G.E. Laments In Midst of Plenty!

(Continued from page one)

The General Electric, through the Local Press, namely, the Schenectady Union Star and the Schenectady Gazette, is attempting to confuse the issue of the 10 cents an hour wage increase!

The net profits of the G. E. certainly are not being jeopardized when the first quarter shows a 5% decline in net profits because of the following:

1.—The G. E. is now spending money to build up a production organization which will result in a surplus of employees of all descriptions for the Company.

2.—G. E. is now buying much new equipment and constructing new buildings.

3.—G. E. is now buying huge quantities of raw material and this will be used on later production.

With all this expansion (which under normal conditions would bring the net profit for the specific period way down) the G. E. shows a decline in Net Profit of only 5%.

With the additional taxes that the G. E. is bewailing over the General Electric still showed a net profit of \$56,241,083.00, for the year 1941. Not bad! The G. E. earned surplus at the end of the year 1940 was \$128,351,352.00.

UNFAIR PICTURE TO PUBLIC

The picture of a 5% decline in net profits for the first quarter is misleading as the Community Rate Survey, etc.

will give G. E. millions of dollars in super-profits during the next. Time For Our Members second, third, and fourth quarters.

G-E CAN PAY 10c AN HOUR MORE IN WAGES

As far as the G. E. Workers are concerned, this G. E. lament will have no effect on the 10 cents an hour demand; and will lull no one into a state of satisfaction with the present wages.

GE CLERKS REQUEST COLLECTIVE BARGAINING

Many G. E. Clerks are requesting our Union Representatives to take up their grievances with the Company supervision. The G. E. Company Management refuses to give these clerks

the use of Local No. 301's collective bargaining agency. The management fully realizes that this involves the question

The Union's hands are tied on all general problems affecting the clerks, as the Union has authority to negotiate only individual grievances, and the Management insists that any clerical employee desiring to take up a grievance through the Union, must designate the Union as his or her representative through the medium of a signed Union Application Card; or its equivalent.

The Office employees will probably benefit through the efforts of the factory workers in the general adjustments, however, there are other problems effecting their employment that can't be settled until they are organized, and have the use of bargaining machinery.

The problem of getting general increases would be much easier if the office employees gave their collective support. Your problem with the rising cost of living is the same as the

Yourchance to better your conditions will never be more op-portune than the present. Why not join the Union and get the sup-port of the vast majority of G. E. Workers throughout the entire General Electric Company

READ "PM"

FOR LABOR NEWS that you will never see in the Schenectady Union Star or the Schenectady Gazette.

PM-New York City Daily Newspaper will keep you daily informed of everything in the Labor field!

We urge our members to make arrangements to get PM daily.



"He's like his company union plan — tottering"

To Speak Up

The Congressional Record makes shocking reading these days.

Speech after speech is made slandering and denouncing American working people and their unions.

Poll-tax Congressmen and the political henchmen of big business reaction vie with each other in their unmeasured abuse and in their efforts to work up an anti-labor hysteria.

There have always been loud-mouthed baloney-slingers who seek to attract political attention by such antics. But the extent of the present attacks on labor in Congress indicate that this is much more than a hot-air salesmen's jamboree.

Behind all these cynical lies and these hysterical tirades is a deliberate plot, in which a large section of Congress participates, to push through legislation to hamstring the unions and to take away the right to strike.

John T. Jones, CIO legislative representative and director of Labor's Non-Partisan League, warns in a recent circular letter that the unions, and with them the wages and working conditions of millions of workers, are in immediate danger from this anti-labor

One of the favorite excuses of the anti-union Congressmen is that "the people back home" are demanding anti-strike legislation. They claim to receive many letters blaming the unions for everything and opposing their efforts to obtain decent conditions—and this at a time when profiteers are running hog-wild and causing such stoppages as occur through their refusal to bargain collectively and their defiance of the National Labor Relations Act.

Write at once to your Congressmen and Senators. Take action through your unions and other bodies to which you belong. Let the people who are supposed to represent you in Congress know the real facts about the labor situation. Tell them that the people back home don't want the unions hogtied and crushed, and wages kept down, at the behest of profiteering corporations and their stooges.

And if your representative claims to be a friend of labor, ask him why he does not raise his voice against the vile anti-labor

slanders that are daily voiced in Congress. If he wants labor to stand by him at the polls, he had better stand up for labor now.

