

# Soldiers Denied Democracy

By SAM FALCONE

Once again the business of the Congress of the United States has been stalled by an anti-labor and anti-democratic group of the Southern Democrats and the majority of the Republican members of the House.

This time it is the Soldier Vote issue, not the Anti-Poll Tax Bill which has come under the fire of these so called leaders of the people. These gentlemen are trying to put across the greatest vote stealing job in the history of our country. They are trying to steal the vote away from 10 million of our servicemen and women.

The motives behind their actions are clear. The Republicans are very interested in the 1944 election campaign. They not only fear the soldier vote, because of the majority the President might roll up against them, but they are still pursuing the same tactics of discrediting the President and hampering the war effort by partisan actions.

The Southern Poll-Tax gentlemen fear the soldier vote because this means that soldiers from the south, both colored and white will have the right to vote for their Congressional representatives.

Men like Congressman John Rankin, Martin Dies and Senator Bilbo fear this vote, for they know too well that the Negro and white workers of the South are tied up with their activities in Congress. The Congressmen know too that once these Southern Soldiers are given their rightful privileges of voting, there will be no question as to how the aver-

age soldier will react to the poll tax laws and grandfather clauses which have deprived him of his franchise for over 50 years.

The soldier vote issue is not yet dead. We, the fighters and workers on the home front must continue to do all in our power to see that the soldiers get a fair deal.

We must continue to write and wire our Congressmen and Senators urging them to continue their fight for the Lucas-Greer Bill.

Congressman B. W. Kearney, especially, must be prompted to continue his fight for a favorable ballot bill. In the meantime if you haven't done so already get your church groups, fraternal organizations and social clubs to enlist in the fight.

The average man would have thought the politicians and their party would be vying for the honor of sponsoring the most generous possible provisions for all servicemen to vote and would consider any like opposition as political suicide.

The only explanation of the present strange conduct is that a rule of the few has entrenched itself in Congress and is desperately and recklessly fighting to maintain its power and privileges against the rising forces of democracy.

By this action they have exposed themselves as a fascist minded force in America.

The people must watch this growing movement carefully or else we have fought another war in vain.

## THE NEGRO AND THE WAR



OUR NEGRO BROTHER

No one today can point out and say that the Negro is not doing his most for the winning of the war. Together with the white workers, the Negroes are doing a vital job in our war industries. 36% of the 5 1/2 million Negro workers in this country or 1 1/2 million are now working in our war industries. In the vital aircraft industry, Negroes now work as engineers, technicians, architects, and chemists, whereas at the start of the war they were restricted to manual jobs. These figures show an appreciable progress. This progress made under the stern necessities of the war has the welcome effect of strengthening and deepening our whole concept of democracy.

The Negro worker is also making a heroic record on the fighting front and proving to the whole world the important role that they are playing in the winning of a victory over fascism.

General Arnold has praised highly the exploits of a Negro fighter squadron during recent operations over the invasion beaches in Italy. The squadron shot down 8 planes in a single day and four on another day.

Children must not be expendable in this war," said the late David C. Adie, state welfare commissioner in recommending a Special Committee to study the problems of juvenile delinquency in New York state in wartime.

That children, the nation's most precious possession are being expended in this emergency period was proved all too thoroughly by the committee's hearings in 13 war industrial areas of this state.

An increase of 46.3 percent in the total delinquency and neglect cases in the first six months of 1942 as compared to the average for the first six months of the year 1938-40 was one of the alarming findings of the special committee.

"We have made a complete survey of the personnel policies existing at the General Electric Plant and we find no serious problems dealing with discrimination. Of course, we have found some cases where members of minority groups, and particularly Negroes, are being employed much below their skills, and we have taken these cases up directly with the plant manager, and we have been assured that immediate attention will be focused upon these matters.

"We are sure that members of your union working at General Electric are fortunate in having grievances handled by a democratic union such as yours, and we hope that you will continue to recognize the problems of minority groups coming under your jurisdiction."

