

ELECTRICAL UNION NEWS

THE VOICE OF LOCAL 301 U. E. R. & M. W. A.

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SCHENECTADY, NEW YORK

February 10, 1950

Stewards Approve Contract Proposals

Here's the Score In Check-off Case

A hearing was scheduled in Federal Court in New York yesterday on the injunction obtained by the Imitation UE tying up the UE's dues check-off money from GE. Judge William Bondy was to have heard the case Tuesday, but removed himself because he owns GE stock. He set the hearing for next week, but UE lawyers were able to have Judge John C. Knox set it for yesterday (Thursday).

UE is arguing that there is no legal basis for a court order holding up dues money which GE workers specifically ordered be paid to UE locals under the contract.

In the meantime, Local 301 has a general grievance demand that the company pay employees for Thursday afternoon of last week, when the company withheld the clock cards of men and women who took check-off revocation cards personally to Building 41. The union claims that the workers who did so were acting within their rights as covered by the check-off cards.

The sequence of events in the case follow:

GE holds up the dues checked-off for November and December. This is a direct violation of contract. (Continued on page two)

It's February 10; Remember Jimmie?

Today is Feb. 10—the date when James B. Carey wanted to have a Taft-Hartley election at GE plants according to "Imitation IUE" ballyhoo.

But when UE took him up on the election talk, and urged that arrangements be made for a speedy vote, he ducked out. GE and the IUE have stalled the Labor Board hearing by lengthy testimony and cross-examinations. So far testimony has been heard on only a few of the points in dispute. The same slow pace continued this week.

It looks now as though there is little chance to have the election before Apr. 1.

Fighting for All Labor



It Doesn't Make Sense . . . leaves the floor space cluttered up.

Second shift workers in Building 66 have a grievance waiting discussion in the works manager's office over shortage of porters and battery truck operators. The shortage holds up piece workers and

At the same time, porters in Bldg. 16 are losing time for alleged lack of work. Bldg. 66 stewards have pointed out. Both buildings are part of the Motor-Generator Division.

Their Own Figures Don't Add Up

Wage comparisons being tossed recklessly by the CIO disorganizing committee for the IUE are the best example yet of the old saying that "Figures don't lie, but liars figure."

Detailed wage figures will be given here later, and they will be verified, proven figures. Now this paper will show merely what is revealed by the CIO disorganizers' OWN PUBLISHED FIGURES.

On page 2 of the leaflet handed out Tuesday by the local IUE group, a table declares that GE wages went up 76 percent from 1939 to 1948, while steel went up 119 percent and automotive 98.5 percent.

But on page 4 of the same leaflet, the rise in GE wages is given as 105 percent.

The table on page 2 gives the Steel hourly average wage as \$1.03 in 1948. But Philip Murray's own brief to the Truman Steel Board of Inquiry stated that the hourly rate in 1948 was \$1.53 and in 1939 was 84.5 cents. These figures show a rise from 1939 to 1948 of 73.5 cents or 87 percent. Where is the 119 percent?

Sort out the Murray-Thomas-Carey juggled figures and you get the following increases from 1939:

GE 105 percent
Steel 87 percent
Automotive 98.5 percent.

What will they pull out of the hat next?

Shorter Work Week Heads '50 Program

A shorter work week with 40 hours' pay topped the 1950 contract proposals adopted unanimously by Local 301 shop stewards at their monthly meeting Tuesday at the union hall.

The recommendations will be sent to the national UE office for coordination by the GE Conference Board which will also have proposals from other GE locals. The stewards' recommendations also will be submitted to the 301 membership meeting Feb. 21. The final GE Conference Board recommendations will be submitted to all locals for approval before they are presented to management.

List of Proposals

The stewards' proposals are:

A shorter work week with 40 hours' pay, to stop the lay-offs and bring unemployed workers back to their jobs. This would also guarantee equal shift hours when multiple shifts are worked.

