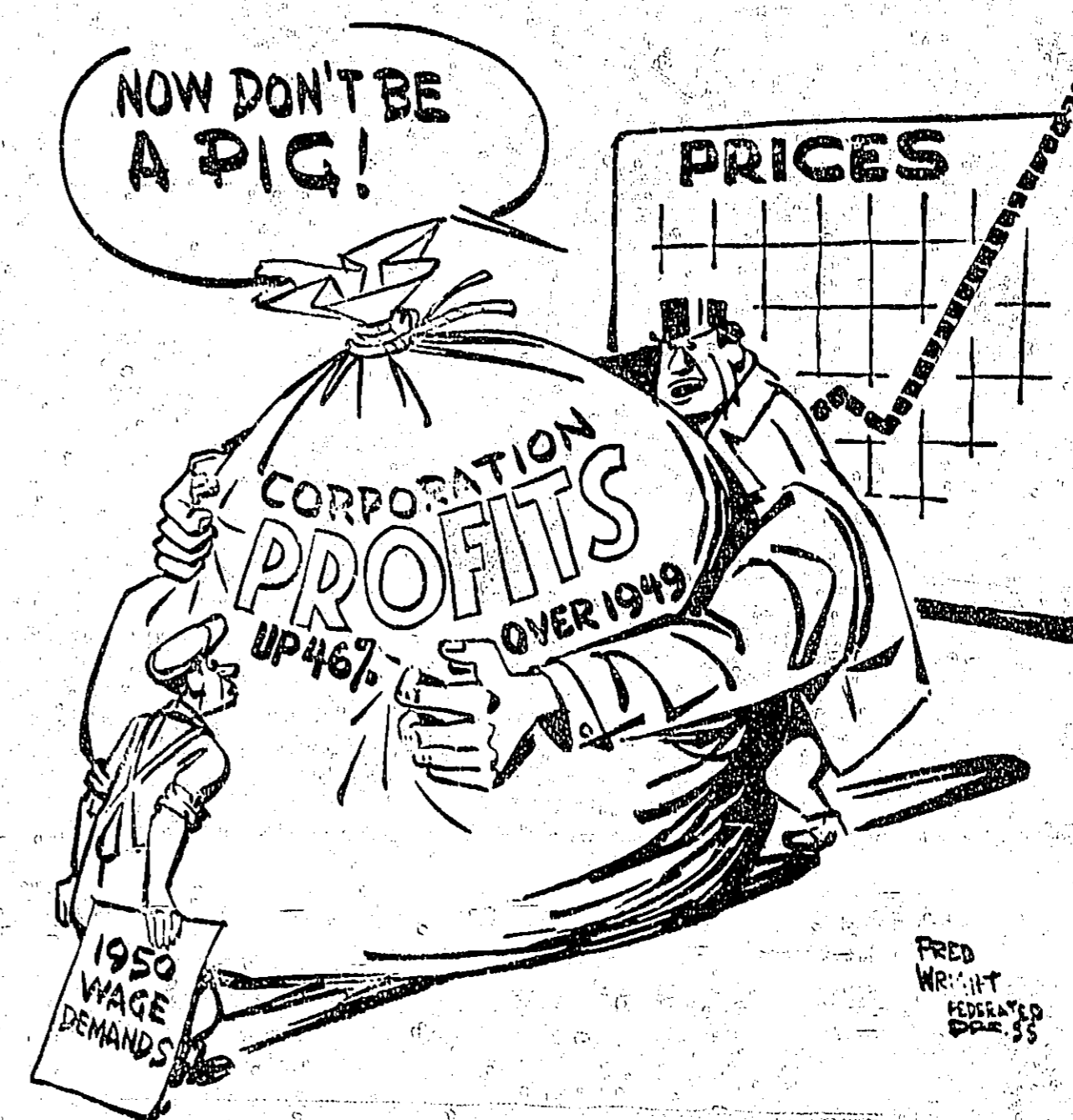
Representing 301 Tuesday were Business Agent Leo Jandreau and the following Turbine workers:

Jack Andrews, Emanuel Badalucco, Allen Claypool, Frank Cornicelli, B. L. Ferial, Ed Paulingi, Rudy Rissland, Fred T. Sheehan and Teddy Wheeler.

Blood Donors Needed

Volunteers are needed to give pints of blood to St. Clare's hospital to make up for transfusions given to Mary Pawlicka, a UE 301 member who is a spot welder in Building 53. She underwent an operation and has not yet returned to work.