VINDICATION The CIO today is being abused and slandered with much the same ferocity and injustice as was the case in 1937, during the "Little Steel" strike.

There is therefore some present consolation in the knowledge that the smears and slanders of 1937 have all been disproved by subsequent governmental investigations, which have found the independent steel companies to be the parties responsible for nearly everything for which the CIO was so bitterly attacked.

The recently published report of the LaFollette civil liberties committee, like the Labor Board reports on the same subject, clearly shows that the CIO and the workers were the victims not the instigators of the industrial troubles and violence of 1937.

"The bloodshed bitterness and economic discorpaniention of

"The bloodshed, bitterness and economic dis-organization of communities resulting from the 'Little Steel' strike might easily have been avoided had the companies conformed to the laws of the United States, instead of ranging their combined economic strength and the prestige and influence of their employer associations in opposition to collective bargaining," says the Senate committee's re-

The same can be said for such industrial stoppages as have recently occured. Labor has sought to keep the wheels of industry turning, and stoppages have only occured through lockouts by the employers or due to their refusal to conform to the lorderly collective bargaining procedures which the law required.

Eventually the CIO will also be vindicated of all the present

propaganda charges. Why not now?



SCHENECTADY, N. Y. — MAY 1, 1941

New Union Contract Carries 10c An Hour Increase

Highlights of Contract

1 — 10 CENTS AN HOUR.

Retroactive as of April 7th.

Those employees affected will receive 10c an hour additional for every hour worked.

2 — 10% FOR SECOND SHIFT WORKERS.

All those employees now receiving 5 per cent will receive 10 per cent.

3 — DOUBLE TIME FOR HOLIDAYS & SUNDAYS.

Those employees requested to work holidays and Sundays, formerly paid time and onehalf for this service will now receive double their earnings.

SEE PAGE 2 FOR COMPLETE CONTRACT.

Union Wembership Drive

Every G-E Worker who benefits by the recent contract negotiated by the Union should be in the

It is the job of every good union member to see that his fellow worker signs a union applica-

You, as a union member, have paid in CASH and EFFORT to win the 10 cents an hour and the other gains for yourself and some non-members.

Make it your business to talk to a non-member. Ask your committeeman who are the nonmembers and delinquent members.

If these non-members have accepted the 10 cents an hour increase, they have accepted the Union's labor . . . THEY SHOULD PAY!

Cost of Living Adjustment

The present Cost of Living Adjustment of 3% will be added to the present earnings over and above the 10 cents an hour increase.

The Cost of Living Adjustment will be abolished as a

In other words the present 3% Cost of Living Adjustment becomes an additional part of the wages.

Contract Ratification

New contract will be referred to all G. E. Locals for ratification which must be done by May 10th.

All Shop Representatives of Local No. 301 will hold a special ratification meeting - Monday, May 5th, 7:30 P. M. Special Membership ratification meeting — Tuesday —

May 6th, 7:30 P. M. Above Meetings will be held at UNION HEADQUARTERS
ENe Boulevard and Liberty Street.

ORIGINAL TORN

G.E. Laments In Midst of Plenty!

(Continued from page one)

The General Electric, through the Local Press, namely, the Schenectady Union Star and the Schenectady Gazette, is attempting to confuse the issue of the 10 cents an hour wage increase!

The net profits of the G. E. certainly are not being jeopardized when the first quarter shows a 5% decline in net profits because of the following:

organization which will result in a surplus of employees of all descriptions for the Company.

___1.—The G. E. is now spending money to build up a production

2.—G. E. is now buying much new equipment and constructing new buildings.

3.—G. E. is now buying huge quantities of raw material and this will be used on later production.

With all this expansion (which under normal conditions would bring the net profit for the specific period way down) the G. E. shows a decline in Net Profit of only 5%.

With the additional taxes that the G. E. is bewailing over the General Electric still showed a net profit of \$56,241,083.00, for the year 1941. Not bad! The G. E. earned surplus at the end of the year 1940 was \$128,351,352.00.

UNFAIR PICTURE TO PUBLIC

The picture of a 5% decline in net profits for the first quarter is misleading as the Community Rate Survey, etc.