A pension plan which will improve the company's present inadequate plan, but which will not be tied to Social Security payments. Provision should be made to protect the pension credits of union stewards and officers.

A company-paid health and insurance plan.

Correction of craft rates and women's rates.

Holidays and Vacations

Better holiday provisions, with the guarantee of paid holidays for all workers including those on continuous service.

Better vacation provisions, including a three week vacation for 15 years service. Vacations should be scheduled at the time requested by the workers, instead of by department shut-downs. Provision should be made for paying workers earlier when a holiday falls on (Continued on page two)

Here's the Score In Check-off Case

(Continued from page one)

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Under pressure of UE protest meetings in many plants, GE agrees to revised dues check-off authorization form for certain plants, and the old check-off is cancelled by agreement.

UE removes GE's so-called doubts by submitting new cards for overwhelming majorities in many plants, including Schenectady.

Injunction Issued

IUE goes to federal court Jan. 27. Without notice or hearing to UE, Judge Kaufman issues an order restraining payment of check-off by GE to UE locals. Action is based on GE's own previous claim of being "in doubt."

UE proposes to GE that GE plants and UE locals be authorized to agree mutually to cancel the check-off, and these locals will collect dues from the members.

On Tuesday, Jan. 31, GE refuses this proposal, and furthermore insists on full 30 days individual written notice to revoke the check-off for March.

This gives the union two days, to Thursday, Feb. 2, to get the individual revocations to Building 41.

Pressure By Foremen

Schenectady management hears that workers plan to deliver revocations in person at 11 a.m. Thursday, Feb. 2. At 10:45 foremen visit all workers, telling them they will be sent home for rest of day if they go to Bldg. 41.

Despite this intense pressure, between 2,000 and 3,000 workers go to Bldg. 41 to deliver their revocation cards. Company refuses to see them, but paymaster accepts cards through committee of two. While this went on, many went home in protest against company pressure.

Workers return to jobs and find clock cards missing. Some stay at work and others go home. On second shift workers don't leave jobs, but send shop stewards with

IUE Wants to Keep It Strictly A Secret

For weeks now the "Imitation UE" has been bragging in papers and leaflets about their agreement at Philco. But just try and get one copy of the actual agreement to look at!

GE workers don't have to be told stories about what is in their contract. UE issues a complete printed copy of the contract for every member. But Philco employees have not yet seen a copy of their agreement. No wonder they haven't. The real agreement is a sell-out.

301 Members Address Syracuse GE Workers

301 Executive Board Member Helen Quirini and Recording Secretary John Green addressed a meeting of UE members of Local 320 of the Syracuse GE plant Sunday at the Syracuse YWCA. They told the Syracuse workers about 301's overwhelming support of UE and nailed various falsehoods the Carey people have spread in Syracuse about 301.

Very bad working conditions, including intense speed-up, have been allowed to develop at the Syracuse plant by the Carey followers who have controlled the local for a number of years. The pay and treatment of women workers has been especially bad.

Sister Quirini reported on 301's fight to improve women's rates. Secretary Green described 301's grievance machinery and answered questions from the Syracuse workers, whose grievance system has been bogged down for a long while.

their cards to Bldg. 41. Turbine supervision nevertheless refuses to let shop stewards return to work. Most of Turbine membership on the shift walks out in protest against this discrimination.

The union grievance charges that the workers who were refused pay for Thursday afternoon were penalized improperly, without the required notice and without just cause, and that the barring of shop stewards in the Turbine division, second shift, was an additional contract violation.

Regardless of the outcome of the injunction case in New York, the membership has determined to pay their dues direct to the union and to do away with a check-off arrangement which can be interferred with by the company, the company union, and courts friendly to the company.

Dues collection arrangements are being set up now.

Stewards Recommend Contract Proposals

(Continued from page one)

Additional piece work guarantees and protection against speed-up. Average earnings for waiting time for piece workers.

Additional seniority guarantees, including more protection against broken service.

Extension of the democratic system of grievance handling by shop stewards to include recognition of shop committees dealing with general foremen and superintendents in the shops.