Local 301 Lauded For Its Democratic Handling of Minority Problems

Charles C. Berkley, Executive Director of the committee on Discrimination in Employment, affiliated to the State War Council, stated his appreciation for the cooperation received by his committee from Local 301. The communication received by President Edward Wallingford reads in part:

"We have made a complete survey of the personnel policies existing at the General Electric Plant and we find no serious problems dealing with discrimination. Of course, we have found some cases where members of minority groups, and particularly Negroes, are being employed much below their skills, and we have taken these cases up directly with the plant manager, and we have been assured that immediate attention will be focused upon these matters.

"We are sure that members of your union working at General Electric are fortunate in having grievances handled by a democratic union such as yours, and we hope that you will continue to recognize the problems of minority groups coming under your jurisdiction."

Army Now Has 582,861 Negro Soldiers, 153,800 Overseas

INDIANAPOLIS-(FP)—More than a half-million Negroes are serving Uncle Sam in the army and 153,800 of them are already overseas, according to figures released here by Brig. Gen. Benjamin O. Davis, only Negro general officer in the U. S. Army.

Davis said that as of Oct. 1 there were 582,861 Negro soldiers in service, with 57,828 in the infantry; 58,328 in the coast and field artillery, 92,171 in the engineers and 9,750 in the cavalry. The remaining 360,000 are distributed among the air force, chemical warfare, quartermaster corps, armored force, medical corps and the W.A.Cs.

There are 4,386 Negro commissioned officers of whom 395 are in the medical corps, 67 in the dental corps, 158 are chaplains and 202 are nurses.

Davis is a West Pointer and his son, Lt. Col. B. O. Davis, Jr., commands the 99th Central Postal Directory in the Mediterranean theater.

## HIGH ACCIDENT TOLL CUTS WAR OUTPUT

The press has been highlighting the number of man-hours lost due to strikes, but scarcely any attention has been focused on industrial accidents which account for four times as many lost man-hours as strikes.

This country would be 7,500 merchant ships to the better if we had utilized the 540,000,000 man-days lost since Pearl Harbor due to on-the-job accidents.

Yet government officials in charge of safety programs reveal that a majority of the nation's 100,000 war plants are operating without realistic and effective safety programs, although nine-tenths of all worker accidents can be prevented.

### JOINT ACTION

There is no doubt that the plants which have been most spectacular in reducing accidents are those in which management and labor have pooled their resources. Both the Army and Navy encourage joint committees in plants under their supervision.