The present investments of the G. E. during this first quarter will give G. E. millions of dollars in super-profits during the next second, third, and fourth quarters.

G-E CAN PAY 10c AN HOUR MORE IN WAGES

As far as the G. E. Workers are concerned, this G. E. lament will have no effect on the 10 cents an hour demand; and will lull no one into a state of satisfaction with the present wages.

G-E CLERKS REQUEST COLLECTIVE BARGAINING

Many G. E. Clerks are requesting our Union Representatives to take up their grievances with the Company supervision.

The G. E. Company Management refuses to give these clerks the use of Local No. 301's collective bargaining agency. The management fully realizes that this involves the question of higher wages!

The Union's hands are tied on all general problems affecting the clerks, as the Union has authority to negotiate only individual grievances, and the Management insists that any clerical employee desiring to take up a grievance through the Union, must designate the Union as his or her representative through the medium of a signed Union Application Card; or its equivalent.

The Office employees will probably benefit through the efforts of the factory workers in the general adjustments, however, there are other problems effecting their employment that can't be settled until they are organized, and have the use of bargaining machinery. The problem of getting general increases would be much easier if the office employees gave their collective support.

Your problem with the rising cost of living is the same as the factory workers.

Yourchance to better your conditions will never be more opportune than the present. Why not join the Union and get the support of the vast majority of G. E. Workers throughout the entire General Electric Company.

READ "PM"

FOR LABOR NEWS that you will never see in the Schenectady Union Star or the Schenectady Gazette.

PM—New York City Daily Newspaper will keep you daily informed of everything in the Labor field!

We urre our members to make arrangements to get PM daily.



"He's like his company union plan — tottering

Time For Our Members To Speak Up

The Congressional Record makes shocking reading these days. Speech after speech is made slandering and denouncing American working people and their unions.

Poll-tax Congressmen and the political henchmen of big business reaction vie with each other in their unmeasured abuse and in their efforts to work up an anti-labor hysteria.

There have always been loud-mouthed baloney-slingers who seek to attract political attention by such antics. But the extent of the present attacks on labor in Congress indicate that this is much more than a hot-air salesmen's jamboree.

Behind all these cynical lies and these hysterical tirades is a deliberate plot, in which a large section of Congress participates, to push through legislation to hamstring the unions and to take away the right to strike.

John T. Jones, CIO legislative representative and director of Labor's Non-Partisan League, warns in a recent circular letter that the unions, and with them the wages and working conditions of millions of workers, are in immediate danger from this anti-labor

One of the favorite excuses of the anti-union Congressmen is that "the people back home" are demanding anti-strike legislation. They claim to receive many letters blaming the unions for everything and opposing their efforts to obtain decent conditions—and this at a time when profiteers are running hog-wild and causing such stoppages as occur through their refusal to bargain collectively and their defiance of the National Labor Relations Act.

Write at once to your Congressmen and Senators. Take action through your unions and other bodies to which you belong. Let the people who are supposed to represent you in Congress know the real facts about the labor situation. Tell them that the people back home don't want the unions hogtied and crushed, and wages kept down, at the behest of profiteering corporations and their stooges.

And if your representative claims to be a friend of labor, ask him why he does not raise his voice against the vile anti-labor

slanders that are daily voiced in Congress. If he wants labor to stand by him at the polls, he had better stand up for labor now. VINDICATION

The CIO today is being abused and slandered with much the same ferocity and injustice as was the case in 1937, during the "Little Steel" strike.

There is therefore some present consolation in the knowledge that the smears and slanders of 1937 have all been disproved by subsequent governmental investigations, which have found the independent steel companies to be the parties responsible for nearly everything for which the CIO was so bitterly attacked.

The recently published report of the LaFollette civil liberties committee, like the Labor Board reports on the same subject, clearly shows that the CIO and the workers were the victims not the instigators of the industrial troubles and violence of 1937.

"The bloodshed bitterness and economic discoverning time of

"The bloodshed, bitterness and economic dis-organization of communities resulting from the 'Little Steel' strike might easily have been avoided had the companies conformed to the laws of the United States, instead of ranging their combined economic strength and the prestige and influence of their employer associations in opposition to collective bargaining," says the Senate committee's re-

The same can be said for such industrial stoppages as have recently occured. Labor has sought to keep the wheels of industry turning, and stoppages have only occured through lockouts by the employers or due to their refusal to conform to the orderly collective bargaining procedures which the law required.