Union shop. Overtime pay provisions for time-and-a-half for Saturday and double time for Sunday to cover fire patrol and other continuous operations.

Provision to guarantee the "bump" rights and accumulated service credits of workers out on workmen's compensation.

Extra 5 per cent premium pay for third shift in addition to present 10 per cent.

In discussing the need for improving craft rates and women's rates, stewards pointed out that the pay of these groups concerns the whole membership.

Some of the contract proposals were recommended to the stewards by the 301 Executive Board, and others were added from the floor.

Referring to GE's notice of contract termination Apr. 1, Business Agent Leo Jandreau said GE workers will not tolerate the scrapping of their contract.

"It has brought them wage gains and working conditions which outrank any won by any other union in big industry."

The company must be shown before Apr. 1, by the determination and firmness of the workers in the shops, he told the stewards, that the contract must continue at this plant.

Jandreau said that GE can well afford to make big improvements in the contract, in view of its huge profits, and still be able to reduce prices.

Stewards discussed in detail ways in which the workers can convince GE, between now and Apr. 1, that they mean business.

March of Dimes

March of Dimes donations turned over to the union office by Wednesday totaled \$2,165.05. Shop stewards who haven't handed in their collections yet are asked to do so immediately.

Rem-Rand Workers Give UE Big Vote

UE won a Taft-Hartley election at the Remington Rand plant at Benton Harbor, Mich., Feb. 1 by vote of 240 to 27 for no union. The "Imitation UE" couldn't even scrape up enough cards to get on the ballot.

The Carey outfit had sent Freeman White, former president of the GE local at Fort Wayne, Ind., to Benton Harbor to campaign for IUE. The drive was such a flop that IUE had to pull out.

UE has filed petitions for elections in the two Tonawanda plants of Remington-Rand and expects to file soon for the Rem-Rand plants at Ilion and Herkimer.

Remington-Rand is known throughout the country for its vicious, anti-labor record. It originated the "Mohawk Valley formula" for strike-breaking. The company broke its UE contract, forced the workers to strike, and refused to recognize UE. But the UE locals continued to operate at Rem-Rand plants during the past two years.

Rem-Rand workers are making it clear that they want no part of a company-union, IUE set-up.

Jandreau Protests Greiner's GE Pass

Business Agent Leo Jandreau in a letter to Works Manager Lewis J. Male this week protested against the aid the company is giving in the plant to "Imitation UE" agents.

Raymond Greiner, an IUE agent not now on the payroll of the company, was given a visitor's pass, Jandreau pointed out, "and was circulating throughout the plant last week unescorted, conducting a campaign against the UE."

Greiner involved himself in serious trouble in Bldg. 77, and created a disturbance in Bldg. 69.

The letter also reported that a foreman recently marked a clock card "union activity" for an IUE agent who is not a member of UE 301. Furthermore several workers, not representatives of UE-301, notified their foremen Feb. 6 that they were leaving their jobs to attend "a union meeting."

In contrast, the letter pointed out, 301 shop stewards were penalized for union activity, delivering revocations to the management last week. Jandreau charged that "pressure is being exerted by supervision on all genuine union activity throughout the plant."

Attend Your Union Meeting

Meet Some More Shop Stewards of Local 301 for 1950



The 301 guide, Floyd Warner, swearing in shop stewards. In the picture, not listed left to right, are: Joseph E. O'Rourke and Albert E. Davis, both of Building 10; Wendell J. Rochford, Charles R. Mullin and Lawrence W. Gates, Bldg. 10-C; Evelyn Verlotte, and George A. Hamilton, Bldg. 24; Edith McCarter, Anthony Di Cocco and Sylvester Chiofalo, Bldg. 26; Martin Hagl, Regina B. Gavron, Harriet Vosburg, Harold Simpson and Margaret English, Bldg. 28; Walter Bauer, Bldg. 41; Frank Diehsner, Bldg. 52; Harvey Giacinto and John W. Bracken, Bldg. 66; Floyd Thomas, CAP, and John Ganott, Bldg. 285.

