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(Continued from page one)

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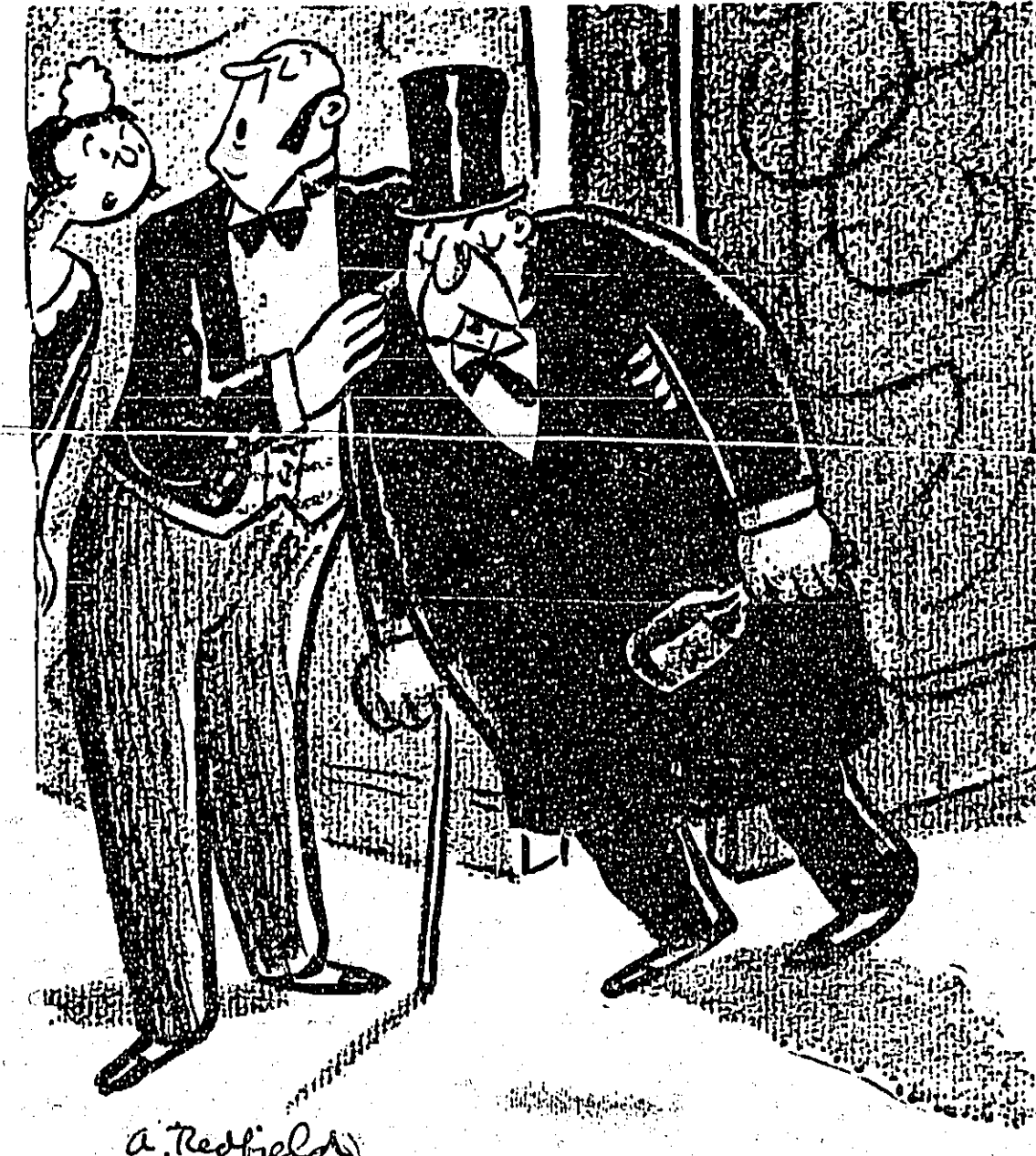
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And if your representative claims to be a friend of labor, ask him why he does not raise his voice against the vile anti-labor slanders that are daily voiced in Congress. If he wants labor to stand by him at the polls, he had better stand up for labor now.

