

"All that harms labor is treason to America. No line can be drawn between these two. If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America yet he fears labor, he is a fool. There is no America without labor, and to fleece the one is to rob the other." — ABRAHAM LINCOLN.

ELECTRICAL UNION NEWS

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



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U.S. Production 45 per cent More Than High Record of 1929!

STRIKES — LESS THAN ONE-TENTH OF ONE PERCENT QUIT WORK

The above figures were officially released recently by government departments—including the O.P.M., top defense agency—showing that over 5,000,000 workers were on the job in defense industries, and that only a half dozen strikes, involving less than 5,000 employees, were under way on defense plants.

This means that strikes affected only one-tenth of one percent of defense employment.

Why are the daily newspapers silent about this fine record?

Labor and Industry Production Councils Needed

In spite of the above record, we are far from all out defense production.

Do We Need A Plan?

We are far from all out defense production. Newspapers and public statements are filled with complaints of failure to carry out the program on time. Official figures show that only a thin stream of arms and other goods are going to the nations fighting Hitler, despite the huge size of defense appropriations.

Here are U. S. Government figures on production failures, prepared by the Office of Production Management and other defense agencies:

Of approximately 63 billion dollars appropriated for defense by October 15, 1941, only 37.4 billions have been let in contracts—a fraction more than one-half the amount authorized by Congress. Of the amount let-in-contracts, only 10.6 billions have been paid out for goods and services received. Of more than 12,000 industrial plants found suitable for arms production by the Army and Navy experts, only 6,657 were being utilized on September 15, according to testimony before Congress.

Of 184,000 manufacturing companies in the U. S., only 4,000 have direct defense orders from the government of over \$50,000 according to OPM officials.

And only 40 percent of usable machine tool time is now being employed on both arms and civilian production, according to Morris L. Cooke, OPM engineer.

Production of consumers' goods is being drastically curtailed, due to shortages of materials and failure to expand capacity of plants. At the same time hundreds of thousands of workers are being laid off their jobs, to join the millions already unemployed.

These failures to use full capacity and these shortages are entirely unnecessary. They could have been avoided in the first place, and they can still be overcome, if, as C.I.O. President Murray has pointed out, we go ahead "with full utilization of available labor, with proper redirection of consumer demand, with the application to constructive ends of the intelligence God gave us."

America has ample resources to build both for defense and for higher civilian standards at the same time. All that we need is planning for full production, for full utilization of labor's skill and labor's brains, and for the expansion of productive capacity where it is needed.

People of the Capitol District Demand Production Council

The people of the Capitol District represented at the recent Smash Hitler Rally, held at the Erie Theatr, unanimously adopted a resolution calling for the immediate formation of a Production Council on a Capitol District basis, including representatives of government, labor, industry and the public.

Aim of the Council

The aim of the Production Council is:

- (a) To produce arms in needed quantities and on time to defend the United States from fascist aggression and to aid the nations resisting Hitlerism;
- (b) To maintain and improve the American standard of living by producing and distributing sufficient civilian goods at the

same time;

- (c) To preserve the right to organize and bargain collectively as the keystone of American democracy;
- (d) To give labor a real voice in America's greatest task—the defense of our free institutions.

General Duties of Council

- (a) Find out the domestic and arms requirements of each industry, coordinate production facilities, and expand capacity where necessary.
- (b) Put unemployed workers in jobs in industries and in areas where they are available, and train new workers where it is found necessary.
- (c) Increase production by full use of all plants, eliminating the bottlenecks caused by "contract hogging" by some big corporations, by red tape in issuing orders, and other technical factors.
- (d) Promote collective bargaining in all industries, requiring industry to obey labor laws such as the Wagner Act, Wage-Hour Act, Social Security Act, Walsh-Healy Act, etc.

Is Labor Now Represented in The Defense Program?

Labor representation on Production Councils is a basic part of the CIO defense plan. Some people claim that labor is represented in the defense program now, and that labor, therefore, should stop demanding any more place in the program.

This claim is simply not true. Labor is not now and never has been adequately represented in national defense, despite the fact that labor has the responsibility of making the weapons and goods that create defense. It is true that some "labor advisory committees" have been set up.

They are a poor substitute for labor representation. They have no power to make decisions, no power to recommend action, even very little power to give advice.

The CIO went on record in opposition to advisory committees when its representatives took time at the special legislative conference of July, 1941, to pass this resolution:

"The CIO stands opposed to the establishing of any more labor advisory groups and does hereby endorse and approve the CIO Industry Council Plan; and every person here and every union or organization affiliated with the CIO shall work diligently through its own units and through all state and local industrial councils of the CIO to bring about the establishment of the CIO Industry Council plan by the government of the United States."

