

# ELECTRICAL UNION NEWS

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

Vol. 13 — No. 13

SCHENECTADY, N. Y.

April 15, 1954

## REOPENER STARTS ON TUESDAY

The negotiating team of the UE-GE Conference Board will meet with General Electric officials in New York City next Tuesday, April 20, under the re-opener clause of the UE contract. The UE Conference Board has negotiated for Schenectady and other GE plants since 1937.

Everything now in the UE contract — plantwide seniority, wage rates, piece-price protection, benefits, etc. — is lashed down until April, 1955. The UE negotiations will therefore deal with *improvements* in wages

## UE 301 Blasts Layoffs In Grievance Action

The General Electric Co. was this week blasted by the UE Local 301 Jobs Committee for laying off workers in Schenectady and other organized plants while building and expanding in other parts of the country.

In letters to GE President Ralph J. Cordiner and Schenectady Plant Manager A. C. Stevens, the newly formed committee ripped the company's "lack of work" curtain. "How can you claim there is a shortage of work when you are opening new plants, contracting, sub-contracting and transferring Schenectady jobs all over the country?", the committee challenged.

The fully documented letter which is also a formal grievance points out the UE contract bars layoffs except for "lack of work" and prohibits GE from moving jobs involved in grievance discussions.

UE stewards are assisting workers in each division hit by layoffs, short work weeks, work-sharing, etc., to file mass grievances and fight every unjust layoff.

This is part of the UE Local 301 campaign to rally GE workers to stop job movement at the expense of Schenectady workers; to halt outside contracting and to bring new work to Schenectady.

Workers with long service are not being given shift preference which they are entitled.

Many workers are being told, in effect, that division seniority (the rule in IUE-CIO shops) is replacing UE plantwide seniority.

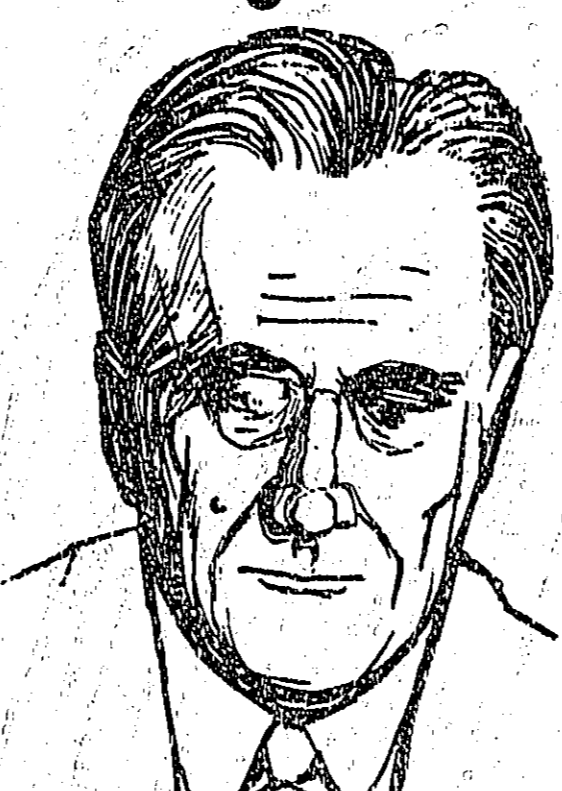
New plants opened by GE in the past two years employing 13,000 workers were cited by UE Local 301 to show that cur-

(Continued on Page 3)

## Carey's IUEers Invite Seniority Violations

Members of the UE Local 301 Jobs Committee this week reported that the company, taking advantage of layoffs and IUE disruption, is grabbing everything it can. A summary of their reports follows:

### "Nothing To Fear"



Nine years ago this week, the nation was shocked by the death of President Franklin D. Roosevelt. Today more and more Americans are uniting to force a return to the policies of FDR, policies condemned by the McCarthyites as the products of "20 years of treason." Among the treasonable acts of the New Deal were —

The Wagner Act giving workers the right to organize; Social Security; Unemployment Insurance; aid for farmers and home owners; FEPC; and world friendship and cooperation.

(Continued on Page 3)

and benefits without the necessity of trying to re-negotiate existing contract provisions.

A general wage increase and special increases for women, skilled and other day workers will top UE's demands.

A shorter work week without reduction in pay is also key.

Wage differentials between plants will be discussed at the Tuesday meeting. The differential is costing Schenectady workers jobs.