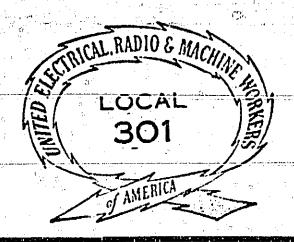
Eventually the CIO will also be vindicated of all the present

propaganda charges. Why not now?

"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 men 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

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



SCHENECTADY, N. Y. — MAY 1, 1941

New Union Contract Carries

Highlights of Contract

- 10 CENTS AN HOUR.

Retroactive as of April 7th.

Those employees affected will receive 10c an hour additional for every hour worked.

2 — 10% FOR SECOND SHIFT WORKERS.

All those employees now receiving 5 per cent will receive 10 per cent.

3 — DOUBLE TIME FOR HOLIDAYS & SUNDAYS.

Those employees requested to work holidays and Sundays, formerly paid time and onehalf for this service will now receive double their earnings.

SEE PAGE 2 FOR COMPLETE CONTRACT.

Union Wembership Drive

Every G-E Worker who benefits by the recent contract negotiated by the Union should be in the Union!

It is the job of every good union member to see that his fellow worker signs a union applica-

You, as a union member, have paid in CASH and EFFORT to win the 10 cents an hour and the other gains for yourself and some non-members.

Make it your business to talk to a non-member. Ask your committeeman who are the nonmembers and delinquent members.

If these non-members have accepted the 10 cents an hour increase, they have accepted the Union's labor . . . THEY SHOULD PAY!

Cost of Living Adjustment

The present Cost of Living Adjustment of 3% will be added to the present earnings over and above the 10 cents an hour increase,

The Cost of Living Adjustment will be abolished as a

In other words the present 3% Cost of Living Adjustment becomes an additional part of the wages.

Contract Ratification

New contract will be referred to all G. E. Locals for ratification which must be done by May 10th.

All Shop Representatives of Local No. 301 will hold a special ratification meeting — Monday, May 5th, 7:30 P. M.

Special Membership ratification meeting — Tuesday —

Above Meetings will be held at UNION HEADQUARTERS Erie Boulevard and Liberty Street.

ORIGINAL TORN

ELECTRICAL UNION NEWS . . .

Published by: UNITED ELECTRICAL, RADIO & MACHINE WORKERS
OF AMERICA, LOCAL 301

301 Liberty Street, Schenectady, N. Y. Editor - L. JANDREAU

AGREEMENT

AGREEMENT entered into this the GENERAL ELECTRIC COMPANY, hereinafter referred to as the Company, and the UNITED ELECTRICAL, RADIO and MACHINE WORKERS OF AMERICA, in conjunction with its affiliated General Electric Locals, hereinafter referred to as the Union.

ARTICLE I-Union Recognition

1. The Company agrees to recognize the Union as the sole collective bargaining agency for those plants or units where the Union, through a National Labor Board election or certification or other appropriate means satisfactory to both parties, has been or shall be designated or recognized as the sole collective bargaining agency. The procedure of such collective bargaining shall be by plants or Works except where the issue involves several or Local 429, Newark, N. J. (Wareall plants.

Local 115, York, Pa. Local 119, Philadlphia, Pa. Local 506, Erie, Pa. Local 602, New Kensington, Pa. Local 201, Lynn, Mass. (W. Lynn Local 615, Pittsburgh, Pa. (Service Local 707, Cleveland, Ohio (Equip-

Local 201, Lynn, Mass. (River Wks.) Local 203, Bridgeport, Conn. Local 255, Pittsfield, Mass. (Appara-Local 255, Pittsfield, Mass. (Plastics)

Local 301, Schenectady, N. Y. Local 310, Elmira, N. Y. Foundry Local 422 Bloomfield, N. J. Local 429, Newark, N. J. (Lamp

(Refrigerator Service Shop) Local 1421, Los Angeles, California (Service Shop) ARTICLE II—Working Conditions

ment Works)

Local 737, Detroit, Michigan (Ser-

Local 901, Ft. Wayne, Indianna.