Must Labor Give Up Its Rights?

Organized labor is wholeheartedly behind the defense program, realizing the paramount importance of defending our country and its institutions against the menace of Hitlerism. The CIO has repeatedly gone on record supporting national defense, in convention action and in statements and resolutions of its thousands of affiliated bodies.

"Labor's cooperation in the promotion of the nation's defense program has been established by its record in the major basic and defense industries of the country," President Murray said.

"Never before in the history of the U. S. has industrial peace been created to such a degree as it has been in those industries over which the CIO assumes jurisdiction and in which its affiliated unions have collective bargaining rights with employers.

"We naturally hope and intend to improve our conditions of employment and our wage standards. This we contend is a legitimate, constitutional and God-given right."

Endangering Our Democracy

The right to organize, to bargain collectively and to take strike action where necessary is the keystone of American democracy. These are the first rights that the Nazis destroyed when they took over Germany, and the first rights they destroy when they seize other people's countries. Certain anti-labor forces in this country that raise the cry in Congress and in the newspapers for abolition of these rights are playing Hitler's game. They would endanger our democracy to satisfy their own hatred of labor and their jealousy of labor's gains.

(Continued on Page Two)

ORIGINAL TORN

LOCAL 301 SPONSORS CO-OP INSTITUTE

Local 301, together with the Eastern Cooperative League and the Schenectady Consumers Cooperative, is sponsoring an institute on Consumer Cooperation on December 6 and 7 at the CIO Hall. Speakers will discuss the question of "How Workers Can Influence Prices as Well as Wages."

ON SATURDAY NIGHT, December 6th, starting at 7:30, the session will commence with a talk by Julius Emspak, General Secretary-Treasurer of the UERMVA. He will be followed by Wallace Campbell, assistant secretary of the Cooperative League of the U. S., speaking on "What Is Consumer Cooperation?". Following Mr. Campbell, Ted Silvey, secretary of the Ohio Industrial Council, C.I.O., will talk on "Why Labor Needs Consumer Cooperation". Closing the session, after questions and discussion, will be a showing of motion pictures, "Co-ops Are Coming!" and refreshments will be served.

ON SUNDAY AFTERNOON, our own Bill Turnbull will lead off the discussions with a talk on workers and credit unions, or "Be Your Own Banker". James Myers, industrial secretary of the Federal Council of Churches, will then speak on the relations of organized labor and consumer cooperatives. A motion picture, "How Consumers Serve Themselves", will then be shown to be followed by an actual food tasting and testing party in the union kitchen with a demonstration by Miss Florence Arfman, food expert of Eastern Cooperative Wholesale. Sunday's program will wind up with a visit to the local co-op market on Eastern Avenue for those interested.

The entire program is one which should be of interest to men and women alike and members are urged to bring out the family. Benjamin E. Naumoff, of this city, who is president of the Eastern Cooperative League, will preside at the sessions.

Copies of the complete program may be obtained at the office. We urge our members to attend these sessions together with their wives. Learn how to spend wisely.

Labor's Use of Strikes

(Continued from Page One)

Organized labor has always been cautious in the use of the right to strike. A strike is serious business, costing the workers time and money, frequently injury and even death. Today, the unions of the CIO are doubly careful in taking strike action, since they realize that defense production must go on unhindered.

The record shows that the unions of the CIO are making full use of all government agencies for mediation and other settlement of disputes. It shows that strike action, where it is taken, is being forced on workers by employers' refusal to bargain, to pay needed wage increases, or to recognize the workers' right to organize in unions of their own choice.

The CIO Industry Council Plan, therefore, makes full recognition of labor's rights and full observance of all labor laws one of the main points in the blueprint for the defense of America. Without this recognition, we would have no democracy to defend.

Industry Must Accept Collective Bargaining In Good Faith

American industry, and organized industry such as the National Association of Manufacturers, has not accepted collective bargaining. This is not a healthy attitude, and will not aid our national defense effort.

Democracy — National Defense — And The Union Shop

The Union's contract with the General Electric Company covers all the production and maintenance workers:

- (1) The Union bargains for all these employees.
- (2) The Union has won increases in wages; vacations with pay; has bettered the lives of all these employees; the Union has given all these employees more of the good things in life.
- (3) All of the G.E. employees have greatly benefited through the Union.
- (4) All the G.E. employees have accepted these benefits. However, not all of the G.E. employees are in the Union paying their share of the burden.

The flimsy argument against the Union shop is that workers should be free to join or not to join a union. This certainly is warping the meaning of true democracy.