People willing to give blood should notify the union office.



Another Boulware Masterpiece Twisting Facts About GE Offers

L. R. Boulware, GE vice-president, got out a special edition of the Works News, plus newspaper advertisements, this week, to blow up the company's pension and insurance offer far beyond what it really is.

He also made the unfounded claim that GE offered vacation and holiday "improvements". Actually, GE offered no improvement of either the vacation or holiday clause and instead tried to weaken the holiday provisions.

The Boulware item says that GE is the "first major corporation in the United States" to offer a \$125 minimum pension. That may be so among the big chain plants, but actually UE pioneered on the \$125 minimum pension in its agreement last winter with Westinghouse Airbrake near Pittsburgh. And the Westinghouse Airbrake settlement provided for insurance and hospitalization paid for entirely by the company, unlike GE's offer, and covering families as well as employees, while GE's offer covers the employees only.

The Boulware piece declares that the "security package" ranges in value from 15 cents to 28 cents per hour for each employee. That is based on the company's own figur-

ing of insurance statistics, which are very hard to check.

But even if these figures should be correct, they would be very misleading. They are intended to make you believe that the offer this year is worth from 15 to 28 cents an hour. Actually the security offer includes the pension plan already in effect and developed under UE pressure over the years. Only a small part of the offer represents added cost this year.

The real story is that GE's profits keep going up and up, because production per employee keeps getting higher and higher. That means that the workers are entitled to shorter hours, higher pay, and other benefits, not just for themselves, but to maintain the country's economy. And now prices are rising again.

Back the Contract Negotiations By Paying Your UE 301 Dues.

Negotiations On Contract Continuing

Contract negotiations between UE and the General Electric Company were resumed Monday in New York City at a session devoted chiefly to discussion of grievance procedure, transfers and the company's proposal for a no strike clause.

A session was scheduled for yesterday (Thursday) and negotiations are expected to continue next week.

GE has withdrawn some of the proposals it made to weaken or destroy basic contract protections, and it has increased its pension offer to a \$125 minimum and has made a few concessions on insurance. But the union and company are far apart still on many major issues.

Delay in Certifying Vote of Toolmakers

Certification of UE's victory in the toolmaker run-off July 28 still waits for action by the NLRB on the 54 challenged ballots. The International Association of Machinists has been ducking a meeting to work out some method of speeding action in the matter. This in no way helps the IAM, but merely delays the toolmakers in getting formal recognition of their union.

Marshall Perlin, 301 attorney, last week visited the NLRB office in New York to press for fast action on the challenged ballots. A representative of the board is expected to come to Schenectady shortly to investigate.

Awards for Injuries

A workmen's compensation award of \$1,200 has been made to Elmer Streeter, Building 273 planer, for 50 per cent loss of the use of his right thumb. He was injured June 22, 1949.

Another recent award was \$576 to Sidney J. Male, Building 16 sweeper, for injuries to two toes June 15, 1949.

Both cases were handled through the UE 301 attorney, Marshall Perlin, as part of the union's free service to its members.

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SCHENECTADY GE LOCAL 301

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FitzGerald, Scribner See Attorney General

UE President Albert J. FitzGerald and the national UE attorney, David Scribner, had a conference in Washington Wednesday with U. S. Attorney General J. Howard McGrath at which they urged that action be dropped in the contempt citations voted by the House of Representatives against seven UE leaders and members.

UE members throughout the country regard the attack on the seven as an attack on the union itself and an effort to keep it from functioning, FitzGerald told the attorney general.

He declared that UE officers don't intend to be made "finger men" to be used against other union people.

Scribner challenged the constitutionality of the contempt citations voted at the request of the House Un-American Committee. He said that in presenting the cases to a grand jury the U. S. attorney in charge should advise the grand jury that an indictment would be unconstitutional. Scribner will submit a memorandum to McGrath on the constitutional question.

UE 301 last week at its membership meeting voted to send a four-man delegation to Washington to protest to McGrath against the proceedings against the seven UE members. McGrath's office informed the UE Washington office that the meeting will have to be with one of the U. S. attorneys who will be handling the case, not with McGrath.

UE locals all over the country are joining in the defense of the UE members cited for contempt. The seven cited include Secretary Treasurer Julius Emspak and Director of Organization James J. Matles.

Vote UE Union Shop

Workers at the Master Electric Company, Dayton, Ohio, recently voted for a UE union shop in an NLRB election, with 746 voting for it and 96 against.