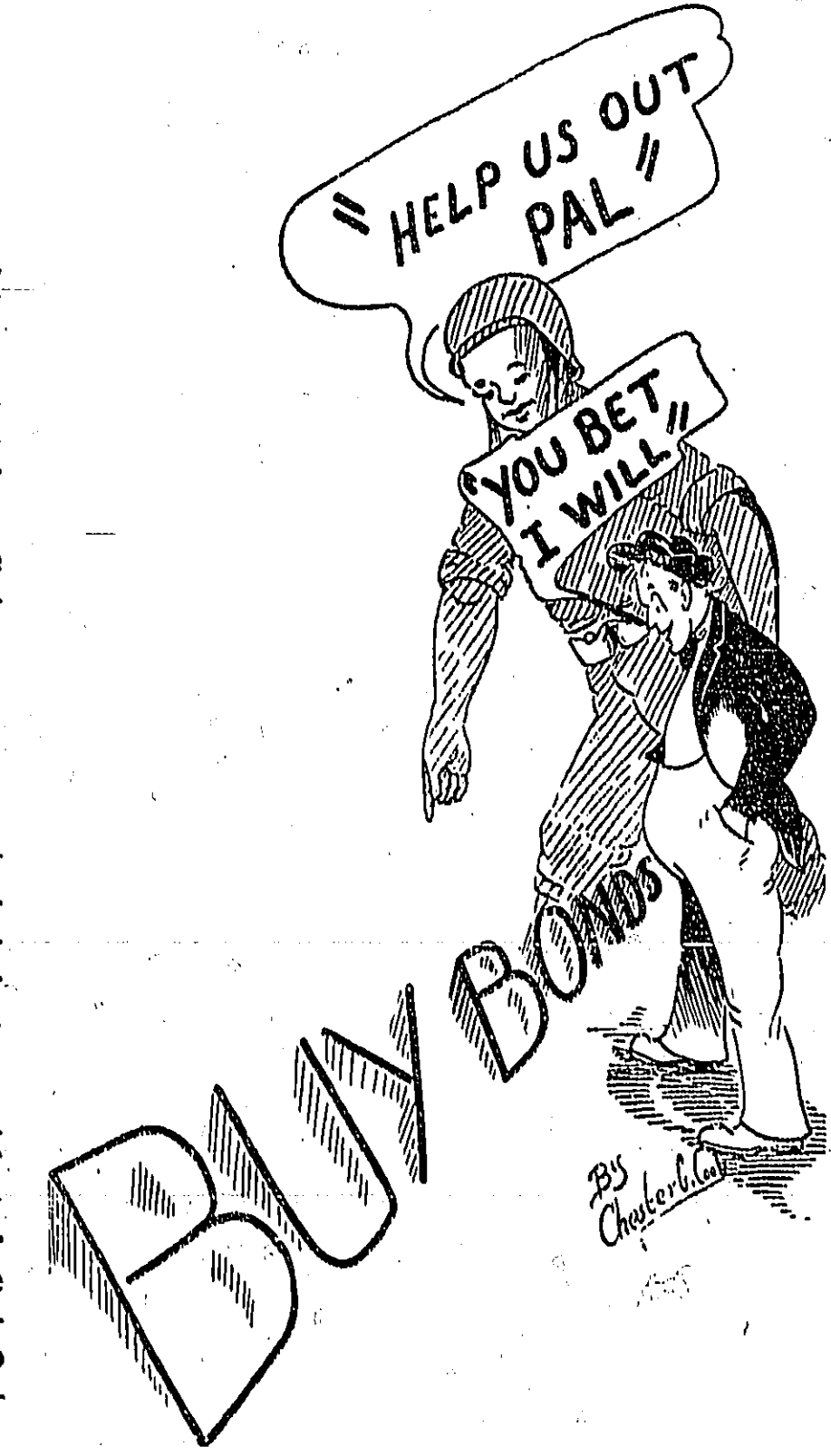
When you stop to realize that industrial casualties since Pearl Harbor amount to 60 times more than the military wounded and missing and 7,500 more than the military dead — you can appreciate why government agencies together with labor and safety groups are concerned about this problem.

In the General Electric our joint union and company safety committees have done much to protect the workers from industrial accidents.

The editorial committee would appreciate receiving reports from these various committees for publication.

## STATE STUDY REVEALS TRAGIC CHILD WASTE

The Second Annual Budget submitted by Governor Thomas E. Dewey reflects the determined fiscal policy of the present state administration to swell an already large surplus fund now \$140,000,000 to an estimated \$150,000,000 by March 31, 1944 to establish a record of deceptive financial economy which ignores obvious pressing budgetary re-adjustments to cope with increased costs of living; the war-time care of children now during the emergency period; the need for expansion of school facilities to meet the menace of juvenile delinquency; the manpower shortage in mental institutions due to low pay; and the demand for increased municipal assistance from the State treasury.



# ELECTRICAL



# UNION NEWS

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

Vol. I SCHENECTADY, N. Y. — FEBRUARY 25, 1944 No. 16

## Big Gains For Toolmakers In War Labor Board Order

Substantial gains for Schenectady GE tool and die makers have been ordered by the Regional War Labor Board in New York in a Directive Order just handed down in Local 301's tool and die case against GE.