Local 1011, San Francisco, Calif

1. It is the aim of the Company to provide working conditions of the highest type for its employees and strive constantly to prevent accidents and health hazards by every available means including systematic safety inspections, safety devices, guards, and medical service.

ARTICLE III—Discrimination and Coercion

1. There shall be no discrimiation by foreman, superintendents, or other agents of the Company at any plant of the Company, against any employee because of the employee's membership in the Union. 2. The Union agrees that neither its officers nor its members, nor persons employed directly or indirectly by the Union, will intimidate or coerce employees; nor will it solicit members on Company time.

ARTICLE IV-Schedule of Hours and Overtime 1. The maximum working week shall be forty (40) hours per week eight (8) hours per day, five (5) day week from Monday to Friday inclusive. in excess of forty (40) hours in any given week and all work performed on Saturdays, shall be paid for at the rate-of-time and a half; Sundays and observed holidays shall be paid for at the rate of double time. On jobs which require continuous operation such as power house attendants, guards, and on jobs requiring continuous manufacturing processes such as those which for reasons of protection of equipment and material must be run on a 24 hour day and week by week basis, overtime premium will not be paid for the regu-

ARTICLE V-Differential for Second and Third Shift Employees 1. A differential of ten per cent (10%) will be paid for recognized second and third shift operations.

lar schedule of hours worked on Saturdays, Sundays, and holidays.

ARTICLE VI-Wage Rates

1. Any question of a flat adjustment affecting all plants shall be subject to negotiation in accordance with the terms of this agreement. 2. On questions affecting individual and group adjusments, hourly rates and piece rates shall be subject to negotiations between the plant managements and the Local Unions at any time. 3. Piece Rates - Piece rates which have been definitely established shall not be decreased without giving one week's advance notification to the employee and to his representative.

4. Employee Ratings - Employees will be given their ratings each time the ratings are made.

ARTICLE VII—Vacations

1. Vacations with pay allowance may be granted to employees as follows: One week after completion of one year of continuous service and two weeks after completion of five years of continuous service. a. No vacation pay allowance shall be made to any employee when

leaving the employ of the Company for any reason. b. Employees not registered on the payroll are not entitled to a vacation. If such employees are re-engaged with continuity of service they must work a period of six months (or a period equivalent to their absence if less than six months) before receiving the vacation for which they are eligible.

c. It will not be permissible to postpone vacations from one year to another, or to omit vacations and draw vacation pay allowance in lieu

d. Holidays of any kind occurring during an employee's vacation will be counted as part of his vacation time. e. When an employee who is qualified for vacation allowance is granted a leave of absence, the first week or two weeks may be designated as his vacation time, and with the Manager's approval, the vacation pay

allowance for which he is qualified may be paid in accordance with

Paragraph 3, Section a. 2. Those works shutting down annually for vacation purposes shall consider the vacation season to run concurrently with the shutdown period, except for employees whose term of one or five years of continuous service is completed after the shutdown period. Those employees may be granted vacation pay allowance after the shutdown period but before the end of the year; if they were absent during the shutdown they may not be required to take additional time off. Other exceptions for certain departments or individuals, by reason of the requirements of the business, shall be at the Mana-

ger's discretion. The vacation season shall begin on June 1st and end on December 31st of each year. Vacations outside of shutdown will be scheduled to conform to the requirements of the business. No vacation shall be divided unless it is of two week's duration, in which case it may, with the consent of the Manager, be divided into two periods of one week each.

The vacation season shall begin on June 1st and employees who have worked a fixed number of months from previous vacation period will be prorata if laid off for lack of work. Schdule of payments — under six months no allowance; 6 to 7 months, pay 6-12 scheduled amount; 7 to 8 months, 7-12; 8 to 9 months, 8-12; 9 to 10 months, 10-12; and over 10 months, full allowance

8. A vacation pay allowance will be determined by multiplying the average hourly earnings (exclusive of overtime) by the number of hours in the standard weekly schedule. The average earnings will be obtained from the last available regular monthly statistics, except that when an employee's job or rate has been changed prior to or coincident with the vacation period, the new rate of earnings will be used.

a. Vacation pay allowances may belidrawn in advance on the pay day proceeding the employee's vacation,

b. For determining vacation allowance payments, the following are included in average hourly earnings: Cost of living adjustment.