UE negotiators will push these proposals not only as "earned" and needed but as anti-depression measures. The means of avoiding depression is to be found only in great general improvements in the living standards of the American working people.

The UE team will also seek to cut the strings on paid holidays which last year meant an unpaid Memorial Day and July 4. Important pension improvements are on the agenda.

### GE CAN PAY

The company, the UE-GE Conference Board points out, can easily afford to meet the union's demands. GE's profits after taxes increased 23 per cent in the first nine months of last year as compared with the previous year. GE could pay wage increases of 25¢ an hour out of the \$90 million it will save this year on the reduction in excess profits tax.

UE Local 301 will be represented on the UE-GE Conference board by delegates Helen Quirini, George Bunt, Andrew Haura and John D. Smith.

CAREY OKs LAYOFF OF 50% . . . WOULD MEAN 10,000 OUT OF JOBS HERE!

— see page 3

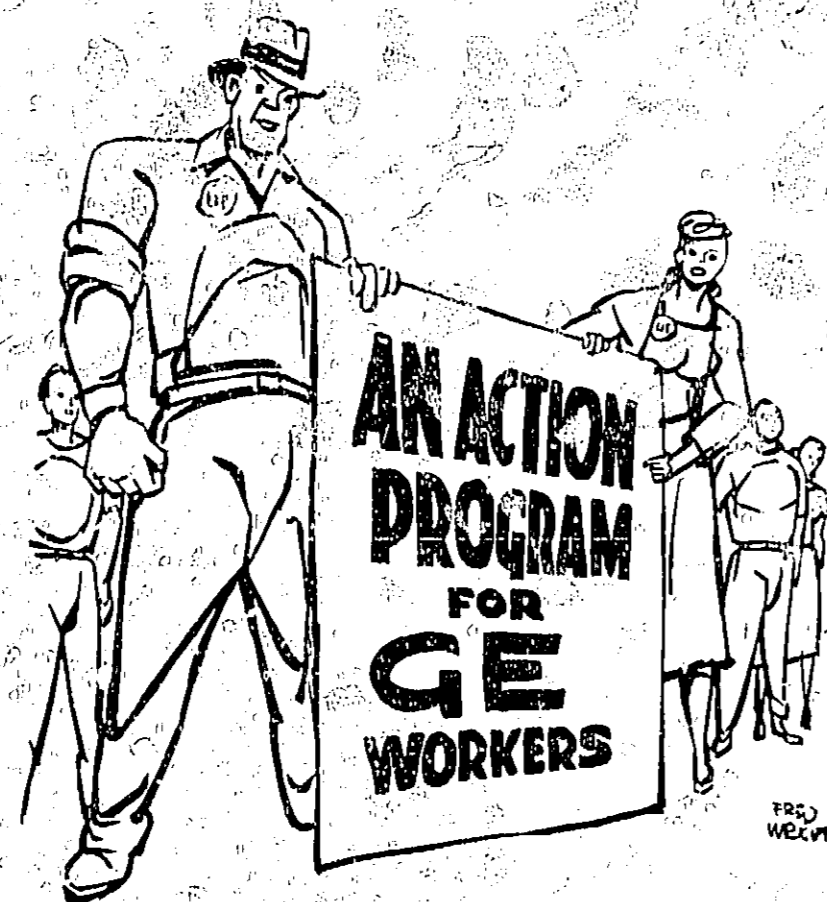
# UNITED WE STAND

UE was born out of the struggles of electrical workers to climb out of the worst depression in our country's history.

Working people were uniting in the feeling that they had a right to expect from their economic and political system —

- Decent working conditions
- A living wage
- Benefits against sickness, accident, retirement
- Provisions for vacations and holidays
- THE RIGHT TO ORGANIZE

This was the vision of GE workers in the Thirties when thousands were jobless in Schenectady . . . when fear of unemployment heightened all other fears . . . when wage cuts followed wage cuts . . . when corporations were



trying to Hitlerize our country and war was around the corner.

Out of these struggles and vision, UE was born — *tough, democratic.* UE had to be democratic, to unite the

workers. UE had to be tough to back GE, an open shop for 58 years. GE had stated time and again that it would never negotiate with any union.

- But with UE, GE workers won:
- Recognition of their union
  - A contract with improvements each year
  - An unequalled grievance procedure
  - A respected name in the community

GE workers and the nation are now menaced again by depression. A new and worse blackout of workers' rights is threatened by McCarthyism. The H-Bomb hangs over every life. Today, GE workers more than ever need the union that united them in the fight for self-preservation and for a prosperous and peaceful future.