LOCAL 301 — was accepted by the G.E. workers in Schenectady through a secret democratic election. Can we imagine for a moment a majority political party electing a Congressman and the members of the minority parties refusing to abide by the laws legislated by the elected Congressman?

The Union is responsible for the maintenance of the contract—still, if a non-union member causes labor trouble the union is blamed—the newspapers yell to high heaven about no discipline in unions.

G-E Encourages Non-Union Members

The G.E. Company and American industry in general is today encouraging the non-union minority to keep out of unions by not granting the union shops in those plants where the majority of the employees have, through a democratic election, selected a certain union for their bargaining agency. The basis for true industrial democracy is the **UNION SHOP** where the majority have voted for a Union.

This is the basis for true collective bargaining. This is the basis for harmonious management-union relationship.

This is the basis for co-ordinate our production defense effort—and will finally bring about the destruction of Hitlerism—and put our country on a firm economic foundation.

Majority rule through free elections is the very foundation upon which the principles of American democracy rest.

MEMBERS TAKING UP GRIEVANCES

It has become necessary to clear up a point on the procedure of a union member taking up a grievance.

Some foremen in the G.E. plant have given out information to the effect that employees should see their foreman on a grievance first—before taking the question up with the Union representative—generally known as the Union committeeman.

This is all wrong. Local 301 is the sole bargaining agency for the production and maintenance employees, in other words the duly elected representative of the employees.

All good union members should use their union committeeman on all occasions; always see your committeeman first on all grievances; furthermore have your union committeeman take up all grievances with the foreman.

This is a basic policy of our union.

Foremen—or anyone else—advising our members differently should be reported to the union headquarters immediately.

One example: If a foreman refuses to settle a grievance or grant a request to an employee directly, it makes it so much harder for a union representative to get a settlement because the foreman feels he must save his face and justify his "no".

You are paying dues to maintain a Union . . . use your union at all times!

FUN! AT A GET ACQUAINTED PARTY

By LINDA MAIETTA

A dinner dance was held at the CIO Hall, Saturday, November 22, for the employees of Building 53 of the G-E Company.

At the dinner, which was attended by 160 employees of the works, Jack Pope of the General Electric Studios presided as toastmaster.

Short, interesting talks were given by our honored speakers: Lewis Male, Merrill Blesh, Peter Guernsey and William Puszc.

A wonderful cast of entertainment was presented, including some splendid tap dancing numbers by Olive Grigoliet, Margaret Catalano, John Andrews, Barbara Nickowski and Jr. La Rosa. Russell Brown gave an accordion solo and George Smith presented a unique novelty act of illuminated pins; also, the Misses Violet Kuney, Joan Porter and Linda Maietta rendered several vocal selections. Following the entertainment, the remainder of the evening was enjoyed dancing to the music of Jack Pope and his orchestra.

A rising vote of thanks was extended to Phil De Siena and her committee for the efficient manner in which they arranged and presented this event. Those assisting Miss De Siena on this committee were: Belle Baxter, Joan Porter, Ida Caprio, Gladys Grigoliet, Marion Smith, Rose Ann Heaney, Beatrice Cohen, Gertrude Hildebrandt, Helen Koral, Florence Chesky, Mary Rotundo, and Linda Maietta.

The delicious turkey dinners were furnished by the Silver Diner and the tables were decorated with the season's flowers which were presented with the compliments of Frank Gallo, florist.

At the dinner Mr. Bill Howell, one of the employees, was presented with a large birthday cake and a gift from fellow workers.

PRICE CONTROL LEGISLATION AND WAR PROFITS

Revealing in the extreme is a contrast between house action on price control legislation and house action on labor control legislation.

Price control has been pending before the house since August. Pres. Roosevelt has written a message to congress to emphasize its importance. Administration big-shots have pulled all kinds of wires to get it passed.

Price control legislation is still a long way from becoming law. Legislation depriving labor unions of their vital rights was introduced and approved by committees within a week.

Also extremely noticeable has been the fact that the most ardent opponents of price control are the warmest partisans of union-busting legislation.

Southern Democrats threatened to oppose revision of the neutrality act to permit arming of merchant ships, a measure that the administration argued was vital to the defense of the nation, unless their labor policies are written in-to law.

The same southern Democrats vent their spleen on the price control bill and even before house action on the measure, it was obvious that the best that could be hoped for would be a cumbersome and ineffective measure.

The connection between control of prices and strikes has been pointed out time and again on the floor of the house.

Working men and women who, within the past eight years, have found that organization there is strength are not going to sit idly by while prices reach for the sky and wages falter by the wayside.

