

# Membership Asks For Gov't Action

The membership at its meeting Tuesday, August 21, sent an appeal to the Senators and Congressmen representing this district and President Truman calling for prompt governmental action to relieve the serious situation caused by the Cancellation layoffs in the local GE.

## Personalities



ROBERT FRENCH, Chief Shop Steward of Local 301 recently attended the St. Claire's Hospital Campaign dinner meeting as the representative of the membership of Local 301.



AL DAVIS, Local 301 trustee, is the new chairman of the important Legislative Committee succeeding Brother Smith who recently resigned from the post.



EDWARD BAZAN, successful chairman of the Local 301 Blood Plasma Procurement Committee during the war, has been appointed to the Publicity Committee of the Schenectady American Red Cross Chapter.

## Severance Pay Asked

With eight million workers being tossed out on the street suddenly and without warning, many branches of organized labor are urging President Truman to immediately use his war-emergency powers to provide those unemployed with severance pay.

That's the only way right now, it is contended, to head off a sudden, sharp drop in workers' purchasing power, upon which the nation's future prosperity depends.

This nation has spent three hundred billion for war—surely it's worth spending about three billion more to secure the peace.

That is what the total amount of severance pay would come to—based on eight million unemployed receiving eight weeks' severance pay of \$48 a week, based on the 48-hour week at \$1 an hour.

Severance pay is needed at once. It was one of the proposals the UE made to the General Electric company in the 1945 contract negotiations and which is now before the War Labor Board as a dispute case.

Three billion dollars is a drop in the bucket when the welfare of this nation's workers is at stake. President Truman has the authority. He should act now!

## 1945 Union-GE Contract Articles Covering Layoffs and Service

Because there is a universal need in the shop for copies of the 1945 Contract, the provisions covering the reduction of forces and continuity of service are printed. The article covering transfers is in dispute and is before the War Labor Board.

### Decreasing Forces

In all cases of layoff of transfer due to lack of work (exclusive of upgrading as such) total length of continuous service shall be the major factor governing such layoffs or transfers. However, ability and family status will be given consideration.

The factors listed above apply to employees with more than six months' service.

Under the above procedure each steward in affected sections will be given a duplicate list which will show the length of continuous service of all employees in his group.

When it is necessary to reduce the working force in a Division or Plant, every effort will be made to transfer employees from slack to busier Divisions.

If reduction of force is to be made, advance notice will be given the Union together with the reasons for the change.

As layoffs are made, employees with less than one year's service will be laid off before schedules of hours are cut below 40. Before further layoffs are made, the factory working schedule will be cut 10% (from 40 to 36 hours). If further reductions are necessary, schedules below 36 hours per week

may be negotiated locally. In the case of salaried employees this paragraph may not apply.

In general, reduced schedules (below 40 hours) will not be put into effect where the working force is in excess of normal requirements. In these cases layoffs will be made.

The above provisions do not apply to temporary layoff.

An employee selected for dismissal or extended layoff will be advised personally of the reasons therefor. An employee may, if he desires, have a representative present at the time the reasons are given. Employees will be given at least one week's notice before the layoffs are made due to decreasing forces, except in those cases where cancellation of government contracts makes immediate suspension of work mandatory. In such cases the Union will be immediately notified.

Increasing forces

In all cases of rehiring after layoffs, total length of continuous service shall be the major factor governing such rehiring. If the employee is able to do the available work in a satisfactory manner after a reasonable amount of training,