## A PROGRAM FOR ALL GE WORKERS

We in UE will —

### 1 PROTECT THE CONTRACT THAT PROTECTS GE WORKERS

- Only the UE contract nails down the gains of 17 years until April, 1955.
- Only the UE contract guarantees plant-wide seniority.
- Only the UE contract protects piece work earnings.

### 2 FIGHT FOR A DECENT JOB FOR EVERY GE WORKER

- Not a machine, not a job to be moved at the expense of a single Schenectady worker.
- No outside contracting.
- Bring new work to Schenectady.

### 3 BUILD A UNITED LOCAL 301

- Every union member an equal.
- The union hall open to all.
- Unity regardless of "craft, age, sex, nationality, race, creed or political beliefs."
- Everything out in the open — no secret deals.

### 4 WORK TOGETHER

- Unity means working together.
- Working together to settle grievances.

Working together to protect seniority. Working together to strengthen the union.

### 5 BUILD ON THE GAINS OF 17 YEARS

- A shorter work week without reduction in pay.
- A general wage increase and special increases for skilled and other day workers.
- An end to discrimination against women.
- Elimination of geographical differences in the wage scale.
- Improved pensions, vacations and holidays without strings.

Higher wages mean more purchasing power, more jobs, more security.

A uniform wage scale means keeping jobs in Schenectady.

Joint action in negotiations as proposed by UE means successful negotiations.

### 6 DEFEAT GE's MCCARTHYISM —

Fight to end the General Electric's unconstitutional policy of firing and blacklisting active members of UE, IUE-CIO, AFL.

Unity to defeat GE's anti-labor bills, the Butler and Goldwater Bills.

Unity with GE unions to achieve labor's legislative aims.

## UE FILES MASS GRIEVANCE TO SAVE 400 JOBS IN TUBE

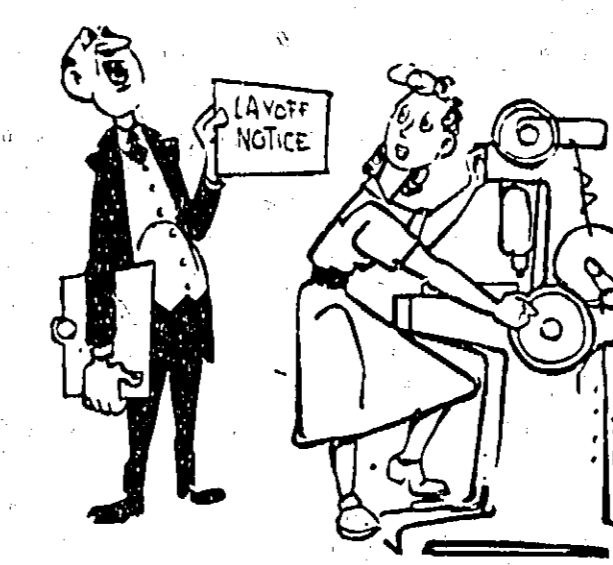
Upon learning that 400 electronic jobs would be wiped out in Bldg. 269 if the company carries out its plan to move the Thyratron job out of Schenectady, UE Local 301 swiftly filed a grievance with Bldg. 41 backed by hundreds of signatures.

The workers charge in their grievance that no shortage of work exists to justify the layoffs that are beginning to take place in Bldg. 269. They then point to the section of the UE-GE contract which forbids GE from moving jobs while any grievance involving these jobs is in process.

UE first received word of company plans to move 400 jobs out of Tube last week. The union office immediately contacted Bldg. 41 and obtained an admission that 125 jobs were already on the way out. Management refused to deny plans for layoffs up to 400 in this area.

Moving fast, UE leaders in Bldg. 269 issued a shop leaflet reporting the situation and announcing the filing of the mass grievance.

Many noted that this quick action by UE was a far cry from what happened in Janu-



COMPANY POLICY—LADIES FIRST!

## UE Blasts Layoffs

(Continued from Page 1)

rent layoffs are not due to lack of work and violate Article XI of the UE-GE contract.