There are signs that the southern Democrats appreciate this connection full well and are determined that the threat to profits represented by strong unions shall be erased.

There is talk that strong measures are needed now in anticipation of a labor shortage later on. No scabs and strong unions means curtailed profits in any language.

For a time there was the hope that the price control bill could be made the instrument of anti-unionists by providing for control of wages. The argument was that wage increases cause price rises.

The Schenectady Civic Youth Council is going to give a BENEFIT DANCE on FRIDAY, DECEMBER 5th in the NORTH TERRACE GYM. The proceeds are going to be used to buy equipment for the game room of the Schenectady Boys Club. TOMMY PRYOR and his ORCHESTRA will furnish the Music. Admission is 40c per person, tax inc. Dancing is from 9:00 to 12:00.

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EDITORIAL

KEEP AWAY FROM LOAN SHARKS
BUILD CREDIT UNIONS

By S. M. VOTTIS, Financial Secretary

Some time ago we ran an article on the Loan Shark Racket, and since then the Union Headquarters has been visited by several representatives of these "Loan Shark" houses trying to justify their nefarious business. The article did some good. Many of our members have come to the Union Headquarters asking advice on loans, etc.

FEDERAL CREDIT UNIONS

Our advice is to build Federal Credit Unions in your section. A credit union is a co-operative bank organized by and among a group of employees working in the same plant in a given section—this group saves a few quarters a week in their own bank, and then lend money to each other. And the interest is two or three per cent per year and not anywhere near the 40 to 100 per cent plus a lot of phoney charges and fines.

We can do no better than to urge all our members to participate, wherever possible in this movement, so that monopoly effort will be nullified and a more satisfactory price will be established for our benefit.

HOW DOES A CREDIT UNION RUN?

A credit union is established very easily. It is established under Federal government regulations. You elect a few officers to manage your own credit union. A committee is set up of your fellow workers to pass on all applications for loans. A treasurer is elected to handle your money.

One Vote to Member

Everybody in the credit union has a vote, and only one vote no matter whether he has 25 cents or \$25.00 in the bank. The books are audited by a representative of the Federal Government. Insurance against bad loans can be secured at small rates.

WHAT DOES A CREDIT UNION DO?

The credit union teaches union people (as it has taught hundreds of our members in G.E.) that they can handle their own money—can be their own bankers. It gives them more money by making credit cheaper. It teaches union people in another economic field that in union there is strength.

Solidarity for better wages . . . solidarity for cheaper credit. Organize today to provide for the needs of tomorrow. Help yourself and your union brothers to learn habits of thrift, to control your own money and to have cheap credit handy when you need it.

Credit Unions in the city have already been instrumental in lowering interest rates of the banks in the city—and more credit unions in the city will finally drive the "loan sharks" out of business entirely.

The following is a list of Federal Credit Unions now established in the Schenectady works of the G.E. and their officers. We suggest you contact them for further information:

- D. H. Fisher, Pres. Capital Dist. of Federal Credit Unions, Building 23.
- W. Jennings, Vice-Pres. of Pattern Makers, Building 99.
- R. Haery, Pres. G.E. Refrigerator F. C. U., Buildings 23, 24, 8, 9, 10, 11, 12.
- J. Rasmussen, Treasurer G.E. Refrigerator F. C. U., Buildings 23, 24, 8, 9, 10, 11, 12.
- Frank Peters, Treasurer G.E. Office Service F. C. U., Building 23—Third Floor.
- A. T. Rogers, Pres. G.E. Marine Aircraft F. C. U., Building 28.
- J. Anderson, Secretary G.E. Light-Heat-Power F. C. U., Building 13-A.
- F. Wiesinger, reas. G.E. Section-A F. C. U., Bldgs. 17-19.
- John Gray, Treas. G.E. Searchlight F.C.U., Bldg. 46—5th floor.
- J. Huppert, Pres. G.E. Carbon-Varnish Products F. C. U. — Building 64.
- L. Brown, Pres. G.E. Industrial Control (Factory), Building 69 — First Floor.
- W. H. Hobbs, Pres. G.E. Industrial Control (Office), Building 69—Fourth Floor.
- M. R. Disbrow, Treas. G.E. Turbine F.C.U., Bldg. 60—2d Floor.
- H. Bussee, Treas. G.E. Porcelain F.C.U., Building 68.
- M. Sheedy, Treas. G.E. Welding F.C.U., Building 66.
- John Renahan, Pres. G.E. Transmitter F.C.U., Building 61.
- Wilfred Mann, Treas. G.E. Grounds & Building F.C.U., Bldg. 73.
- G. Jackson, Pres. Maqua Company F. C. U.
- C. Shilling, Delegate G.E. Hydraulic Control F.C.U., Bldg. 255.
- H. Perry, Delegate G.E. Hydraulic Control F.C.U., Bldg. 285.
- A. Lenz, Treasurer Edgewood Credit Union.
- J. Gerstung, President Capitol District Officers Credit Union.