301 Aiding Strike Of Leather Workers

Stewards are making collections in the shops for the strike of the Independent Leather Workers Union against the tanners of Fulton County. More than 800 leather workers have been out for over seven months. Deputy sheriffs are using tear gas against their picket lines.

Three strikers attended the 301 stewards' meeting Tuesday to give a first-hand report of their struggle. Here are some highlights of their story.

The Tanners Association of Fulton County called in the AFL to try to break the strike, but its organizing drive flopped. Then a representative of the Tanners Association went to Amsterdam to get Fred Krokenberger, manager of the joint board of the Textile Workers Union, CIO, in that city to stage a CIO raid.

Jack Rubenstein, state director of the Textile Workers, headed a two-week campaign in Fulton County against the striking union before a Taft-Hartley election. Rubenstein was a speaker Tuesday night at the Carey meeting in Schenectady.

The Taft-Hartley Board kept the Independent Leather Workers off the ballot, but the union won a smashing victory over both the CIO textile workers and the AFL by getting an overwhelming "no union" vote. The 301 Executive Board authorized a collection to back the strikers.

Carey Teams Up Openly with Anti-Labor Groups

James B. Carey calls it a fight against "Communism," but the fact is that he has now teamed up openly and publicly with the worst anti-labor outfits in the country.

On Saturday, Jan. 28, this head of the "Imitation UE" appeared as one of the principal speakers at an "anti-Communist" conference in New York which included as leading backers the National Association of Manufacturers (denounced repeatedly by the CIO) and the U. S. Chamber of Commerce. It included also the National Economic Council, generally recognized as pro-fascist and headed by Merwin K. Hart, leading American supporter of Franco, the Spanish dictator.

Speakers with Carey were Senator Karl Mundt, North Dakota Republican with a notorious anti-labor record and George Sokolsky, Hearst columnist and one of the worst red-baiters of President Roosevelt. A number of other men with long anti-labor records also spoke.

In his speech, Carey declared: "In another war, we will join the Fascists to fight the Communists."

Undoubtedly most of the American people are opposed to Communism. But they certainly are opposed to war and to Fascism, and to any line-up with Fascism. Too many Americans died fighting it in Germany, Italy, and Japan.

Even the mossback AFL executive council recognized that feeling of the American people this week when it officially condemned any move to recognize Franco Spain. The AFL council pointed

Dermody Reports UE Stronger Every Day

Throughout the country UE is getting stronger every day in its fight against the "Imitation UE," Joseph Dermody, international representative of UE, told the 301 shop stewards Tuesday.

"Their blitz has gone up in smoke," he said. "They've done a fine job of organizing in the papers—that's all."

Dermody said that GE discovered in the 1946 strike that it couldn't break UE in a head-on fight, "so it figured it would have to do it from inside."

He predicted UE will beat "both the company and the IUE, its company union gang."

The "Imitation UE's" attacks on UE's bargaining record are pure "humbug," Dermody pointed out. He recalled that in 1946 Phil Murray publicly told the UE national convention that "the record of UE is unsurpassed."

"And we've achieved a lot more since then," Dermody added.

out that Franco Spain prohibits unions and imprisons and executes union supporters.

But Carey no longer gets his guidance from anything even remotely resembling labor. He gets his guidance directly from labor's worst enemies, with whom he sat on the platform at the New York meeting Jan. 28.

50 Receive Assistance On Income Tax Reports

Help on filling out federal and state income tax reports will be available again tomorrow (Saturday) at 301 hall, from 9 a.m. to noon. The doors will be closed at noon, but anyone in the headquarters by then will be assisted. About 50 members appeared last Saturday for the free service.

Everyone should bring his W-2 form, the withholding tax statement from the company. Anyone owning real estate which he rents should bring a copy of the statement he filed last year and the figures about interest payments made in 1949 on mortgages or loans on the property.

