

AN OPEN LETTER

Begley, UE Foe, Defeated Now, Mayor Wemple:

Ex-Mayor Begley was an anti-UE mayor. It figured that he was also anti-labor, although all union people might not agree.

At public hearings on civic matters, he went out of his way to be discourteous to representatives of our union.

Ex-Mayor Begley did little

for the city in the way of helping wage earners, small business, small home owners, small kids who need more parks and playgrounds and better houses to live in.

Try to do better, Mr. Mayor. Try to do much better.

For our organization, UE Local 301, we ask and want no favors. While we recommended the defeat of the former mayor, we told no one for whom to vote.

As we said, try to do a good job for the city.

Please be assured that we shall make our customary contribution to everything which promotes the welfare of the community.

ELECTRICAL UNION NEWS

\$ Dollar Patriotism \$

It is an open secret that such corporations as General Electric, Westinghouse, General Motors, etc. are not only soaking the consumer but profiteering scandalously on war orders at the expense of the individual taxpayer.

Almost 5 billion defense dollars have gone down the drain because of higher prices charged to the Defense Department.

It appears that the "emergency" is rigged by the big corporations and, according to the rules of the game, high prices and high taxes are patriotic while higher wages

are un-patriotic.

In a press conference on the eve of the strike vote, Works Manager Louis F. Male wept over the effect of a strike "on our men in Korea."

The world would be a happier place to live in and GE a better place to work in without dollar patriotism which always seems to prepare a rooking for the men who come back from the wars.

Name Election Committee And District Delegates

Membership meetings on Monday, November 5, named an Elections Committee and elected delegates to the UE District 3 Council.

- Leo Jandreau, Business Agent. William Mastriani Bldg. 73 Philip Cagnetta " 52 Joseph Kelly " 16 Helen Quirini " 81 Joseph Alois " 273

Members of the Elections Committee which sets the date for the union election, passes on eligibility of candidates and conducts the vote are:

- Elizabeth DiNicola Bldg. 81 Anthony Navarretta " 107 Emery Pesko " 273 Joseph Hills " 89

- Ivan Barnes " 273 Joseph Saccocio " 66 James DeMassio " 49 Jack Kilmer " 273 Salvatore Maetta " 52 Hugh McMullen " 85 Michael Riggi " 60 Michael Rakvica " 53 Herald McLean Campbell Ave. Tom Walsh Bldg. 23 Brank Barba " 17 Robert Armstrong " 40 Karl Quirini " 273 Stewart Campbell " 46 Charles Doherty " 52 George Freeland " 66 Donald Palmer " 17 Patrick Lombardi " 273 Lewis Benton " 273 Ralph Vitallo " 273 Genevieve Clark " 69

"A New Decision Can Be Made"

The statement unanimously adopted by membership meetings, Monday, November 5:

The membership of UE Local 301 has decided democratically and by secret ballot not to strike at this time. This represents a postponement, nothing else; a decision on timing, not on issues.

UE Takes GE To Court In Silicosis Tragedy

UE lawyers are suing GE because workers in Schenectady and in the Elmira Foundry contracted a lung disease (silicosis) during the course of their employment.

Refuses To Pay

Even after a summons was served upon the Company by the UE lawyers, GE took the position that it would not pay anything to these workers even though they contracted a lung disease as a result of their work.

HIS FATHER NEEDS BLOOD

Melvin Matthews, Executive Board member from Bldg. 85, says his father, a past UE Shop Steward, needs 7 pints of blood if he is to survive his critical condition.

Paul La Marca of Bldg. 73 is another union member who needs blood. Please contact Union Hall.

falling back upon the argument that it is legally protected against making any payments to these workers because the Workmen's Compensation Law itself does not make any provision for their protection.

The UE lawyers, on the other hand, argue that if the Workmen's Compensation Law does not make provision for the protection of these workers then the Company is only released from the obligation of making weekly compensation payments to these workers for time lost from work or for the payment of medical bills.

A Vital Case

A Supreme Court Judge in New York had issued a decision which, in effect, held that these injured workers had no legal right of any kind until they become so disabled as not to be able physically to go to work any more—in other words until they are totally disabled.

ELECTRICAL UNION NEWS

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

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SCHENECTADY, NEW YORK

Friday, November 16, 1951

UE MEETS GE AGAIN ON PAY

The UE National Negotiating Committee was meeting with General Electric yesterday in New York City as we went to press. It was known before the meeting that the UE committee would not accept the 2 1/2 percent wage offer cooked up between GE and IUE-CIO.