Night shift bonus for employees whose regular schedules are on 4. As the practice of annual shutdowns is applied in the several plants which have not followed this practice previously, the Company will discuss

the situation with the Union as far in advance as possible. ARTICLE VIII-lob Classification Before a woman or a minor is placed on a job which has been done previously by a man, or partically done by men, the matter shall be brought to the attention of the Local Executive Board by the Local Management with the reasons why it should be done, at least one week in advance.

ARTICLE IX—increasing Forces

1. Additional employees are needed from time to time, in order to meet increased production requirements, to provide the necessary new facilities and to properly maintain existing facilities.

2. The Company recognizes the fact that an employee having experience and training in the manufacture of its products is more valuable than one who lacks such experience. Consequently, in selecting additional employees, the Company agrees to the policy of reviewing those whose names are off the payroll but who have continuous or previous service, giving consideration to the following factors:

a. Length of continuous service. b. Ability, skill and experience.

c. Family status - number of dependents, etc. In cases where the second and third factors taken together have relatively equal weight, length of continuous service shall rule.

ARTICLE X—Decreasing Forces

1. Generally speaking, personnel will not be reduced until production has decreased at least ten per cent below that called for by the established working schedule and after every effort has been made to transfer employes from slack to busier departments. If reduction of forces is necessary, advance notice will be given together with reasons for the change. Any employee to be laid off for lack of work for an extended or indefinite period will be given notice of at least one week.

2. In selecting employees to be laid off, the following factors shall be given consideration:

a. Length of continuous service. b. Ability, skill and experience.

c. Family status - number of dependents, etc. In cases where the second and third factors taken together have relatively equal weight, those with the shortest period of continuous service will be

3. Any employee selected for dismissal or extended layoff will be advised personally of the reasons therefor. Any employee may, if he desires, have his representative present at the time the reasons are given.

ARTICLE XI—Continuity of Service 1. The continuity of service record of those re-employed after layoffs is at present reviewed. Regulations have been set up so that each reengaged employee is notified as to his service record. The service record of any employee who has been out more than one year will be sent to the committee on Eligibility and allowances for review. It has been and is the inten-2. All work performed in excess of eight (8) hours in any single day, tion-of-the-Company to automatically restore service of an employee at the time he is rehired, if he is eligible.

ARTICLE XII—Transfer to Higher Rated Joh

1. When an employee is transferred to a higher rated job group and qualified therefor, he will receive the established rate for the job to which he is assigned.

ARTICLE XIII—Transfer toLower Rated Job

1. When an employee is transferred to a lower rated job group, he will be informed of the reasons for his transfer and receive the established rate for the job to which he is assigned. Employees who are permanently transforred to a lower rated job will receive one week's notice before the transfer is made or will be paid for the first week at the rate of the previous job.

ARTICLE XIV—Lists of Hirings, Layoffs and Transfers

1. The Business Agent or the President of a Local Union will be given details on employees laid off for lack of work after notification has been given to the employees, and similar information on re-engaged employees after they have been rehired. 2. The information will consist of the name, years of service, depen-

dents, occupation and ability rating of the employee. Foremen will give information to stewards on departmental layoffs. 3. The Union will also be given lists of new employees after they have -been engaged, and details on transfers which are made through the Personnel

ARTICLE XV—Seniority Preference for Stewards

Department.

On request of a Local Union, a shop steward with at least one year of service shall be given seniority preference in accordance with the provisions of the Agreement entitled "Decreasing Forces" at the time when layoffs take place within the group for which he is acting as steward, provided he is a satisfactory workman.

ARTICLE XVI—Leave of Absence

1. A member of the Union shall, on request of the Union, be granted one year's leave of absence for Union activities with continuity of service. If more time is required, the Company will consider extending the leave of absence. Upon completion of his mission, he will be given re-employment on the basis of his continuity of service to his former position or similar position at the going rate at the time of his return.

ARTICLE XVII-Procedure on Disputes

1. Any employee in any plant may take a grievance to his foreman, with or without his steward, or his steward may deal with the foreman and receive an answer generally within twenty-four (24) hours. 2. If a settlement is not reached, the steward may refer the grievance to the executive Committee of the Local Union who may contact the Manage-

3. Should any question arise which under the regularly established grievance procedure cannot be settled by the Local Union with that particular plant management, such cases may be referred to the National Officers of the Union and an Executive Officer of the Company who shall arrange a conference (if necessary) with representatives of the Local Union. In special cases, a committee of Plant Managers will meet with the Executive Officer of the Company and the Union representatives.