The UE Local 301 job committee made up of representatives from buildings feeling the brunt of layoffs includes Audna Pitcher, Bldg. 69-3; Frances Tallman, 69-2; Robert Simmons, 46-4; Henry Maltz, 46-2; Harry Wright, 69-2; George Crandall, 27-3; George Hunt, 269; Frank Gauvreau, 15; Percy Everett, 18; Arlie Freeman, 18; John Jansinske, Sr., 27-3; L. Hines, 27-3; Stanley Paszkeiwicz, 17; Helen Quirini, 81; John D. Smith, 27-3; G. Magagnos, 2; Andrew O. Hmura, 269; Anthony Lohik, 40B; William C. Gussion, 28-5; Frank Banker, 27-3; Sanford Barber, CAP; Bernice Gouthey, 69-2; Rod Corlew, 269; Ernest Kopper, 77.

## IUE Seniority Violations

(Continued from Page 1)

Campbell Ave. has been hard hit by a wave of down grading.

There have been layoffs before in the Schenectady Works but never since UE was formed has there been the confusion, the favoritism, the refusal to inform workers of their "bumping" opportunities, we witness today as a result of the Carey-Jandreau deal.

SCHENECTADY GAZETTE, WEDNESDAY, APRIL 7, 1954

## IUE for Cost Reduction if Wisely Used, Carey States

PHILADELPHIA, April 6 (AP)—James B. Carey, head of the International Union of Electrical Workers (IUE), asserted today the IUE accepts cost reduction by industry as a "necessary and good principle" but if the benefits are not distributed wisely it can create serious difficulties for our society.

IN AN ADDRESS to the Seventh Annual Production Conference of the Greater Philadelphia Chamber of Commerce, Carey, who is also CIO secretary-treasurer, said:

"We understand the facts of life in this mass production society. We know that if goods can be made cheaper there is a greater opportunity to provide these goods to consumers more cheaply, thereby improving their standard of living and creating more customers and, therefore, more jobs. Everyone should insist that the benefits be distributed equitably among the workers, the owners and the public.

That is "elementary that the social and economic development of our industrial society must go hand in hand with the technological development. If tension develops between the technology and the social and economic aspects, then we have a convulsion, and we are suffering from such a convulsion today."

He cited as an example of what he called harmful cost reduction the automatic factory, "which is, in its way just as explosive as the atomic bomb."

"WHAT WILL HAPPEN," he asked, "if 25 to 50 per cent of the workers in a plant are displaced by automatic tools?"

"I believe that our attitude should be to welcome these developments and to insist that the benefits be distributed equitably among the workers, the owners and the public.

Unless this is done, if greed and selfishness rule, the owner might make a very greatly increased profit, but it would be at the expense of everybody else. Our whole society would have to pay for it in a guaranteed market."

He criticized what he called "runaway operation" of certain plants from present, and usually urban locations, to less heavily populated places "where the so-called cost reduction will come from exploited low paid labor."

He continued: "In our opinion, the adoption of a guaranteed annual wage would give confidence not only to workers to produce, but to business men to operate at a high level, for the guaranteed annual wage can mean a guaranteed market."

He criticized what he called "runaway operation" of certain plants from present, and usually urban locations, to less heavily populated places "where the so-called cost reduction will come from exploited low paid labor."

**OKAY TO LAY OFF 50% OF ALL WORKERS, SAYS IUE'S CAREY.**

IUE-CIO President James B. Carey last week told a big business gathering that he would go along with a 50 per cent layoff (see above) but he suggested that the employers sweeten the pill by giving a little more money to the remaining 50 per cent.

A layoff of 50 per cent in GE Schenectady would cost the jobs of 10,000 men and women in the bargaining unit.

Carey also told the production conference of the biggest employers in the Philadelphia area that the IUE-CIO "welcomes" cost reduction — the fancy name used by GE and other corporations for speedup, wage cutting, and the moving of jobs to low wage areas.

"I believe that our attitude should be to welcome these developments," Carey stated.

## UE Wins Seniority Credits For Woman

UE Local 301's grievance machinery last week restored service credits to a Building 17 woman worker and saved her job.

Yolanda Spadaro, a punch press worker, had been out of work due to an illness resulting from her handling of shellac thinner and other chemical compounds. The company had refused to give her service credits for the time lost during the illness and scheduled her for layoff Apr. 4.

However, Article VIII Section 3a of the UE-GE national contract, UE pointed out, specifically provides for granting service credits for time lost because of a work-connected accident or illness. Management told UE representatives that they would abide by the contract. By winning this added seniority, Mrs. Spadaro got enough service to avert the April 4 layoff.

UE Local 301 is now pressing the case to win back pay for the time lost by Mrs. Spadaro during her illness.

## • An Editorial •

### The Un-American Committee Hearings

The Committee on Un-American Activities flopped in Schenectady.