The Directive Order was approved by the Regional Board by a six to three vote, with labor and public members voting for it and the three industry members of the board voting against it.

### DIRECTIVE ORDER

The new order sets up both job rates and ranges in cents per hour for four classifications of workers—group leaders, and Class A, B, and C tool and die makers, with wage increases retroactive to August 12 for employees with 12 mos. service in the classification on that date, and retroactive for employees of shorter service to the time when they completed 12 months' service in their classification.

The Regional War Labor Board for the Second Region, acting as the duly authorized agent of the Regional War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 2, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

### WAGES

1. The following job rates and ranges shall be established for the job classifications indicated:

Classification	Range Cents Per Hour	Job Rate Cents Per Hour
Group leaders	\$1.445-\$1.545	\$1.495
Tool & Die Makers A	\$1.285-\$1.445	\$1.335
Tool & Die Makers B	\$1.115-\$1.235	\$1.195
Tool & Die Makers C	.985-\$1.115	

(Continued on Page 2)

## UNITED STATES OF AMERICA NATIONAL WAR LABOR BOARD SECOND REGION

In the Matter of: General Electric Company (Schenectady)

Case No. 111-3264-110

and United Electrical, Radio & Machine Workers of America, Local 301, C.I.O.

Date: February 21, 1944

## Proposed New Contract Includes Step Rates; Improved Vacations

A proposed new national agreement between the UE and the General Electric Co., incorporating important benefits for the membership has been negotiated between the Union and the Company.

### Provides Step Rates

Among the most important gains in the proposed new contract are those providing for a standard step rate provision with three, four and five-cent steps for hourly rated workers, improved call-in pay provisions, vacations based of a 48-hour week, standardization of piece prices, improved vacations for salaried employees and the like.

### Improved Vacation

In a letter announcing the negotiation of the proposed contract, Natl. Sec.-Treas. Julius Emspak writes: "A number of important gains have been made in the contract this year. The agreement on step rates will mean increases for all day workers who are not on stop rates. The vacation clause has been improved

so that employees who have between one and five years' service will benefit. . . .

"A number of important proposals are being investigated by the company. One of these is the proposal on group insurance. If, upon completion of the Company's investigation of costs and other problems, the Company and the Union can negotiate a uniform setup for all the plants on the basis of the Union's proposals, it will be a real benefit to all employees and their families.

"In addition, the Company is investigating the possibility of setting up a fund of some kind to take care of layoffs that will come about as a result of conversion from civilian to war production. . . ."

### Effective Date April

The effective date of the proposed

new contract, which has been approved by the GE Conference Board of UE Locals and recommended to the membership for adoption, will be April 1. Local unions are to take action on the proposed contract by March 15.

Following is a brief summary of the new features in the proposed new contract:

### Summary of New Provisions

1. The recognition clause includes specific reference to salaried units.
2. The maintenance of membership clause includes a provision that the Company and the Union will review resignations and consider if anything should be done to carry out the intent of the maintenance of membership clause.

(Continued on Page 2)

### CONTRACT TEXT

The full text of the section on wages in the proposed new contract, and the new portions of other important sections are printed verbatim on page three of this issue.

# ORIGINAL TORN



# Tool & Die Makers Benefit Under War Labor Bd. Order

(Continued from Page 1)

2. Group leaders having at least 12 months' service in that category, presently receiving less than the job rate (\$1.495 per hour), shall be raised to the job rate; Class A Tool and Die Makers having at least 12 months' service in that category, presently receiving less than the job rate (\$1.335 per hour), shall be raised to the job rate; Class B Tool & Die Makers having at least 12 months' service in that category, presently receiving less than the job rate (\$1.195 per hour), shall be raised to the job rate.