4. The Union will not cause or officially sanction its members to cause or take part in any sit-down, stay-in, or slow-down, or any other stoppage in any of the plants of the Company within the terms of this Agreement; nor will the local Management take similar action while a disputed job is under discussion between the Local Executive Board and the Local Management until all the bargaining agencies mentioned in the grievance procedure shall have been employed without success.

5. Investigation Grievances. - In those cases where it is mutually agreed by Management and Union Representatives that an inspection of the job would be helpful in settling the case, a sub-committee of the Union with a Management Representative shall be allowed to make an inspection of

ARTICLE XVIII—Impartial Umpire

1. In the event no agreement is reached on any matter through direct negotiations, the two parties will then consider referring such matter to an impartial umpire or board by mutual agreement.

ARTICLE XIX-Local Understandings All present Local understandings will remain in effect unless changed by mutual agreement or unless they deprive the employees of any benefits

ARTICLE XX—Financial Support

May 1, 1941

provided for by this Agreement.

The Company shall not give financial aid to or otherwise support any labor organization. This, however, shall not prevent both parties to this contract from cooperating and exchanging such information essential for the furtherance of agreeable relations.

ARTICLE XXI—Notifications and Publicity

1. The Company agrees to notify the Local Union and the National Officers of any matter affecting employees and not covered by this Agreement as soon as the Foreman are notified.

2. On any matter which has been negotiated between the Company and the Union or the Local Union, the Company will notify th Union before it notifies its organization. The Company will agree with the Union as to the date of newspaper publicity or other announcement on any matter that has been thus negotiated.

ARTICLE XXII—Posting

The Company will permit the Union to use the Company bulletin boards. All notices shall have the Manager's approval and he will also ar range for posting. ARTICLE XXIII—Modification

1. Either party to this Agreement may at any time present to the other, proposed modifications or revisions of any of the provisions hereof and the reasons for such recommendations. Within thirty (30) days after notice is given, a conference shall take place for the purpose of considering such modification or revision. In the event no agreement is reached, the proposed modification or revision may be submitted to an impartial umpire, in accordance with Article XVIII of the Agreement.

ARTICLE XXIV—Termination

This Agreement shall be binding upon the signatories hereto and shall be in full force and effect for a period of one year and thereafter from year to year unless either party gives the other party ninety (90) days' advance written notice of cancellation.

FOR THE GENERAL ELECTRIC COMPANY

FOR THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA

Join Local No. 301 Today ----

Here and

WESTCOAST

LONGSHORE

AVERAGE

WEEKLY

A recent visitor in Bldg. 12 was George Melber, who until a short time ago was employed in Bldg. 9 Glass Room, and is now out on a sick leave. That George is well liked and well thought of was shown by the nice reception his old friends gave him. George has many friends in the refrigerator department who wish him a quick return to health.

---- 100% -- Let's Reach Our Goal -- 100% -----

April 15 was the occasion of much merriment among the union members in Bldg. 12, the reason being the greetings extended by all to our fair little lady, with the sunny smile and charming personality. Anna Costa, Anna is employed on the first shift under

- Are You Doing Your Part? ----

Among the new employees in our building and to whom we extend a hearty welcome are Miss Evelyn Smith, the young lady in the cafeteria on days, and Bob H. Massey, in the tool room. Bob although he has only been with us a short time has already made a lot of friends in Building No. 12. We are sure that every Local 301 member will do all in their power to make things agreeable for these

HARRY BRIDGES HAS AN

HONORABLE DISCHARGE FROM

THE U.S. SERVICE HE WAS

QUARTERMASTER ON THE U.S.S.

Bridges - Longshore Man

IS GIVING FULL SUPPORT TO THE

OF DEPORTING HIM.