The Un-Americans' assignment was to create hysteria. They didn't. They were supposed to make GE workers and the community believe that the issue between GE and the Carey-Jandreau group on the one hand, and UE and GE workers on the other, is —

Communism — not growing unemployment — not McCarthyism — not plantwide job security — not rate protections — not free collective bargaining.

But jobs, earnings, free unions as the backbone of a free America ARE the issues and GE workers and Schenectadians did not for one moment lose sight of them.

One man, without intending to, exposed the character of the Un-American Committee, even for those who still have illusions that McCarthyism can be appeased.

He did all — or almost all — that these committees demand of union leaders. He "purified" himself by getting together with Carey and the General Electric Co. to wreck the union to which he had given the best years of his life, to surrender the contract that covers 20,000 men and women, to split the workers, to wreck seniority and rate protections.

He was a "friendly" witness in contrast to his unfriendliness of other years. He crawled where once he had defied.

And he was smeared for his pains. In the final analysis, committees which "front" for corporations are out to destroy all unions including those who try to appease them. In fact, as in collective bargaining, those unions and leaders who cave in are walked upon.

The case of Leo Jandreau shows this. Red-baiting doesn't pay, at least not in the coin of strong contracts for workers, effective grievance procedure, rank and file control of unions.

As Bishop Sheil, founder of the Catholic Youth Organization, stated last week in his attack on McCarthyism, our first interest should be to see that people have enough to eat and have decent homes.

We cannot have decent homes without decent unions. We can not have enough to eat without strong contracts. And we can never have security without unity — but not unity with McCarthyism.

McCarthyism is the enemy of everything that fighting unions uphold. We shall never make peace with this enemy.

### UE Demands Pension Boost To \$100 + Social Security

A demand that the General Electric Co. increase minimum pensions to \$100 a month in addition to Social Security was served on the company Tuesday by Joseph Dermody, secretary of the UE GE Conference Board. The new pension formula demanded by UE would make it impossible in the future for GE to appropriate and add to its own profits any future increase in Social Security that may be voted by Congress.

Dermody wrote GE: "When Congress increased Social Security in 1952 by \$5 to \$8.60 a

month, the company deducted that increase from its pensioned workers who could least afford it . . . and added that amount to its own profits. In accordance with this practice, the company evidently intends to appropriate into its profits the further increase in Social Security which Congress may very well enact this year."

### UE SCORES LABOR VICTORY BEFORE U.S. SUPREME COURT

The U. S. Supreme Court Monday flatly rejected a lawless attempt by the NLRB and by McCarthyite lawyer Roy Cohn to go far beyond the Taft-Hartley Law in attacking unions.

The Court decision grew out of the illegal Grand Jury "presentment" secured by Cohn, then a special prosecutor and later intimately linked with McCarthy and Schine. This "presentment" called for the decertification of unions along the lines now being pushed for by the big corporations in the Butler and Goldwater Bills.

UE immediately launched a fight against Cohn's "presentment," and a federal judge ordered it erased from the record. The union also secured an injunction in Washington preventing the Taft-Hartley Board from interfering with the certification of UE and of other unions.

The Taft-Hartley Board appealed to the Federal Circuit Court of Appeals where the UE position was upheld. The appeal to the Supreme Court was the last resort of the Board.

### IUE Locals Support Suspended Workers

The Stewards Council of IUE-CIO Local 601 last week voted full support for two IUE members who were suspended by Westinghouse when it adopted GE's firing policy.

The action of the stewards followed a mass meeting of the members who demanded that the local stand up to the company's McCarthyism and defend victims of the blacklist.

Another important action in the fight-back against the corporations drive to return to the blacklist was taken by IUE-CIO Local 1581, representing the workers at the Cheektowaga Westinghouse plant near Buffalo. The local voted Sunday at a special membership meeting to reject the proposals of the pro-Carey officers and executive board to deny backing to anyone hit by the McCarthyite firing policy. This was the second such vote in two weeks. After the first vote, the Carey-machine local President resigned and demanded a special meeting to "reverse" the members' action.

### Rome Local Claims Best UE Contract

General Cable workers in Rome, N. Y., represented by UE local 331, this week pointed to their contract benefits and conditions as the best in the electrical industry.