## Cases in Advanced Stages Of Collective Bargaining

Doc. No.	File	Case	Committee	Case
<b>CASES BEFORE MR. SPICER, VICE-PRESIDENT</b>				
4290	285	Maude Buell	Finigan	7-2-45
4583	28	Mary Jackson	Woulfe	7-4-45
4885	273	General Complaint	Candlers	6-26-45
4921	49	Halle	Hallinger	4-1-45
5019	16	Paul Crooki	Santa Barbara	7-4-45
5153	285	J. Francis	Paluzske	7-20-45
5190	53	Group Complaint	Dionato	7-20-45
5194	273, 60	Weiders	Martin, Primbble	6-26-45
5268	69	(Turbine Dept.)	Candlers	7-2-45
5217	285	Group Complaint	Funk	7-2-45
5219	13	Bailey	Flanagan	6-25-45
5250	81	Edward Turnbull	Willkins	7-2-45
5262	24	Francis Bourneat	Hastings	7-21-45
5265	260	Group Complaint	DiGerro	7-2-45
5289	73	Herman Dolachek	Dolachek	7-20-45
5326	60	Group Complaint	Hiltmeyer	6-20-45
5329	65	Group Leaders	Martin	7-20-45
5361	49	Die Selters	Polchak	7-20-45
5363	49	H. Bishop	Sorenson	7-20-45
5613	General	General Complaint	Price System	7-31-45
<b>CASES BEFORE MR. HOWELL, WORKS MGR.</b>				
4771	273	Group Complaint	Wisninski	8-1-45
4826	23	Wire & Ass. Group	Candlers	7-23-45
4941	5	Group Complaint	Bird	7-23-45
		(Women on Men's Jobs)	Severa	6-29-45
5011	42	Auto. Screw Mach.	Nelson	7-18-45
5171	273	H. W. Melser	Callaghan	7-19-45
5233	68	Group Complaint	Polchak	7-20-45
5288	17	H. Harvey	Peeri	7-20-45
5310	285	Group Complaint	Wassell	7-20-45
5319	17	M. Hickey	Flanagan	7-20-45
5323	8	K. Dunell	Tedison	7-20-45
		P. Tuttle	Tovoshella	8-20-45
5380	15	C. Dykeman	Manglio	7-23-45
5382	49	Group Complaint	Barber	7-19-45
5383	285	William Jusch	Flanagan	7-19-45
5386	77	Group Complaint	Wassell	7-19-45
5413	84	Group Complaint	Hulmes	7-20-45
5426	53	George R. Smith	Smith	7-20-45
5615	269	H. Groschke	Althaus	7-31-45
5617	66	Fred F. Bankert	Kestman	7-30-45
5618	16	J. K. Shubert	Arund	7-31-45
5675	11	George Weighton	Quirk	8-3-45
5680	Ph. Rd.	Electronics	Dunton	8-3-45
5689	49	John W. Parkhart	Leahy	8-8-45
4779	81	Group Complaint	Evans	8-8-45
5408	81	R. C. Allen	Mohly	8-13-45
5411	77	Group Complaint	Wassell	8-13-45
5390	5	A. H. Janger	Franklin	8-13-45
		R. Sierney		
5419	265	John L. Casey	Roth	8-17-45
5490	16	J. Litosi	Arund	8-20-45
5591	27	Raymond Pontre	Villano	8-20-45
5486	28	J. H. Leigh	Wilkinson	8-20-45
5489	25	Frank Shay	Arund	8-20-45
5492	24	W. W. Zimmerman	Robert	8-20-45
5509	66	H. Dietrick	Nikel	8-20-45

## Exec. Bd.

(Continued from page 1) company before the union is notified which was a direct violation of the contract.

It was generally agreed that through their indisposition, the company accomplished one important thing. It has brought about a new solidarity and a resolute purpose to the officers and executive board of the union which is being reflected throughout the vast membership. This was done by the company's making evident a condition which many have warned about, that the war is won but the fight has just started in bringing peace and security to the working people of this country.

### Continuity of Service

The continuity of service record of those reemployed after layoffs will be reviewed at the time of reemployment and in each case, the employee will be notified if his service is restored or broken.

Continuity of service is maintained unless an employee

(a) Leaves voluntarily or is discharged.

(b) Absents himself from duty for two consecutive weeks, or longer without satisfactory explanation.

(c) Absent because of illness, fails to keep his division head notified monthly, or is absent for a continuous period of more than one year.

(d) Is not reemployed within a year from date of layoff or lack of work.

(e) Is notified within a year may return but fails to return or give satisfactory explanation within two weeks.

Under established rules, the service record of an employee who has been out for more than one year due to lack of work will be sent to the Pension Board for review if the time out does not exceed his length of service.

**INSIST ON KNOWING OPA PRICES.**

# Schenectady Demands Jobs for All

With thousands in attendance at Crescent Park last Thursday, and many more thousands listening in on their radios, the people of Schenectady served notice on industry and government alike that they will not tolerate conditions of unemployment to lead them back into another era of hardship and suffering such as they experienced in the early thirties.

"Call a conference of interested labor, business and government leaders," they said in a resolution passed unanimously, "and individuals, to form a community-wide committee to act for the fulfillment of the full employment program and to make representations to state and national government law makers in our behalf."

# Electrical Union News

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

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# Plant Wide Seniority Won; GE Bows to Union Pressure

"Plant-wide seniority will be followed during the reduction of forces during the reconversion slow down, and the spirit and intent of the 1945 union contract will be carried out by the company. This complete change of company attitude came about after Local 301, through its executive board, officers and business agent's office, let the company know that they would not tolerate disregard by the company of its contractual agreements and the seniority rights of those with service with the company.

Leo Jandreau, business agent, states that with the new agreement, people with service who have been out of work on their two-week notice will be called back in and that the company will make analysis of the service of people on jobs which those out of work are qualified to do and where necessary, people who have less service will be moved to provide the job for older service people.

However, those people who are to be replaced are entitled to a week's notice so that some time will be needed when making the changes according to the plan.

"While insuring seniority rights to all the workers, is based on a fundamental union policy, it is not the final answer to the present situation," Jandreau said. "We recognize that in moving people into another's job, the one with less service is of course out of work which they need as well as the other. Full employment through the concerted efforts of industry, government and labor is the only final solution this union can accept."

BY WESTERN UNION  
August 30, 1945  
CIO Rally Committee  
Schenectady, N. Y.



**JOBS FOR ALL** at decent pay was the slogan of the men and women who demonstrated at last week's rally. Above is part of contingent of CIO members. Carrying signs which demand that Congress wake up to its job planning responsibilities, these GE workers were just some of a group of veterans, housewives, recently discharged war workers, small businessmen and union people from each of the important plants in the community.

ORIGINAL TORN

