

# OUR CONTRACT (Continued)

**To Win The Gains We Are Demanding  
We Must Be United With Other GE Workers**

Night Shift Bonus —

**SAME** — Here are the clauses from the two Contracts showing identical protection for GE workers on 2nd and 3rd shifts.

IUE-CIO CONTRACT

**ARTICLE V**  
**WORKING HOURS: STRAIGHT TIME OVERTIME**  
**7. Night Shift Differential**  
Hourly rated and salaried employees assigned to recognized second and third shift operations shall have 10% added to their regularly determined earnings for all work performed on such shifts.

UE CONTRACT

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IUE-CIO CONTRACT

UE CONTRACT

**4. Piece Prices—Hourly Rated Piecework Employees**

(a) Piece prices are classified as standard, temporary or special and all piecework vouchers will indicate the classification.

(1) A *Standard Piece Price* is one set where the manufacturing method has become established.

(2) A *Temporary Piece Price* is one set where the manufacturing method is under development or has been changed, or the average pieceworker on the job has not yet attained normal performance.

(3) A *Special Piece Price* is one set on work which usually repeats infrequently or is in small quantities or has some special feature or purpose.

(b) There will be no change in a standard price except where there is a change in manufacturing method.

Where such a change in manufacturing method is made, the price may be adjusted. However, such adjustment shall be limited to those parts of the job affected by the change.

**5. Piece Prices—Hourly Rated Piecework Employees**

(a) Piece prices will be classified as temporary, special or standard, and all vouchers will indicate the classification.

(b) Temporary prices will be set on new jobs as quickly as possible. Ordinarily, standard prices will be set on jobs within six months where the manufacturing method has been developed and the operator has attained average efficiency.

The Company agrees to make every effort to replace existing temporary prices with standard prices.

(c) Special prices will be applied only when quantities are small and jobs do not repeat very often.

(d) There will be no change in standard prices except where there is a change in method. Where such change in method is made, the price may be adjusted. However, such adjustment shall be limited to those parts of the job affected by the change.

Full protection for piecework prices is accorded by IUE-CIO Contract, which carries same wording as UE contract.

Here is the section of the IUE-CIO Agreement with GE assuring all retired GE workers of pension payments of \$125 a month (\$1,500 a year) and protection identical with that presently enjoyed.

AGREEMENT entered into the 15th day of September, 1960, (referred to as the GE-IUE(CIO) Pension and Insurance Agreement) by and between the GENERAL ELECTRIC COMPANY (hereinafter referred to as the "Company") and the INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS - CIO (hereinafter referred to as the "Union"), acting for itself and

(2) The minimum total retirement income of a participating employee retiring on his normal retirement date and having 25 or more years of credited service as a full-time employee shall be \$1,500 per year.

The other clauses of the IUE-CIO Contract provide the same benefits or protection for Vacations . . . Holidays . . . Continuity of Service Credits . . . Grievance Procedure . . . etc.

But the Contract, in itself, does not automatically assure anything, as the outsiders would make us believe. Just

as important is the **application** of the Contract, the **enforcement** of the Contract in the shop by the Stewards and Board Members. If what the outsiders say were true, we would never need a Steward or a Board Member or an Officer or even a Union. If what they say were true, the Contract would enforce itself and there would never be a dispute or a question.

So there can be no "loss" of anything. There can only be gains. And those gains will be like the ones of 1946, '47, '48 when our wage increases ran 13 1/2¢ and 18 1/2¢ an hour, and when we won Holidays, and Vacations and all our other great gains.

Only this time we will be winning Improved Pensions and Insurance . . . Additional Vacations . . . Extra Holidays . . . and the Job Security that is needed to protect our jobs and end the run-aways. To win them we need the strength of 100,000 GE workers. We will have that strength in IUE-CIO.

**Vote IUE-CIO Local 301**

# LOCAL 301 NEWS

IUE CIO

Vol. 1—No. 15

The Voice of GE Workers, Local 301, Schenectady, N. Y.

June 23, 1954

## ANOTHER GE PLANT VOTES IUE-CIO

GE Workers  
Welcome 301  
Back to CIO

Addition of Dallas, Texas Plant  
Unites 57 GE Locals in IUE-CIO

On behalf of 80,000 GE workers in IUE-CIO, John Callahan, Chairman of the IUE-CIO GE Conference Board, sent Local 301 members a "Message of Greetings" upon learning of the NLRB's order for an election at Schenectady.

"GE workers all across the country," he wrote, "welcome the news of the Election Order.