HARRY BRIDGES DEFENSE . BRIDGES

HISTORY TO HAVE A BILL BROUGHT UP

IN CONGRESS FOR THE SOLE PURPOSE

HARRY BRIDGES DEFENSE . BRIDGES
IS THE FIRST PERSON IN AMERICAN
HISTORY TO HAVE A BILL BROUGHT UP

Any noon time if you hear someone singing near the cafeteria, Stop, Look, and Listen, most likely you will find it's the Playboy from Galway. When not yodeling, the Galway Playboy is a welder

Wonder what happened to the "Greasy" hat? Funny how some people feel terribly small after they get pointed out in this column. Don't bother to get the hat cleaned — we will still be able to pick you out as a non-union member.

--- All' Plants Must Be 100 Per Cent ----

The recent outstanding social event of the Refrigerator Dept. was the wedding of Miss Philomena Valentino and Mr. Louis De-Paula which took place on Saturday afternoon, April 19th, at St. Anthony's Church in Schenectady.

The bride wore a white satin gown with bridal veil and carried a large bouquet. She is employed in the Shipping Dept. in Bldg. 12 under Mr. Cooley and Mr. Hodges.

That the bride is very popular throughout the Refrigerator Pept. was shown by the large amount of gifts the couple received. Among them, to mention a few:— A large table lamp, from the girls in Bldg. 12 — A set of Syracuse China, from the Tray assembly and C. F. Group — Electric Waffle Iron and Grill, from Planning and Piece Rate Dept. — An automatic Electric Flat Iron, from Men Clerks in Bldg. 12 — Two Buffet Lamps, from the girls in the Office Group.

After a two weeks trip to New York and Washington, the couple will reside in their new home in Schenectady. The bride was attended by her sister and the groom was attended by his brother. The couple carry with them the best wishes for a long a happily married life with the hope that they will never meet with any thorns on the rosy path of matrimony.

If Diogenese is still looking for an honest man, he need go no further than Building No. 12. For here will he be found in person of Dominick Napolitano. Dominick, who is the Refrigerator Dept. Wash Room Attendant, recently found a leather billfold contain ing \$93.00, and although it had no marks of ownership on it. He hunted until he found the owner, who rewarded him with a gift of money. Dominick says, "It pays to be honest, and I'm glad I found the owner".

- All Plants Must Be 100 Per Cent -

Union Business Is Every Union Member's Business Some of the non-members feel that not being in the Union is

their own business. No one should know about them. The Union Members disagree one hundred per cent with this

Every Local 301 member knows that he has the right as a good Union Member to know who the non-members or delinquent members are in his Department or in the Plant. Every Union Member has the right to know who they are that

are retarding progress, and who they are carrying on their backs, free of charge. The next issue of this paper will carry the first list of the

Outstanding non-union members in the Plant THE NON-UNION MEMBER

"The non-union man is a person who reaps where he has not sown. He comes at the eleventh hour and receives his penny. He is willing to profit by the aggressive efforts of others to whom he has given no support. Worse than that, he stands ready to stab in the back the very people who have made it possible for him to command a competence." —Heywood Broun.



BRIDGES WAS OFFERED A

\$50,000 BRIBE TO ASK LONG-

STRIKE AIN 1934.

SHOREMEN TO CALL OFF THE

-- 100% - Let's Reach Our Goal - 100% ----Patriots—True and False

Production of defense materials are proceeding at a phenominal rate. Ships are coming off their runways three and four months ahead of schedule. Airplanes and other munitions are rolling off the assembly line far ahead of the completion date line. These are just two accurate indices which prove that labor is on the job.

The real trouble makers in the nation today, the people who are placing obstacles in the path of progress, are the hirelings of the reactionary, anti-labor newspapers, and the anti-union employer who would prefer to shut down a factory than deal with a labor union

The anti-labor newspapers are responsible for the temporizing defeatist and apathetic psychology abroad in the land. They are weakening the faith and trust of the people in the dependability and reliability of the "Fourth

The anti-labor employers, through their obstructionist tactics, their determination to rule or ruin, are jeopardizing the very safety of our Republic by fostering class hatreds in a time of peril when national unity of thought and purpose is essential to our safety. We see evidence of it in some of the contemptable legislation that has been proposed and passed in many of our states.

The reactionary press and the anti-labor employer are two mendacious, venemous critics standing on the sidelines, singing their songs of hate and libeling the good name and deeds of the workers of America who are producing, sweating, and sacrificing, so our fair land can stay free and that democracy will not perish from the earth.

These two culprits are the best friends the totalitarians have in the U.S. today.

ORIGINAL TORN