JOB-BUYING CLEAN-UP AND CO-OPERATION

An excellent demonstration was given the people of Schenectady what co-operation can do, when Local 301 with the full co-operation of District Attorney Wallace and his staff put into operation a thorough investigation of the job-buying racket in the Schenectady plant of the General Electric Company, and got convictions.

Local 301 had been working on this matter several years—and this racket could have been broken up three years ago if the union had received some measure of cooperation by some of the parties affected.

The conviction of Mr. Friss, the former head of the G.E. employment bureau, proves that we were right.

We are now in the midst of a national emergency defense program—and to make this a success labor needs the fullest co-operation of industry.

In Schenectady Local 301 needs the fullest co-operation of the Schenectady G.E. plant management, especially in collective bargaining, to ensure a steady flow of the production of the defense materials being manufactured in the Schenectady plant.

Much time of the union officials is being spent in keeping harmony between the union members and the non-union members.

We urge the Company to grant the U. E. the Union Shop in the General Electric Company—so that all of our energy can be used to better develop the defense program.

The Union Shop in the General Electric Company would be a true expression of democracy. The Union has proven its responsibility—both to the Company and to the Public. Why not the Union Shop?

A vast majority of the General Electric employees has chosen the U. E. through democratically conducted elections. Why should not the small undemocratic minority be made to go along with the majority?

CONSUMER, THE PUBLIC . . . AND LABOR

The other day we had occasion to listen to a round table radio talk on "How Should We Deal with Defense Strikes". Especially were we interested in a so-called spokesman of the consumer interests; who felt that the consumer group was in danger of being squeezed between the two millstones of capital and labor.

LABOR IS THE CONSUMER

In speaking of the consumer this particular spokesman failed entirely to mention the fact that the greatest consumer in the country is labor. Everyone working for wages is an integral part of labor—whether they are workers of brain or muscle.

Narrowing the circle to organized labor in the city of Schenectady and striking a conservative average of two dependents upon each member of organized labor; in the city of Schenectady we have the following picture:

- 19,230 members of U. E. Local 301 CIO in the G.E. Company
- 4,500 members of A.W.O.C. Local 2054 CIO in the American Locomotive Company
- 960 members of the CIO among the Laundry Workers and The Transport Workers.

In the American Federation of Labor among carpenters, bricklayers, electricians, plumbers and steamfitters, patternmakers, city employees, city firemen, barbers, musicians, hotel and restaurant workers, bartenders, waiters, beauticians, laborers, painters, paperhangers, there are 3,450 members, making a total of 23,170 members of organized labor, AFL and CIO. Multiplying this by three, we have an average of 84,510 consumers who are organized labor.

SCHENECTADY PROSPERS TO EXTENT LABOR PROSPERS

It doesn't take much stretch of the imagination to come to the conclusion that the rest of the population of Schenectady derives its livelihood from servicing these 84,510.

The merchants of Schenectady depend on these 84,510 for their business.

The City of Schenectady prospers to the extent of the purchasing power of these 84,510 members of organized labor and their dependents.

The big unions in G.E., the Locomotive Company and Building Trades, were not foisted upon the 84,510 residents of Schenectady. These people of Schenectady freely banded together in labor unions in order to get a little more of the good things of life which higher wages bring—such as decent homes with carpets on the floor, radios and washing machines, enough heat, enough food; such as decent education for their children, a break in life for their kids—these are the reasons great unions were built by the workers in this country.

AMERICA IS LABOR

Every American has a right to these things. America is Labor, and Labor is America. The great majority of the so-called American Public is Labor.

The great middle class of America is Labor, because the middle class consists mainly of wage earners.

CONSUMER GOODS

For example, can we conceive a development of such an industry as the great automobile industry of the U. S. if many wage earners did not earn enough money to buy automobiles? This holds true of all consumer goods.

DEFENSE PRODUCTION

American Organized Labor certainly is not doing too bad a job on production of defense materials, as the following figures released by government departments including the OPM, top defense agency, show; namely, that production in the United States is now 45% more than the all time high record of 1929 and that strikes have affected less than one-tenth of one percent of the workers employed in defense industries.

This certainly is pretty good team work on defense production.

ORIGINAL TORN