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



Vol. 3

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

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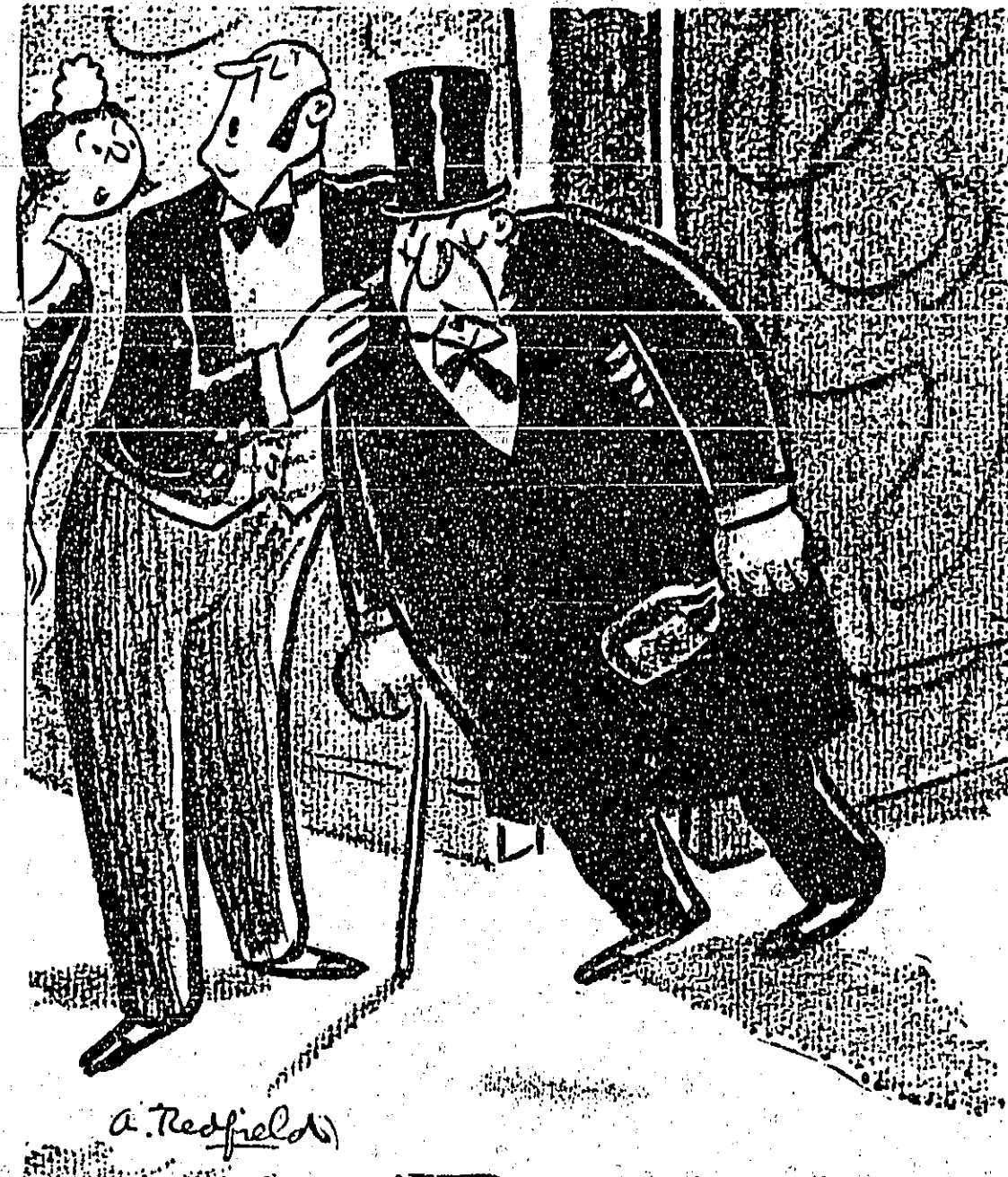
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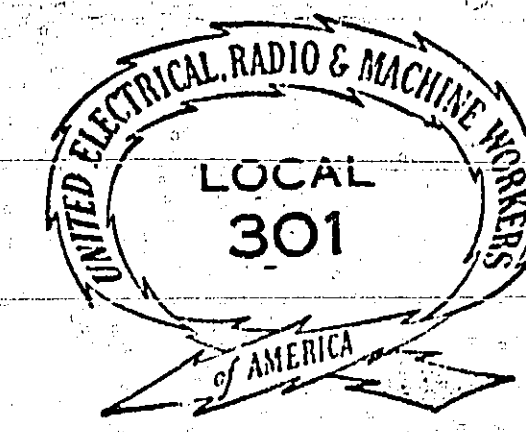
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"All that harms labor is treason to America. No line can be drawn between these two. If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America yet he fears labor, he is a fool. There is no America without labor, and to fleece the one is to rob the other." — ABRAHAM LINCOLN.

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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 day of May, 1941, between 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.