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From Midnight on— Second Shift Stages a Social



Here's a picture of some of the second shift workers at their social Aug. 18 at 301 hall.

UE Trounces IUE In Edison Vote

UE scored an overwhelming victory Aug. 3 when workers of the Thomas A. Edison Industries at Newark, N. J., chose UE by a vote of three to one in NLRB elections at six units. In a small seventh unit there will be a run-off election between UE and the International Association of Machinists.

Total vote for UE was 1,265; for IUE, 439, and for IAM, 44. Over half the workers voting are employed in the storage battery unit where UE polled 797 and IUE 204.

Of special interest was the fact that the large number of Negro workers supported UE almost to a man. Chief weapon of the IUE in the campaign was the anti-labor Newark newspaper, the Star Ledger, which championed IUE.

Marshall Plan Hit By UAW-CIO Officer

The fact that UE raised some questions about use of Marshall Plan money was one of the chief reasons UE was expelled by the CIO.

Last week John W. Livingston, vice president of the United Auto Workers, CIO, called the Marshall Plan a "miserable failure" as far as skilled workers in Germany, Italy and France are concerned. He just led a delegation of union officials on a six-week tour of the automotive and aircraft plants of those countries.

Livingston said huge profits are being made by the companies whose plants have been rebuilt and rehabilitated by Marshall Plan funds but that the workers are getting extremely low wages.

Inspectors Get Rate Increase

The one-step increase offered for inspectors in the AA, A and B classifications went into effect a of last week, after the inspectors had voted acceptance.

UE 301 notified the company that it would continue to press for an increase for the C inspectors, and also go into the question of whether certain inspectors' jobs were properly classified.

The raises went to 218 men in the three top groups, excluding only six B men who were previously at the new B rate.

The official job rate was raised three steps for AA inspectors, two steps for A, and one step for B.

A. C. Stevens, assistant to the works manager, in refusing to put more than a one-step raise into effect now, said the company did not recognize that the men who were at the old AA or A job rate were doing the full job in the respective classification. This will be the subject of shop grievances.

7 Cent Package

Workers at Faultless Caster Company, Evansville, Ind., secured a 7 cents an hour package increase through a new contract of UE Local 813. All production workers received a 5 cents an hour raise. All toolroom and maintenance employees, including janitors and sweepers, got a 10 cents an hour raise. It was the largest increase won by any union in the area this year.

Strike Vote Slated at Two UE Westinghouse Plants

UE Westinghouse locals at Johnstown, Pa., and Derry, Pa., protested against the company's refusal to make concessions in contract negotiations by voting this week to take a strike vote soon. Other locals were planning to act on the same question this week.

Contract sessions are to continue next week. Last week the company made a slight change in its pension proposal, to make a worker 65 years old eligible after 25 years' unbroken service instead of 30 years. Westinghouse still refused to give the workers any vested right in the pension or to raise the \$100 minimum (including social security).

Westinghouse representatives

said the pension UE negotiated with the Westinghouse Airbrake Co. is so far ahead of any other pension plan in industry that Westinghouse can't go anywhere near matching it. Westinghouse also claims it can't make the same offer GE did because GE's profits are so much greater.

Westinghouse made a slight improvement last week in its unsatisfactory insurance proposal.

A REPORT TO—UE LOCAL 301 MEMBERS

A report received from the National GE Negotiations Committee from New York yesterday stated that the Committee has been meeting this week with the company since Tuesday afternoon going into a late evening session on Wednesday to 10:00 p.m. at night and by Thursday noontime the Negotiations Committee felt that considerable progress was made as a result of these sessions.

The membership of Schenectady, Erie, Bloomfield, Newark, Elmira and Fort Edward voted for a one day stoppage as a recommendation of the National Committee during the week of September 11.

The Committee is calling for a postponement of that stoppage temporarily in view of the company's agreement to meet the balance of the week and into the weekend if necessary in order to complete the contract. The telegram received from the National Committee follows below:

TELEGRAM RECEIVED FROM NATIONAL COMMITTEE

General Electric National Committee reports considerable progress on contract provisions but acceptable contract not yet assured. However, company has agreed to stay in continuous negotiations all this week in an effort to complete the negotiations. Therefore, the National Committee recommends the one day stoppage planned on Monday the 11th be postponed until Wednesday the 13th. The National Committee will make a further report on contract negotiations on Monday.

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