### Retroactive Date

3. The above adjustments be retroactive to August 14, 1943, the date of certification, as to those employees who had at that time at least 12 months' of service in their respective categories, and that they be individually applicable on the anniversary date of those employees whose year of service in the respective classification was completed between August 14, 1943 and the date of the Directive Order.

The procedure to be followed in making the retroactive payment to the employees who have either quit or been discharged shall be in accordance with the annexed copy of the resolution of the National War Labor Board of April 2, 1943.

### Merit Rate Review

4. The rates of Class A employees now receiving \$1.335 per hour or more, the rates of Class B employees now receiving \$1.195 per hour, and the rates of Group Leaders now receiving \$1.495 per hour shall be reviewed at regular intervals, not to exceed six months. The first such merit review shall be as of the date of this directive order.

The amount of any merit increase shall be in accordance with the present step increase for the corresponding rate involved. For Class B Tool and Die Makers the step increase is 4 cents per hour.

For Class A Tool and Die Makers the step increase is 6 cents for any employee whose rate is \$1.335 per hour and 5 cents for any employees whose rate is \$1.395 per hour. For Group Leaders the step increase is 5 cents for an employee whose rate is \$1.495 per hour.

The Company shall notify the Union in advance of the date a merit increase is to be made. The Union shall notify the Company if it questions the action of the Company in denying an increase. A dispute as to whether an employee whose rate is thus reviewed should or should not receive a merit step increase between the job rate and the top of the range rate for his classification, is to be resolved through the established grievance procedure.

5. The present practice for making increases within the rate range for Tool and Die Makers shall continue.

### Negotiate on Others

6. The parties shall negotiate as to the inclusion of other closely allied occupations within the scope of the Board's Order and report the results thereof to the Board within 30 days of the date of the Order.

The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intent of the parties to have their relations covered thereby, as ordered by the National War Labor Board.

This Order shall stand confirmed as the order of the National War Labor Board, and unless otherwise directed by the National War Labor Board, shall become operative 15 days from the date hereof, unless in the meantime a petition for review is filed with the National War Labor Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed or the parties otherwise agree.

Nothing in this Order is intended to prevent the parties from agreeing upon the date when the order or any part thereof shall become operative; and in the event a petition is filed with the National War Labor Board seeking review of portions of this order, either party may request the National War Labor Board to make the remaining portions of the order immediately operative.

### Regional War Labor Board

By (Signed) THOMAS L. NORTON, Chairman  
Members of Regional War Labor Board Present and Voting

#### Representing Public

Thomas L. Norton  
Paul F. Brissenden  
David L. Cole

#### Representing Industry

DISSENTING  
Joseph Zeller  
John A. Zellers  
H. A. Clark

#### Representing Labor

William Collins  
James Edgar  
Walter Payne

## Summary Gains In New Contract

(Continued from Page 1)

3. Workers who are called in are guaranteed 4 hours' pay. Piece workers are to be paid their A. E. R. for those hours.

4. Where workers have not been told that no work is available and they report for work and are sent home they are guaranteed 2 hours' pay; piece workers are to be paid their A. E. R. for those hours.

5. Day workers are to be paid for time lost in attending the dispensary because of injuries received in the plant. Piece workers will be paid at the job rate if time lost within the week exceeds 90 minutes.

6. When 75% of the prices in a department are standard, temporary prices will be made standard within six months. The Company agrees to make every effort to change existing temporary prices to standard.

7. A step rate provision provides that hourly rated day workers will be on 3 cents steps below 80 cents per hour; 4 cents steps between 80 cents and \$1.00, and 5 cents steps over \$1.00. Employees who are not on these new steps will be moved up to the nearest step. New piece rates will be set on the basis of the new step rates.

8. Experienced and qualified applicants are to be hired at a rate not less than two steps below the job rate and are to be increased to the job rate within six months after hiring.