Volunteers to help with the income tax work are needed. The income tax service will be available every Saturday through Mar. 11.

Why Doesn't Thomas Help Auto Workers?

R. J. Thomas, former president of the United Auto Workers, CIO, is chairman of the committee of outsiders brought in to help the Carey boys in Schenectady.

Why doesn't he spend his time trying to help his own union clean up the mess caused by the sell-out settlement with Ford? The price of the Ford pension plan was terrific speed-up and loss of overtime premiums.

The Chrysler workers forced the UAW president, Walter Reuther, to call a strike because they wouldn't settle for the Ford plan.

ELECTRICAL UNION NEWS

UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA
SCHENECTADY GE LOCAL 301

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Meet Your Union Leaders

This is the first of a series of articles on national UE leaders.

UE President Albert J. Fitzgerald, who went to work 24 years ago at the GE plant at Lynn, was one of the founders of UE Local 201 there.

At the age of 18, Fitzgerald started work at GE as a stock-keeper at 41 cents an hour. UE has boosted that job to about \$1.30.

Soon after he was hired Fitzgerald became a motor repair man. The plant was already a big one, with 8,000 workers. Many of them had been in AFL craft organizations during and right after World War I. Under company attacks, red-baiting and fighting between the crafts the AFL unions had fallen apart. To avoid the possibility of a real union developing, GE started its employee representation plan.

In 1930 in the depression Fitzgerald was laid off. There was no such thing as a seniority list. When he was recalled about a year and a half later, a real union began forming. It was an independent group, affiliated to nothing but ready to fight the company union.

Fitzgerald joined it right away and became a shop steward almost immediately in the motor repair department for the new Electrical Industry Employees Union.

After the election of President Franklin D. Roosevelt the new independent Lynn union asked for an NRA election, and beat the company union, in spite of terrific management pressure and threats. Soon afterwards Fitzgerald was elected treasurer of the local.

When UE was formed, Fitzgerald pushed for affiliation with the



ALBERT J. FITZGERALD

national organization. In 1939 he became president of UE Local 201. The following year he became secretary-treasurer of the Massachusetts CIO. He also was elected vice-president of UE District 2, covering New England.

By this time UE had its first national contract with GE. Lynn workers had discovered that James B. Carey, UE president, was a handi-cap, not a help, in negotiating with the world's most powerful electrical corporation. They nominated Fitzgerald for president at the national UE convention in 1941. He has been reelected every year since.

Jandreau Says Workers See Through Anti-Union Partnership of GE, IUE

Workers see through the elaborate stageplay of the General Electric Company and Carey's "Imitation UE", Business Agent Leo Jandreau said in a radio talk Friday of last week over WPTR.

"GE claims it's neutral. The IUE, with great show of militancy, attacks and condemns the company. Carey even bravely denounces GE over GE's Television station. But the attacks and denunciations are no more real than the disagreements of Charlie McCarthy and Mortimer Snerd with Edgar Bergen.

"The GE workers know they would not even have to bother with an election question if GE had not filed its NLRB petitions to save the IUE. They know that they would not be troubled with the check-off question if GE had

not violated the contract by withholding the November and December dues money and gone to court to give the IUE a chance to scramble things further in court actions."

Jandreau said the workers "are well aware of what is behind all this."

"It's all being done to destroy the gains which GE workers have made over the past 18 years of collective bargaining. It is done to destroy a union that believes in practicing democracy as well as preaching it."

Big Build-up For Big Flop

They ballyhooed the great Carey "Imitation UE" meeting at Mont Pleasant High School on Tuesday in big daily newspaper ads for a week. They used spot announcements on the radio. They used leaflets at the plant gates. They got big free space in the papers to build it up. They poured out money for lost time for stooges in the plant to get people to the meeting.

They invited the general public to come. They brought business men. They brought foremen. They brought Steelworkers from ALCO and Textile Workers from Amsterdam. They even brought two rows of people from Pittsfield, Mass.