"Because the election will be over by July, we will be able to mobilize the strength of 100,000 GE workers against the company in negotiations this year. This is good news for every GE local, for Boulware has been taking advantage of the UE stall in Schenectady by refusing to bargain in good faith with IUE-CIO negotiators.

"We who know this guy Boulware for the Union-hater that he is, know that he will continue to wring every drop of advantage that he can out of the stall.

"But the end of Boulware's bargaining by ultimatum is now in sight.

"For when Schenectady GE workers pile up an overwhelming vote for IUE-CIO, it will serve notice on Boulware that they are fed up with his antics.

"I feel confident that when that happens we will be in a strong position to enforce our demands for a substantial wage increase, plus major improvements in vacations, holidays, pensions, and a clause guaranteeing women workers equal pay with men, plus other Contract benefits.

"I know that I speak for all GE workers when I say, Welcome to IUE-CIO."

On June 2 another GE plant voted unanimously to unite with 100,000 other GE workers in IUE-CIO. The plant is in Dallas, Texas, a GE location covering two buildings employing more than 250 people.

The biggest of the two shops does aircraft repair work on the Air Force's B-36. The other is an Appliance Service Shop.

This new addition to the ever-growing ranks of IUE-CIO was made possible through the cooperation of CIO Unions—a perfect example of the benefits of real, organic unity.

The Dallas GE workers had formerly been represented by UAW-CIO.

But in keeping with CIO's policy of uniting all workers in one Union according to industry, the Dallas workers became part of the IUE-

CIO, which represents practically all Unionized GE workers today.

The Dallas workers were members of UAW-CIO Local 119. At their regular membership meeting on June 2 they voted unanimously in favor of joining the 100,000 other GE workers in IUE-CIO.

On June 4 they petitioned for an election.

A few days later an NLRB Conference was held and a Consent Election was agreed on. The election is set for today, June 23 and the outcome is a foregone conclusion.

The Dallas GE workers have been chartered as IUE-CIO Local 788.

This brings to 13 the number of GE plants that have joined IUE-CIO in the past year alone. They are:

1. Dallas, Tex.
2. Louisville, Ky.
3. Linton, Ind.
4. Philadelphia, Pa.
5. Cambridge, Mass.
6. Cleveland, O.
7. Minneapolis, Minn.
8. Montreal, Quebec
9. Quebec City, Quebec
10. Schenectady, N. Y.
11. Bloomfield, N. J.
12. Newark, N. J.
13. Long Island City, N. Y.

IUE-CIO passed the 100,000 mark in the GE chain last March when Schenectady, Bloomfield and Long Island voted to unite their ranks with IUE-CIO.

UE's membership dropped accordingly.

Today UE's membership in the GE chain is actually less than Local 301's membership alone. With the exception of Erie, UE's representation in GE is limited to small production or service and supply shops. And most of those have already indicated that they want to follow the lead of Schenectady and unite the entire GE chain in one big Union—IUE-CIO.

### Election Ordered At Newark GE

The NLRB has ordered an election among GE workers in the Newark Lamp Works. The order is based on IUE-CIO's petition.

The Conference is set for tomorrow, June 24. At that time the NLRB, GE, UE and IUE-CIO are scheduled to work out the election date, along with other details for the conduct of the vote.

Presently the Newark Works employs about 1,000 people. It was formerly UE Local 429.

The near-by Bloomfield GE plant, formerly UE Local 422, disaffiliated from UE and voted to join IUE-CIO following the March 15 vote here in Schenectady. Bloomfield GE workers have also petitioned for an election and are awaiting their Order so they, too, can be united with 100,000 GE workers in this year's negotiations.

# WITH 57 LOCALS, IUE-CIO NOW REPRESENTS MORE THAN FIVE TIMES AS MANY GE WORKERS AS NATIONAL UE

On old Union saying is that "You are just as strong as your numbers."

That is what "strength" boils down to. A Union is just as strong as the number of people it represents.

A numerical comparison of IUE-CIO with UE shows that today the National UE is hopelessly weak. Its total membership now is less than the membership of Local 301.

This means that UE's membership is less than 20,000.

Except for Erie, the handful of plants still in UE are mostly small units doing glass work, service or repair work, or production on a small scale.

The Erie Workers petitioned to get out of UE and unite with GE workers in IUE-CIO shortly after we made the break here in Schenectady.

The fact that UE today represents less than 20,000 GE workers proves that it is no factor in negotiations. It can't enforce its demands simply because it does not have the strength.