9. The Company will supply to new employees and the Union the job rates for the new employees and the step rates.

10. The Company will supply the Union with a complete list of wage rates, job classifications and definitions.

11. (a) A new vacation program for 1944 provides THAT HOURLY RATED WORKERS are to receive one week for one year and an extra day for each additional year up to 4 years, and 2 weeks for 5 years.

The vacation season will begin on January 1st, instead of June 1st.

Vacation allowance for hourly paid workers will be based on 48-hours per week where the plants are operating on a six-day, 48-hour schedule. In plants which have not been on such a schedule since the last vacation period, but which work 5 or 5½ days per week, vacations will be paid on the basis of scheduled hours, but not less than 40 hours. Those working 7½ hours a day, due to 3 shift schedules will receive vacation pay based on 48-hours per week. Employees on special short shifts will receive vacation allowances based on actual scheduled hours per week.

Employees who complete one year's service after January 1 and are laid off before taking vacation will receive one week's vacation pay at the time of lay off. Those who complete 5 years' service after January 1 and are laid off will receive 2 weeks' vacation pay plus their pro rata pay on the second week of vacation.

12. VACATIONS FOR SALARIED EMPLOYEES will be based on the regular weekly schedules of individuals, groups or departments, with a minimum of 40-hours and maximum of 48-hours of vacation pay. Hours are to be determined by the schedules of the last six months of 1943 or the first six months of 1944, whichever is greater. Salaried employees working 7½ hours shifts six days per week will be paid on the basis of 48-hours.

13. Employees upgraded on related jobs are to receive a rate not less than two steps below the job rate, and will be moved up to the job rate in not less than six months.

14. Employees permanently transferred to a lower rated job are to 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.

15. The address of any employee involved in a layoff or rehiring, as well as the name of the foreman of the department involved, is to be given to the Union in addition to the other information called for by the 1943 contract. The foreman is to give the steward information on extended layoffs, whenever possible, one week before the employee is laid off. Union officials are given seniority preference. The service period for shop stewards or union officials has been reduced from one year to six months.

16. Where settlement on a grievance is not reached between the steward and the foreman the two Union representatives and Management representatives will discuss the grievance for the purpose of settling the case.

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# Text of Changes in Proposed New National UE-GE Contract

### ARTICLE VIII 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 managements and the Local Unions at any time.

3. Piece Rates.  
Temporary prices will be settled on new jobs as quickly as possible. When 75% of the prices in a department are standard, temporary prices will be made standard within six (6) months.

Temporary prices will be time studied and made standard when the manufacturing method has been developed and the operator has attained average efficiency.

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

All vouchers will be marked to indicate whether the price is standard, temporary, or special.

There will be no change in standard prices except where there is a change of method.

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

Where a change in method is made which does not reduce the job value, the Company agrees that the employee should receive the same hourly earnings for the same effort on the old job.

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.

5. Step Rates for Hourly Rated Employees.  
All hourly rated day workers will be on step rates. The schedule will be as follows:

Rates below 80c per hour.....	3c steps
Rates 80c to \$1.00 per hour.....	4c steps
Rates over \$1.00 per hour.....	5c steps

Existing rates of employees who are not on steps will be moved up to the nearest step.

Piece rates now in effect will not be changed, but all new piece rates will be set on the basis of the above step rates.

For example - Men's jobs:  
The starting rate for men's jobs is 74c per hour.

Starting rate .....	74c
1 Month .....	80c
2 Months .....	84c
4 Months .....	88c
6 Months .....	92c
7 Months .....	96c
8 Months .....	1.00

For example - Women's jobs:  
Where the starting rate for women's jobs is 59c per hour:

Starting rate .....	59c
1 Month .....	62c
2 Months .....	65c
3 Months .....	68c
4 Months .....	71c
6 Months .....	74c
8 Months .....	77c

The schedules in any particular plant will depend on existing starting rates.

6. Piece rates now in effect will not be changed, but all new piece rates will be set on the basis of the step rate.

7. Experienced and qualified applicants will be hired at a rate not less than two (2) steps below the job rate and will be increased to the job rate within six (6) months after hiring.