Perhaps there were some GE workers present. But a careful double check showed a total audience of not more than 350. No wonder the Gazette mentioned no figure.

Plenty of Ex-Presidents

The meeting heard the usual collection of red-baiting falsehoods, all thoroughly debunked previously, from ten speakers, including three ex-presidents: Ex-president James B. Carey of UE, Ex-president R. J. Thomas of Auto, and Ex-president Frank Kriss of 301. They also talked big about fighting GE and getting higher pay and better conditions. But their list of speakers included the following:

Carey, whose home local at Philco in Philadelphia always lags far behind RCA on wages and other conditions, and drags down the industry average.

Callahan There Too

John Callahan of Pittsfield, who while a member of the 1949 UE negotiating committee for GE publicly proposed to give up any wage demand.

Jack Rubenstein of the CIO Textile Workers, who personally directed a strikebreaking raid against the Gloversville tannery workers, a raid planned by the Textile union at the direct request of the Tannery employers and overwhelmingly defeated by the Gloversville strikers in a Labor Board vote.

Ralph Light, "personal representative" of Philip Murray, whose main contracts have no holidays, and who gave up wage raises for 1949 and 1950 in return for a pension plan which will benefit few of the workers and give even them few very little.

But they did talk big and they

UE Wins Two Strikes IUE Tried to Break

UE members recently won strikes at two plants despite strike-breaking attempts by the "Imitation UE."

A week's strike by 1,000 employees of G H and R Foundry at Dayton, Ohio, forced the company to withdraw its illegal, contract-breaking recognition of the IUE. The company recognized UE Local 768 again and agreed to live up to its contract.

The workers went on strike last month because the company tried to replace UE with the company-union Carey set-up. In connivance with IUE, the company refused to observe the UE contract.

The other UE strike victory was at the Krischer Metal Company, New York City. The company thought it could head off UE wage demands by herding the workers into the "Imitation UE."

In the midst of contract negotiations with UE Local 475 last November, the company started organizing for the IUE. Most of the workers walked out at that point and voted to stay out till the UE contract was renewed.

The company and the IUE joined forces in strike-breaking attempts. Workers laid off from CIO shops in other industries were told to report for jobs—that there wasn't a picketline. But when they saw the strikers picketing and heard their story, they left.

Finally the company realized the strikers wouldn't come back without a UE contract. They signed a UE contract with an eight-cents an hour package increase.

The Carey group boasts about victories in T-H elections in a few small plants. They never mention these defeats as strike-breakers.

Did You Know?

During 1949 the CIO Steelworkers, Auto Workers and Textile Workers unions signed 365 contracts with NO WAGE INCREASES. U. S. Steel, Bethlehem, Inland, Republic and American Locomotive were among the 194 steel companies that got off with contracts not providing wage raises. The 194 companies employ 546,670 steel workers.

did throw phony wage figures around. (See separate story on wages).

U. S. News - Feb. 10, 1950

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Dues collection arrangements are being set up now.

UE SHOWS THE WAY ON PENSIONS AND INSURANCE!

UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA
LOCAL 610

322 STATION STREET
WILMERDING, PENNSYLVANIA
BRANDYWINE 1-6014 VALLEY 6005

2011 WAVERLY AVENUE
SWISSVALE, PENNSYLVANIA
BRANDYWINE 1-4424

February 15, 1950

Mr. Albert J. Fitzgerald,
General President, UE,
11 East 51 Street, New York City

Dear Fitz:-

It is with pleasure that I wish to advise you that UE Local 610 has just signed a pension and health and welfare agreement with the Westinghouse Airbrake and Union Switch & Signal companies covering 7,500 of our people. The settlement provides for:-

- ★ Minimum \$125 a month pensions going as high as \$200 a month ... if a member is laid off or quits he is still entitled to his pension.
- ★ Complete hospitalization and surgical benefits for our members and their families paid for in full by the company.
- ★ Life insurance of \$3,000 to \$5,000 and a \$1,000 paid-up insurance policy, all paid for in full by the company ...