Despite record profits, GE thus far refuses to bargain on its 2 1/2 percent offer or even consider the inequities of day workers, skilled trades and women.

In a pre-conference statement, the UE-GE Conference Board stated that UE negotiators will opt to the majority vote cast occasionally in favor of a strike against General Electric if it continues to flaunt the needs of its employees.

Dissatisfaction with the GE offer is widespread in all of its plants, UE and IUE. Taken together with increased taxes and prices the offer amounts to a substantial wage cut.

Following the meeting with the company, the UE-GE Conference Board will meet on Saturday, November 17, 1951, 10:00 A.M. at the Union's national headquarters in New York City.

WESTINGHOUSE VOTES STRIKE AUTHORIZATION

Overwhelming authorization came from UE's Westinghouse locals for a strike if the company does not improve its offer which is similar to GE's.

Headed by the large UE local Essington, Pa., 14 locals have voted strike authorization with only one local of about 600 voting against.

Should negotiations fail, the UE-Westinghouse Conference Board can set an opportune strike date.

IT'S THE HEAT!

Executive Board Following Meeting with Male Recommends Keeping Heat On...

It was the heat of the 3-day Turbine stoppage and the Union's announced schedule of weekly shutdowns which melted the company's resistance to settling the Turbine grievance and the case of Shop Steward Josephine Riggi.

Following last Tuesday's meeting with Works Manager, Lewis J. Male, the

Next Thursday Is Thanksgiving



UE 301 Executive Board voted to cancel the November 19 walkout but to keep the heat on by scheduling the first stoppage for November 26. Grievance meetings, broken off last week, have been resumed.

Management agreed to pay average earnings on repair and return work in Turbine, to pay Steward Riggi for her lost time and, in general, it promised to be good.

This proved once again that the company respects nothing more than the united refusal of its employees to work under unjust conditions and rates of pay.

If the Turbine workers were right in demanding average earnings on repair and return, if the union was right in insisting the company may not lay off a steward because of union activity, why didn't management do the right thing in the first place?

It Took Action

It took the splendid action of the Turbine workers who understood that the proposed 30 cents an hour cut on repair and return work affected the entire plant and it took the "plan of action" recommended by the executive board, stewards and officers to make the company knuckle under.

ERIE BULLETIN—

Workers in the huge GE Erie plant are battling for wage increases through stoppages and sacrifice of overtime. No wage increase — no overtime, say the men in the Locomotive Division. And they have been giving up overtime for a month as their share in building a big head of steam in UE's drive for 15 cents across the board, 5 cents for inequities and other benefits.

(Continued on Page 3)

Our Bill Of Particulars . . . And Action Plan

In the past three months the Schenectady management has condoned and encouraged foremen and wage rate men to introduce new departures on the job affecting piece work standards and working conditions. In many cases these actions constituted violations of contract. In processing these complaints through the grievance procedure, management has refused to settle these cases satisfactorily.

The cases involve the following type of complaints:

1. Cutting standard prices.
2. Refusing to price piece work jobs, insisting on day work at much lower rate.
3. Refusal to pay proper starting rates as per contract.
4. Refusal to live up to agreements reached between shop steward and foremen.
5. Disregard of seniority in upgrading.
6. Refusal to increase any job rate regardless of merit.
7. Penalizing shop stewards with lost time due to Union activities.
8. Removing shop stewards from their regular assignments and impairing representation.
9. Adding duties to present classifications and refusing to reclassify to higher rate.
10. Continual delay by management to give final answers to grievances.

Example cases of the above categories are as follows:

CUTTING STANDARD PRICES

In Bldg. 53 under Foreman Estenes and Shop Steward Blanco, a standard price of \$4.40 per M was reduced to \$2.40 per M. Management said standard price was a typographical error. The standard price was in effect since 1949.

In Bldg. 18 under Foreman Corcoran and Shop Steward Metzger a standard price of 69¢ each for drilling plates was in effect for years. The voucher now comes out 29¢ each, special.

In Bldg. 69 under Foreman Clark and Shop Steward Di Lorenzo a change in method (increasing feeds and speeds) reduced price from \$2.50 per C to \$1.59 per C. The Company applied the I.U.E. contract in this case and says the opportunity is there to make same earnings. The operator cannot make his former earnings.