8. The Company will supply to new employees and the Union the job rates for the new employees and the step rates.

9. The Company will supply the Union with a complete list of wage rates, job classifications and definitions.

### ARTICLE X Vacations

Vacations for Hourly Rated Employees

1. Vacations with pay allowances will 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.

Employees who have more than one year of continuous service, but less than five years of continuous service will receive additional days of vacation as follows:

Over two years but less than three years	-1 day.
Over three years but less than four years	-2 days.
Over four years but less than five years	-3 days. . . .

(The new contract provides that the vacation season be the whole year, from January 1 to December 31, instead of from June 1 to December 31 as formerly . . . . Ed)

Employees who complete one year of service after January 1st, and who are laid off before taking a vacation will receive one week of vacation pay at the time of lay off. Employees who complete five years of continuous service after January 1st and who are laid off before taking a vacation will receive at the time of lay-off one week of vacation pay, plus their pro rata pay on the second week of vacation.

3. Those plants which are operating on a six day 48-hour schedule will base vacation allowance on 48-hours per week. In plants which have not worked on a six day 48-hour schedule since the last vacation period, but which worked 5 or 5½ days per week, the vacations will be paid on the basis of scheduled hours but not less than 40-hours. The amount of vacation allowance will be determined by multiplying the average hourly earnings (exclusive of overtime) by the average weekly scheduled hours. The average earnings will be obtained from the last available regular monthly statistics, except when an employee's job and rate has been changed prior to or coincident with the vacation period, the new rate of earnings will be used.

Employees who are working 7½ hours a day due to three shift schedules will receive vacation pay based on 48-hours per week. Employees such as cleaners, or those on special short shifts will receive vacation allowances

based on actual scheduled hours per week. Vacations for Salaried Employees

5. Vacations for salaried employees will be based on the regular weekly schedules of individuals, groups or departments with the minimum of 40-hours and maximum of 48-hours of vacation pay. The hours will be determined by the schedules of the last six months of 1943 or the first six months of 1944, whichever is greater.

Salaried employees who are working 7½ hour shifts six days per week will be paid on the basis of 48-hours.

It is understood that the above vacation schedules apply for 1944 only.

### ARTICLE II

Maintenance of Membership

The Company and the Union will review the resignations which are submitted and consider if anything should be done to carry out the intent of the maintenance of membership clause.

### ARTICLE V

Hours and Overtime

3. Employees who are called in will receive at least four (4) hours of pay. Employees who have not been told that no work is available, and who report for work and are sent home, will receive at least two (2) hours pay. Piece workers will be paid at the A.E.R.

4. Day workers will be paid for time lost in attending the dispensary on account of injuries received in the plant, in accordance with the present practice. Piece workers will be paid at their job rate if the time lost within the week exceeds 60 minutes.

### ARTICLE XV

Transfer to Higher Rated Job

2. Employees who are upgraded on related jobs will receive a rate not less than 2 steps below the job rate and will be moved up to the job rate in not less than 6 months. Related jobs are those in which the past experience of the employee applies to the new work.

### ARTICLE XVI

Transfer to Lower Rated Job

2. Employees who are permanently transferred 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 XX

Procedure on Disputes

10. Chief stewards or Executive Committee members in plants where they act as chief stewards, will be permitted to contact stewards in their respective divisions when the officers of the Union deem such contacts necessary. They will advise their own foreman before leaving their department and also contact the foreman in the department which they are visiting before they contact the steward.

## On This Page

Printed on this page for the information of the membership are verbatim excerpts from the proposed new UE-GE contract. The complete text of the section on wages is given, with both unchanged and new portions. A great part of the wage section is new material. New material is printed in bold type.

On other sections of the contract, only the changed portions are printed, and not all sections of the contract are included. For the most part, sections not cited on this page are unchanged.

# ORIGINAL TORN