Enclosed are further details of the agreement.

Fraternally,

Harold K. Briney
Harold K. Briney, President



What UE Members Say About the Plan

"I THINK IT'S SWELL"

A UE member and a member of the Town Council, H. D. Lester expects to retire this summer. "I was supposed to get \$76 a month pension," he says. "With this new plan the union has gotten, the company will add \$49 a month to give me \$125. I think it's swell. It's the best thing that ever hit this place."



"DEPARTMENT SOLID"

Says Charles Brush, UE worker who has 12 years of service at the Switch and Signal plant: "I'm earning \$2,800 a year, even if my earnings don't go up I'll be eligible for a \$150 a month pension at 65. "I was paying \$7.10 for the welfare program; now the pension plan will cost me \$5 a month and I get the welfare program for nothing. My department is solid for this."



"THIS IS WONDERFUL!"

UE's victory has been shared equally by the wives and families of UE Local 610 members. For example there is the Freund family. "This is wonderful! It's a big difference from what I was expecting," said Mrs. Andrew Freund whose husband, a UE worker, is retiring on April 1 after 27 years of service. Mr. Freund will receive \$42 more pension every month than he had been expecting because of the welfare-pension plan.



"PLAN IS A PATTERN"

Angelo J. Pezzulo, UE worker with nine years at Switch and Signal says: "When I get to be 65, I'll get a monthly pension of \$193 including social security. I am very confident that the plan negotiated by the UE is the best in the area. I am sure the plan is a pattern which will be used by many labor organizations."

UE's Pension and Insurance Plan

	UE	STEEL	FORD	PHILCO
1 MINIMUM PENSION	\$125 pension including social security at 65 years and 25 years service.	\$100 pension including social security at 65 years and 25 years service.	\$100 pension including social security at 65 years and 30 years service.	\$100 pension including social security at 65 years and 25 years service (according to secret Philco deal never made available to Philco membership).
2 PENSION ABOVE MINIMUMS	Many workers will receive pensions up to \$200 a month.	Few workers will receive more than \$100 minimum. A worker with 25 years' service would have to average more than \$4,800 a year in ten years prior to retirement to get more than minimum.	No worker will receive more than \$100.	Not settled.
3 WHAT ABOUT SOCIAL SECURITY?	Any increase in social security will add to pensions above minimum guarantee.	Increases in social security merely reduce company costs and worker's pension remains unchanged.	Increases in social security merely reduce company costs and worker's pension remains unchanged.	Company reduces costs by increases in social security taxes.
4 VESTED RIGHTS	When a worker with ten years service is laid off, quits or leaves the company for any reason before retirement, he takes his pension rights with him.	Any worker who leaves the company or is fired before retirement loses all pension rights.	Any worker who leaves the company or is fired before retirement loses all pension rights.	Any worker who leaves the company or is fired before retirement loses all pension rights.
5 INSURANCE, HOSPITALIZATION, SURGICAL CARE	Worker receives FREE from \$3,000 to \$5,000 life insurance, \$1,000 paid-up life insurance on retirement, and full hospitalization and surgical care for himself and family.	Workers PAY from \$5.65 to \$8.70 a month for insurance and hospitalization.	Workers PAY for almost all of their insurance.	Insurance not settled. Workers PAY for hospitalization and surgical care for their dependents.
6 WHAT ABOUT THE CONTRACT?	Regular contract on wages and hours comes up this May.	Wages are frozen until 1951, the contract until 1952.	Wages are frozen until 1951, the contract until 1952.	Not settled.

WHAT ABOUT TAKE HOME PAY?

Take home pay of UE members increased as much as \$8 per month as result of company taking over full payment for insurance and hospitalization. Vastly improved UE pension plan costs workers the same as old company plan—from \$5 to \$9 per month—and costs company \$13.50 per month. The employee may withdraw his money paid into pension plan at any time.