REFUSING TO PRICE PIECE WORK JOBS, INSISTING ON DAY WORK AT MUCH LOWER RATE

In Bldg. 285 under Foreman Jansen and Shop Steward Landolfo the foreman refused to price part of the job forcing the operators to work day work reducing their earnings 40¢ per hour.

In Bldg. 46 under Foreman Hess and Shop Steward Sarnowski the foreman insists that piece workers accept a day rate, which is three steps below the A.E.R., for doing

part of the job. A piece worker received at least the A.E.R. if he was working. The three steps below is paid for waiting time. The management refused to move.

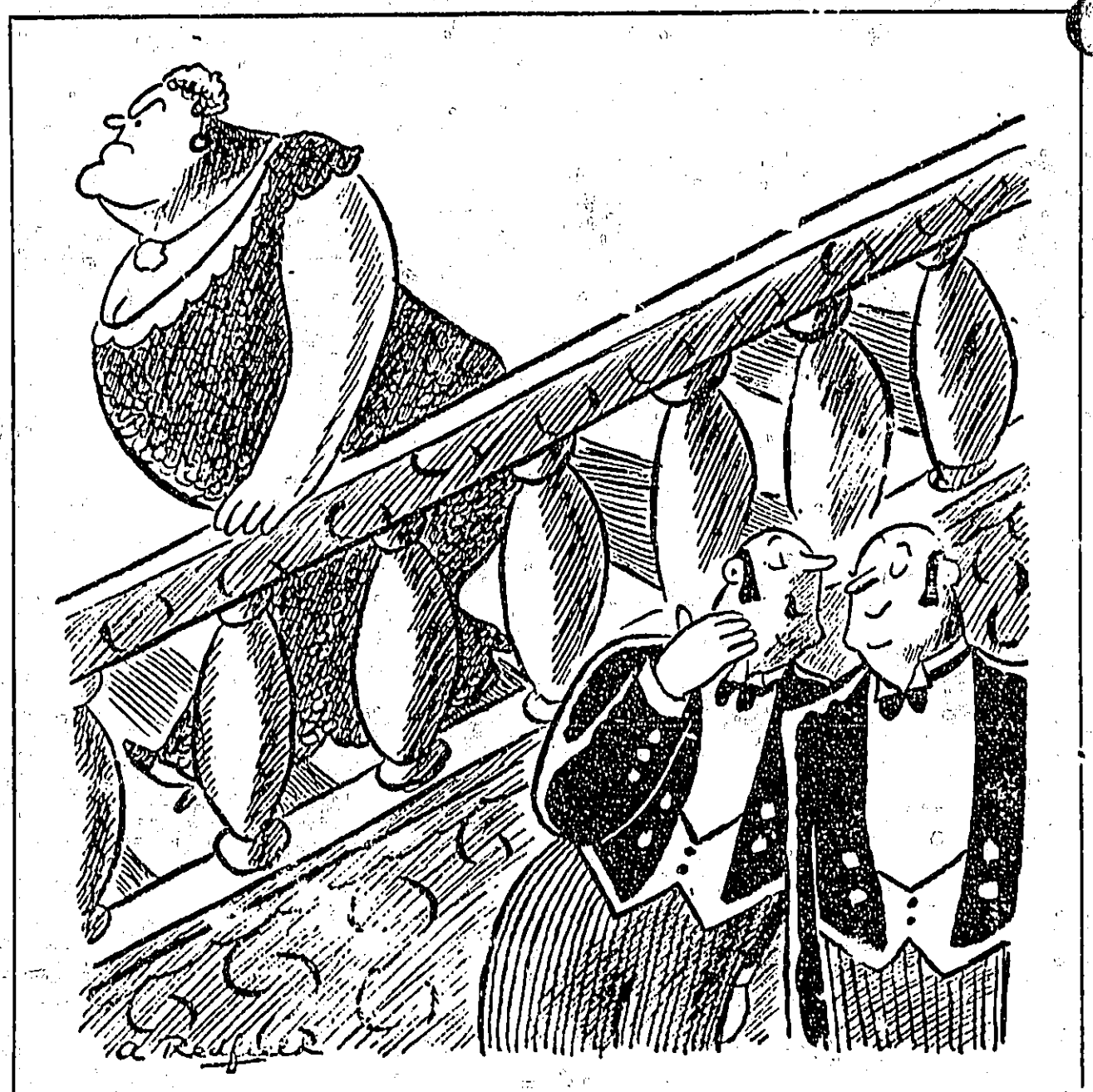
In Bldg. 53 under Foreman Castor and Shop Steward Close a group of piece workers have been obliged to work P.W. D.W. for two years. Management says they will not set a piece work price on the job.