And that is what is so phony about UE's cry for "unity".

There can be no "unity" in UE. There is no "unity" in that outfit because practically every GE local has left UE and joined IUE-CIO. It is only a matter of time before UE is done completely and all workers are again united within the ranks of CIO.

Here is the list of GE locals represented by IUE-CIO. This is a unity that is real:

- |                                    |                                     |  |
|------------------------------------|-------------------------------------|--|
| 1. Alameda, Calif.                 | 20. Irvington, N. J.                | 39. Pittsburgh, Pa.                    |
| 2. Anniston, Alabama               | 21. Johnstown, Pa.                  | 40. Pittsfield, Mass.<br>(2 Locals)    |
| 3. Auburn, New York                | 22. Lachine, Quebec                 | 41. Providence, R. I.                  |
| 4. Bridgeport, Conn.<br>(2 Locals) | 23. Linton, Ind.                    | 42. Quebec City, Quebec                |
| 5. Bridgeville, Pa.                | 24. Long Beach, Calif.              | 43. Schenectady, N. Y.<br>(Main Plant) |
| 6. Bucyrus, Ohio                   | 25. Long Island City, N. Y.         | 44. Schenectady, N. Y.<br>(Knolls 2)   |
| 7. Cambridge, Mass.                | 26. Los Angeles, Calif.             | 45. Schenectady, N. Y.<br>(Maqua)      |
| 8. Charleston, W. Va.              | 27. Louisville, Ky.                 | 46. Seattle, Wash.                     |
| 9. Cleveland, Ohio                 | 28. Lynn, Mass.                     | 47. Springfield, N. J.                 |
| 10. Clifton, N. J.                 | 29. Milwaukee, Wis.                 | 48. Syracuse, N. Y.                    |
| 11. Coburg, Ontario                | 30. Minneapolis, Minn.              | 49. Tell City, Ind.                    |
| 12. Dallas, Tex.                   | 31. Montreal, Que.                  | 50. Toronto, Ontario                   |
| 13. DeKalb, Illinois               | 32. New Kensington, Pa.             | 51. Trenton, N. J.                     |
| 14. Euclid, Ohio                   | 33. Newark, N. J.                   | 52. Wabash, Ind.                       |
| 15. Everett, Mass.                 | 34. New York, N. Y.                 | 53. Warren, Ohio                       |
| 16. Fitchburg, Mass.               | 35. Oakland, Calif.                 | 54. Waterford, N. Y.                   |
| 17. Fort Wayne, Ind.               | 36. Oakville, Ontario               | 55. Youngstown, Ohio                   |
| 18. Holyoke, Mass.                 | 37. Peterborough, Ontario           |  |
| 19. Huntingburg, Ind.              | 38. Philadelphia, Pa.<br>(2 Locals) |  |

# ALL GE WORKERS WELCOME THE RETURN OF LOCAL 301 TO THE RANKS OF CIO

Throughout the past week messages of Welcome and Congratulations have poured into the Local 301 Headquarters from GE locals all over the country. These messages declare the sentiments of GE workers in IUE-CIO to Schenectady GE workers. Reprinted here and on the back page are excerpts of a few of these messages.

**DAVE FITZMAURICE, PRESIDENT LOCAL 707, REPRESENTING CLEVELAND GE WORKERS** — "For four years now Cleveland GE workers have been striving to bring about unity in the GE chain. An election in Schenectady means that actual unity is now in sight. After your election is held and you pile up a huge majority for IUE-CIO, we can go forward together in negotiations to make the General Electric Company give us the wage increases and contract improvements we are demanding. We in Cleveland are particularly interested in winning a clause in our Contract that will nail down our demand for Equal Pay For Equal Work. The UE has never been able to do anything to win this demand nationally. With the strength of 100,000 GE workers behind us, we should be successful in making Boulware come across on this demand. Welcome back to CIO."



**MEDEE DEROY, PRESIDENT LOCAL 264, REPRESENTING GE WORKERS IN HOLYOKE, MASS.** — "Holyoke workers welcome the announcement of an election in Schenectady and the chance to return to CIO of the biggest plant in the GE chain. There is no substitute for actual organic unity of all GE workers in one Union. Your election will signal the end of UE in GE, for once Schenectady is united with 80,000 other GE workers in IUE-CIO it will only be a matter of time before the other remaining UE locals in GE follow your lead and also



become a part of our Union. If we all move fast, we will still be able to organize the strength of 100,000 GE workers in this year's negotiations, and that should permit us to win the demands we are making for Contract Improvements and greater Job Security."