- List of plants and units including: Local 118, York, Pa.; Local 119, Philadelphia, Pa.; Local 201, Lynn, Mass. (W. Lynn Works); Local 201, Lynn, Mass. (River Wks.); Local 203, Bridgeport, Conn.; Local 255, Pittsfield, Mass. (Apparatus); 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 Works); Local 429, Newark, N. J. (Ware-house); Local 506, Erie, Pa.; Local 602, New Kensington, Pa.; Local 615, Pittsburgh, Pa. (Service Shop); Local 707, Cleveland, Ohio (Equipment Works); Local 737, Detroit, Michigan (Service Shop); Local 801, Ft. Wayne, Indiana; Local 1011, San Francisco, Calif. (Refrigerator Service Shop); Local 1421, Los Angeles, California (Service Shop)

ARTICLE II—Working Conditions

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 discrimination 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.

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. 2. All work performed in excess of eight (8) hours in any single day 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.

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.

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 adjustments, hourly rates and piece rates shall be subject to negotiations between the plant management and the Local Unions at any time.

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.

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.

3. 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.

4. The vacation season shall begin on June 1st and employees who have worked a fixed number of months from previous vacation period will be paid a full or partial allowance for lack of work.

5. The 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.

6. Vacation pay allowance may be advanced on the pay day preceding 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 these shifts.

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—Job Classification

1. Before a woman or a minor is placed on a job which has been done previously by a man, or partially 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 employees from slack to busier departments.

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 laid off first.

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 re-employed 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.

ARTICLE XII—Transfer to Higher Rated Job

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 to Lower 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.

ARTICLE XIV—Lists of Hires, 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 employee, and similar information on re-engaged employees after they have been rehired.

2. The information will consist of the name, years of service, dependents, 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 Department.

ARTICLE XV—Seniority Preference for Stewards

1. 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 Article IX, "Decreasing Forces" at the time when lay-offs 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 Management.

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 the job.

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

1. All present Local understandings will remain in effect unless changed by mutual agreement or unless they deprive the employees of any benefits provided for by this Agreement.

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ARTICLE XX—Financial Support

1. 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 the Union before it notifies its newspaper publicity or other announcement on any matter that has been thus negotiated.

ARTICLE XXII—Posting

1. The Company will permit the Union to use the Company bulletin boards. All notices shall have the Manager's approval and he will also arrange 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.

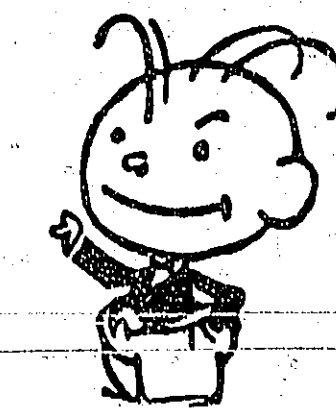
ARTICLE XXIV—Termination

1. 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 AND FOR THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA

John Local No. 301 Today

Here and There in Bldg. 12



BY BERNARD GEERSEN

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.

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 Mr. Hinkle.

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 Ed H. Masson, 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 new employees.

Advertisement for Harry Bridges - Longshoreman. Includes text: 'WEST COAST LONGSHORE AVERAGE WEEKLY WAGES', 'HARRY BRIDGES - LONGSHOREMAN', 'BY SLIM', 'BRIDGES WAS OFFERED A \$50,000 BRIBE TO ASK LONGSHOREMEN TO CALL OFF THEIR STRIKE IN 1934.', 'CIO PRESIDENT PHILIP MURRAY IS GIVING FULL SUPPORT TO THE HARRY BRIDGES DEFENSE. BRIDGES IS THE FIRST PERSON IN AMERICAN HISTORY TO HAVE A BILL BROUGHT UP IN CONGRESS FOR THE SOLE PURPOSE OF DEPORTING HIM.', 'HARRY BRIDGES HAS AN HONORABLE DISCHARGE FROM THE U.S. SERVICE. HE WAS QUARTERMASTER ON THE U.S.S. LYDONIA.', 'IN COMPANY UNION DAYS BOOTLEGGERS WERE BANKERS. WEST COAST LONGSHOREMEN HAD TO CASH CHECKS WITH THEM AND KICKBACK TO THE GANG BOSSES.'



Patriots—True and False

Production of defense materials are proceeding at a phenomenal 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 Estate."

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 contemptible legislation that has been proposed and passed in many of our states.

The reactionary press and the anti-labor employer are two mendacious, venomous critics standing on the sidelines, singing their songs of hate and labeling 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