REFUSAL TO PAY PROPER STARTING RATES

In Bldg. 273 under Foreman McLean and Shop Steward Gauvreau members were transferred to a related job of higher value at their current rate, three steps below. Contract provides two steps below job rate under these conditions. Management says they don't agree with contract! Bring case to New York where it was negotiated.

At the Airport an experienced Aircraft Mechanic with license was hired three steps below the job rate. Contract provides that the hiring rate under these conditions shall be two steps below job rate. Management claims do not agree with contract and will not change rate.

In Bldg. 49 under Foreman Beck and Shop Steward De Masseo two experienced sheet metal workers were hired for Class C work and assigned to Class B work and only paid a starting rate of \$1.46 per hour, which is five steps below the



"She's on the warpath. I served her a hot wage demand and cooked eggs for breakfast."

job rate. Company refused to correct this violation of contract.

REFUSAL TO LIVE UP TO AGREEMENT REACHED BETWEEN FOREMAN AND SHOP STEWARD

In Bldg. 85 under Foreman Farrell and Shop Steward De Angelis the steward and the members reached an agreement with supervision to transfer an individual to his former job of battery truck. After the agreement was reached, which was satisfactory, the Supt. of the Division reversed the agreement arbitrarily without any discussion with anybody. The management refused to do anything about it.

In Bldg. 269 under Foreman Paige and Shop Steward Fernandez the management agreed with a Union committee to train for upgrading three Class D Glass Workers. Union checked the management as to why it was not carried out. Management claimed they would only train one instead of three.

In Bldg. 273 under Foreman Held and Shop Steward Popowitz management agreed with Union committee to upgrade to lagging from the machine group. Agreement was reached on 7/10/51. On 8/10, violated agreement hiring

man from outside of the group. On 10/25, violated second time. On 11/2, hired new employee from outside and violated again.

DISREGARD OF SENIORITY ON UPGRADING

In Bldg. 273 under Foreman Stroock and Shop Steward De Celli Material Movemen have requested upgrading. New people are hired from the gate and given the higher rated job.

In Bldg. 49 under Foreman Andrews and Shop Steward De Masseo the foreman refuses to upgrade inspectors to higher classifications. They hire people from the gate to fill openings on the higher rated job openings.

In Bldg. 49 under Foreman Coville and Shop Steward Flanigan the management refuses to upgrade a shop steward to a higher rated job. They upgrade employees with much less service.

REFUSAL TO INCREASE ANY JOB RATE REGARDLESS OF MERIT

In Bldg. 77 under Foreman Fugliese and Shop Steward Murray a Welder is doing a job requiring the same skills and ability as other (Continued on Page 3)

Because of Management's refusal to settle grievances, its increasing attacks upon contract, wage rates and conditions, the UE 301 Executive Board at an emergency meeting on Thursday, November 8, drew up a plan of action which calls for one day a week stoppages, through the week ending December 23.

The action plan also calls for two work holidays a week in January and increased pressure if grievances are not settled satisfactorily. Upon adoption of the plan by the stewards on Monday and its announcement in local newspapers, Works Manager Male asked for the Tuesday meeting where he made a number of promises and satisfactorily settled two grievances.

Revised in the light of this union-management meeting as to the first stoppage date and local negotiations, the plan is as follows:

► Union members will not work one day each week, (on Monday), starting November 26 and will continue that schedule through the week ending December 23rd.

► Union members will not work one day each week starting Thursday, December 27th, and will continue that schedule through the week ending January 6th.

► Union members will not work two days each week on Monday and Tuesday starting January 6th and 7th, and will continue that schedule through the week ending February 3rd.

► The schedule of protest to be increased each month if grievances are not settled satisfactorily.

In view of the effect the mere announcement of this plan has had upon local management, it is clear that its overwhelming adoption would speed grievance settlements and influence national wage negotiations.

(Continued from Page 2)
welders receiving a higher rate. Management refuses to increase rate.

In Bldg. 46 under Foreman Woodruff and Shop Steward Hopkins Assemblers are requested to do work that is comparable with "A" class. Management insists that Assemblers receive the "B" rate.