**TOM HAYDEN, PRESIDENT LOCAL 901, REPRESENTING FORT WAYNE, IND., GE WORKERS** — "An election in Schenectady is good news. It means the chance to unite 100,000 GE workers at the Bargaining Table. Because Fort Wayne was one of the GE plants — along with Schenectady — to sign the first National Contract with the General Electric Company, we know what this Unity can mean. Just as it meant vast improvements in 1937, it will mean the same improvements today. Particularly we are looking forward to winning the improvements in Pensions, Holidays, Vacations, Insurance and Job Security that we are demanding. I am waiting for the day after your election when together we sit down to bargain together with Boulware in New York City. That will be a memorable day for GE workers."



# GE WORKERS FROM COAST TO COAST WELCOME

## ANNOUNCEMENT OF OUR ELECTION

**BILL EMERY, PRESIDENT LOCAL 201, REPRESENTING 16,000 LYNN GE WORKERS** — "After your election is held, the seven big GE plants of Schenectady, Lynn, Pittsfield, Fort Wayne, Philadelphia, Syracuse and Louisville will be welded together in a united front that Boulware will not be able to shove around. Lynn GE workers welcome this chance to unite our ranks for we know it can bring about a return to the kind of negotiating we did back in 1946, 1947 and 1948 when we won wage increases of better than 13c and 18c an hour in single years, plus major Contract gains such as six paid holidays, paid vacations, Seniority benefits, and other Contract improvements. Today our needs are for improvements in Pensions, Insurance, Vacations, Holidays, and a greater degree of Job Security. The General Electric Company has these obligations to its employees and I feel confident that we can do much to win these demands in negotiations after your election in Schenectady."

**JAMES LAWALIN, PRESIDENT LOCAL 805, REPRESENTING GE TUBE WORKERS IN TELL CITY, IND.** — "The announcement of an election in Schenectady should lead to complete unity of all GE workers once again. Indiana is a good example of the weakness of UE. Today the only thing UE represents in the GE chain in this state is a small plant in Decatur. Once Schenectady is part of IUE-CIO there will be no logical reason why Decatur GE workers should remain isolated in UE. In fact, they will probably follow Bloomfield, Newark, Long Island City and others and act to become a part



of the Union that represents practically all GE workers. When that day comes, we can go forward together to win the demands we have made in negotiations."

**ED HOUCHINS, PRESIDENT LOCAL 119, REPRESENTING PHILADELPHIA GE WORKERS** — "An election in Schenectady will enable us to mobilize the strength of 100,000 GE workers in front of the company in this year's negotiations. That unity should permit us to win the improvements we are seeking. It was obvious to everyone that the UE could never hope to win these gains, in view of the fact that it is so weak, so disunited and so much on the defensive everywhere. Philadelphia has seen an excellent example of the power of unity in recent weeks. Here IUE-CIO members were negotiating with Philco. Not only did Philco refuse to meet the demands of IUE-CIO, it actually wanted to take away gains from the Pension Plan the members had won in the past. But because the Philco workers were united 100% in IUE-CIO, a militant strike struggle by IUE-CIO not only succeeded in stopping the Pension-cutting scheme of the Company, it also won a wage increase of from 6c to 9c an hour, plus other improvements in the Contract. IUE-CIO's Philco Pension Plan is now one of the best in the country. I feel confident that unity of GE workers can pay off the same way once the Schenectady election is over."



# THE RECORD OF LOCAL 301

*The outsiders from National UE are trying to take credit for the gains we have made here in Schenectady Local 301. These outsiders are trying to take the credit in spite of the obvious fact that practically all of them were never here in Schenectady before March.*

It is obvious that they did nothing to win our gains. What we have today is the result of 17 years on the job here in Schenectady by the Officers, Executive Board and Membership of Local 301. We won these gains here by fighting it out with the company day-in-day-out.

The National UE had nothing to do with winning our gains. Proof of this is the fact that in none of the other locals does UE have rates or conditions as good as what we have today. In fact, practically all UE locals are much worse off. That is why GE is farming out work of jobs in Bldg. 269 to the UE plant in Scranton where it can get the same work done for rates 40¢ and 50¢ an hour under what we are paid here in Schenectady.

If we had to wait on the National UE for our conditions we would never have what we have today. It was Local 301 that did the job and that is why Schenectady GE workers are overwhelmingly behind the move of Local 301 to unite our ranks with 80,000 GE workers in IUE-CIO so with the strength of 100,000 GE workers behind us we can continue to forge ahead and win steady advances in our wages, our conditions and our job security.