In a letter to UE Local 301, some 1,200 General Cable workers cited these clauses in their contract:

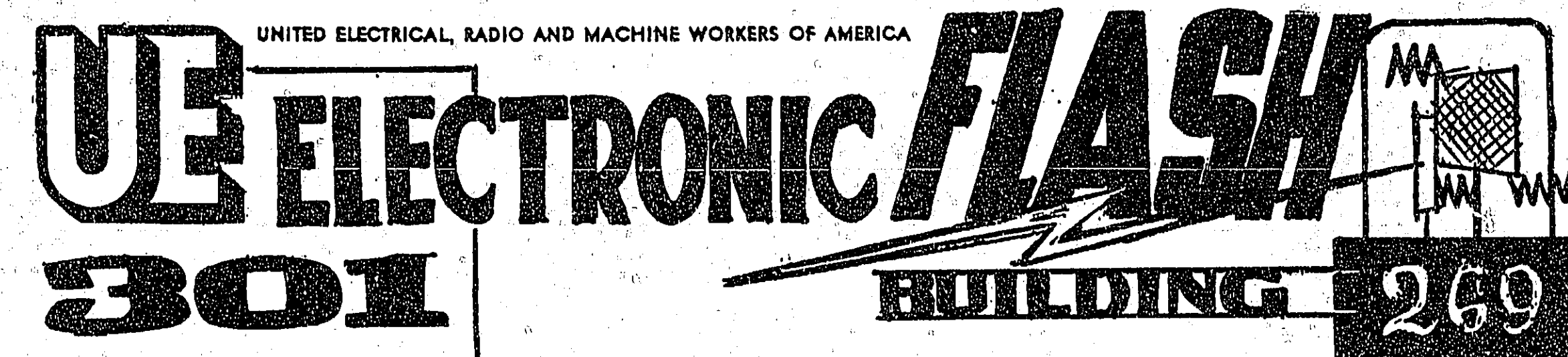
- Plantwide Seniority on Layoffs.
- Plantwide Seniority on Promotions—all open jobs posted and going to applicant with top seniority — company must train worker for job regardless of past experience or qualifications.
- Seven Paid Holidays with No Strings.
- All lost time on grievances paid by company.
- Workers Continue To Accumulate Seniority on Layoffs.
- Workers Out on Layoffs, Sick Leave, etc., Continue To Accumulate Seniority for Up to Two Years.

"These are some of the reasons," the letter continued, "why the IUE-CIO can't possibly make headway here in Rome. Last time they came around, the IUEers couldn't even get enough cards for an election and the NLRB threw their petition out; the time before that UE trimmed the IUE bunch by 900 to 300 in an election."

"And last week, when Jandreau sent seven of his IUEers up to Rome to try and disrupt us, they had a meeting at which a grand total of 18 showed up. After the meeting, which could have been held in a phone booth, one of the Schenectady IUEers (Bill Christman) told the Utica Daily Press, 'maybe the time to move is not at hand.'"

The letter from Rome revealed that the four General Cable workers paraded in the last week's "IUE-CIO News" as IUEers were paid by General Cable to scab in last year's strike.

ELECTRICAL UNION NEWS



201 Broadway, Schenectady, N.Y.

phone 5-1537, 4-1228

269  
KEEP SCHENECTADY WORKING!

THE DRIVE TO KEEP OUR JOBS IN SCHENECTADY IS ON!

UE has already struck a couple of powerful blows against the company plans to quietly ship our jobs hundreds of miles away and to lay us off.

- (1) The Company has been smoked out and forced to admit that it was planning more big layoffs in Bldg. 269.
- (2) The filing of a mass grievance pointing out that GE was building and expanding tube plants in low-wage areas punctured the management claim that it was laying off for "lack of work."

The letter to Tube workers by Manager David Scott was a desperate attempt to stem the growing anger of 269 workers. In it Scott admitted that "Building 269 is gradually going to become more of a development area...the simpler and more repetitive work must be moved out to provide the required floor space."

Scott also admitted that if the company has its way there will be "less people employed in Building 269" both during the switch to the mythical "development work" and after the switch has taken place.

Add these admissions to the fact that the company has built big tube plants in sweat-shop areas like Anniston, Alabama and Waynesboro, Virginia and we can come to only one conclusion--that right now we are in a fight which we must win if we are going to continue to work, to feed our kids, to pay our bills.

There can be no doubt that we can win, that we can force GE to keep tube work in Schenectady and not go to Alabama and Virginia for "floor space."

UE has shown how our fight can be successful by winning the same kind of fight in other big plants. At the Essington, Pa. Westinghouse plant, for example, UE Local 107 waged a plant and community campaign which stopped company plants to move 2,500 jobs to Kansas City.

over