The Accumulators in the plant have complained because additional duties have been added to their jobs since it was originally evaluated. The management refuses to increase their rate from \$1.51 per hour.

PENALIZING SHOP STEWARDS WITH LOST TIME DUE TO UNION ACTIVITIES

In Bldg. 89 under Foreman Lei-

fels and Shop Steward Josephine Riggi the foreman demanded to know the outcome of the strike vote. When she refused to give the information, she was given a three day layoff.

(To Be Continued)

SOUTHERN LYNCH LAW STRIKES AT ALBANY MAN

Wesley Mallory of Albany, married and the father of three children, is wanted by the state of Alabama to finish a sentence of 50 years for the alleged theft of \$30. A victim of a Jim Crow court, he has already served 11 years of this barbaric sentence.

The union's Fair Employment Practices Committee headed by Board Member Larry Gebro has investigated this case upon instructions from the November 5 membership meeting. Executive Board of Local 301 joins with the FEPC committee in urging that cards be sent to Governor Dewey telling him not to send this man back to an Alabama chain gang, even death.

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The "Why" Of Walkouts

At the heart of every stoppage is a grievance.

A week ago Thursday a job price of \$15.70 in effect for 5 years in Bldg. 73A was arbitrarily slashed to \$9.50. The men walked off the job for the day at 12:30 P.M. Next morning, the foreman came running, said he wanted to settle. By 11:00 A.M. there was no move to restore the cut so work was stopped again. The foreman tried to talk individual workers into the cut. No soap. The price went back to \$15.70.

Hit Speed-Up

The stoppage in Bldg. 69 was over a speed-up which would make it difficult, if not impossible, to make more than the A.E.R. This is one of the grievances Mr. Male agreed on Monday to place at the head of his "revised" agenda.

When supervision from Bldg. 17 came over to Bldg. 59 last Saturday to get out steel, load trailers and do other jobs in place of the men who were refused the overtime, the men had no alternative but to roll down their sleeves and walk out. If it happens again they are sure to walk out again.

Examples could be multiplied. The company is out to reduce labor costs and increase profits, by rate

slashes, speed-up and a hundred other dodges. It recognizes no exceptions, no favored categories of workers; it only recognizes firm and united resistance.

The company would have people believe that the recent stoppages are the result of the Nov. 2 strike vote and not the fault of supervision and management at all. That's company propaganda. On October 19, in an "open letter to management on the causes of work stoppages," Leo Jandreaux, UE Local 301 Business Agent, warned that management and its representatives are provoking stoppages. Citing piece price cuts, overloading of day workers, ignoring of safety precautions, he said, "all this is bound to result in trouble."

The company chose to interpret the November 2 vote as a green light to step up attacks on rates and conditions and the Electrical Union News warned on November 9 that the company will try to make it a "dreary Christmas and an unhappy New Year for many through rate cuts, speed-up, layoffs." The same issue warned that "unless we fight to get what we need (higher wages) the company will force us onto the streets to keep what we have."

That's it, in a nutshell.

It's The Heat—Keep It Up!

(Continued from Page 1)

The Company hopes that two concessions and some promises to speed grievance settlements will lull the workers into giving up wage demands. Here again, the company is off base. Schenectady will never agree that protecting a rate in Turbine and compensating a steward for 3 days lost time is an adequate substitute for the millions of dollars of wage increases involved in UE's wage demands. On the contrary, the success of the week's developments is spurring the demand for an all-out fight on wages, pensions, insurance, vacations and the correction of pay inequities affecting day workers and others.

Turbine Down

Turbine went down on Friday following an announcement that the Union had broken off negotiations with the company over the "last straw" lay-off of a steward for refusing to hand over to a foreman the result of the No-

vember strike vote. Management had tried to get Turbine workers to do repair and return work for \$1.70 an hour instead of the \$2 and \$2.10 average earning.

Before and during the stoppage, the Union tried to persuade management to leave average earnings alone. It was only when the stoppage entered its third day and the union announced its "plan of action" that the company weakened.

The Union's Executive Board decided to give the company a chance to clean up a good number of grievances before November 26, the next plant-wide stoppage date. The Board will meet with Mr. Male before November 26 to check on progress, if any.

On a national scale, the need for more money, at least enough to get an equal break with taxes and prices, tops the grievance agenda.

Meanwhile, grievances — like GE profits — are at an all-time record.