**WAGES** — Doubled and Even Trebled

**CONDITIONS** — Improved a Thousand Percent

**JOB SECURITY** — Greatest in the Entire UE

**STANDARD OF LIVING** — The Highest In History

## Unity of 100,000 GE Workers Means Higher Wages and More Job Security

The Following 56 GE Locals Are United in IUE-CIO

Alameda, Calif.	Everett, Mass.	Minneapolis, Minn.	Schenectady, N. Y.
Anniston, Alabama	Fort Wayne, Ind.	Montreal, Quebec	(Main Plant)
Auburn, New York	Holyoke, Mass.	(2 Locals)	Schenectady, N. Y. (Knolls-2)
Bridgeport, Conn.	Huntingburg, Ind.	New Kensington, Pa.	Schenectady, N. Y. (Marilla)
(2 Locals)	Irvington, N. J.	Newark, N. J.	Seattle, Wash.
Hidgeville, Pa.	Johnstown, Pa.	New York, N. Y.	Springfield, N. J.
Bucyrus, Ohio	Lachine, Quebec	Oakland, Calif.	Syracuse, N. Y.
Cambridge, Mass.	Linton, Ind.	Oakville, Ontario	Tell City, Ind.
Charleston, W. Va.	Long Beach, Calif.	Peterborough, Ontario	Toronto, Ontario
Cleveland, Ohio	Long Island City, N. Y.	Philadelphia, Pa. (2 Locals)	Trenton, N. J.
Clifton, N. J.	Los Angeles, Calif.	Pittsburgh, Pa.	Wabash, Ind.
Coburg, Ontario	Louisville, Ky.	Pittsfield, Mass. (2 Locals)	Warren, Ohio
DeKalb, Illinois	Lynn, Mass.	Providence, R. I.	Waterford, N. Y.
Duald, Ohio	Milwaukee, Wis.	Quebec City, Quebec	Youngstown, Ohio

# Our Local 301 Record of Gains For Toolmakers and Skilled Crafts Is Un-Matched by UE Anywhere!

In the 17 years Local 301 has been on the job in Schenectady GE workers have benefited by far more than GE workers in any UE plant. This record of gains is something that UE always tried to copy and obtain in its other locals. But it never succeeded.

Our plant-wide seniority was the first important gain UE tried to copy in all of its other locals. A few of them won what we have, but most of them are still trying to get it.

But in wages our record is the most outstanding of all. The record of Local 301 accomplishment for Toolmakers is a good example. This record goes for all other classifications as well . . . Electricians . . . Painters . . . Tinsmiths . . . Structural Steelworkers . . . Riggers . . . Machinists . . . Mill-rights . . . Welders . . . and on down the line.

**Examine this record for a moment and you see that it was Local people on the job here in Schenectady that won these conditions for us:**

**1937** There were 23 separate rates for Toolmakers. Local 301 reduced that number to seven the first year we were organized.

**1947** Local 301 won Automatic Progression. It was a full five years later — 1952 — before UE won this for its locals.

**1937-1954** Thousands of special increases and advancements covering workers on every job in the plant. These extra increases are un-heard of in UE locals.

# Toolmaker Rates were Raised from \$1.05 to \$2.48 - \$2.60 by Local 301

Here is the record of Local 301's gains for Toolmakers, which is typical of the militant advancement of wages in GE by Local 301 — a record un-equalled by UE anywhere!

1937, before Local 301, top rate was \$1.05	
1937, after Local 301, top rate raised to \$1.10	
1938	top rate raised to \$1.15
1939	top rate raised to \$1.20
1940	top rate raised to \$1.23
1941	top rate raised to \$1.33
1942	top rate raised to \$1.38½
1943	top rate raised to \$1.44½
1945	top rate raised to \$1.45
1946	top rate raised to \$1.63½
1947	top rate raised to \$1.68½

This was the year we won Automatic Progression which gave us Automatic advancement to the job rate, instead of on the company basis of "merit" advancement. Then the Job Rate was advanced to \$1.80 an hour.

1948	top "A" rate raised to \$1.94½
1950	job rate raised to \$2.04
1951	job rate raised to \$2.21
1952	job rate raised to \$2.32
1953	job rate raised to \$2.48
And with this advancement the leader rate became \$2.60	

**TOTAL RAISES.....\$1.31 an hour**

(Actually the raises amounted to considerably more. For today, the top rate goes automatically to all Class "A" men, while in 1937 only a few select people received the top rate.)