

MINIMUM STARTING RATE - \$1.08

New employees hired from the gate must receive at least \$1.08 per hour as a starting rate. This rate applies only to inexperienced employees and those hired for low rated jobs. The lowest production job rate is \$1.20 per hour. These jobs are held mostly by women. On all job rates up to \$1.505 per hour increases are made by automatic progression, whereby employees progress to their job rate within four months. The schedule on job rates and starting rates for the Schenectady Works is as follows:

STARTING RATE	AFTER 1 MO.	AFTER 2 MOS.	AFTER 3 MOS.	AFTER 4 MOS.	JOB RATE
1.08	1.11	1.14	1.17	1.20	1.20
1.14	1.17	1.20	1.23		1.23
1.14	1.17	1.20	1.23	1.26	1.26
1.23	1.26	1.29			1.29
1.23	1.26	1.29	1.33		1.33
1.23	1.26	1.29	1.33	1.375	1.375
1.33	1.375	1.42			1.42
1.33	1.375	1.42	1.46		1.46
1.33	1.375	1.42	1.46	1.505	1.505

MINIMUM STARTING RATES FOR PIECE WORK

UP TO AND INCLUDING	NEW EMPLOYEE	OLD EMPLOYEE BREAKING IN
A.E.R. 1.23	1.08	1.18
" 1.33 & 1.375	1.14	1.24
" 1.42 & higher	1.23	1.33

On job rates above 1.505 increases are not automatic but are on merit. However, employees are entitled to the job rate for normal performance. Jobs above 1.505 should be filled by upgrading and not by newly hired employees. Shop stewards should take note and be sure that the above is carried out in these groups.

CRANEMEN TURN DOWN COMPANY OFFER

The cranesmen requested that their job rate be increased, pointing out that the present evaluation had been made many years ago, and since then their responsibilities had increased, the work had been increased in size and the cranes were much larger, handling more tonnage. The case was negotiated through all the steps of the grievance procedure, with the Company finally offering to increase the "A" class cranes 5¢ per hour. The Cranesmen called an emergency meeting at Union Headquarters at 2:30 p.m. last Wednesday and voted to reject the Company offer, demanding that all classifications be treated the same. They also voted to reject all overtime as a protest to the Company's answer. Since then production in many shops has been slowed down.

STEWARDS' MEETING POSTPONED

The monthly Shop Stewards Meeting regularly scheduled for the 1st Tuesday of the month has been postponed until the 2nd Tuesday, Nov. 16, at 7:30 p.m., because Election Day falls on the 1st Tuesday. The 2nd shift shop stewards will meet at 1:30 p.m. (before work) on the same day, Tuesday, Nov. 14, 1950.

DEPARTMENT MEETINGS

It has always been the custom and practice of the Union to encourage department meetings. Some departments and groups have taken advantage of this opportunity and have regular monthly meetings scheduled at Union Headquarters. In a department meeting members have the chance to discuss their particular problems more completely. Likewise, a better understanding between the members is created. Department meetings do not have to be all work and no play. You have facilities available for refreshments. Get your Board member or Steward to organize a department or group meeting.

TOOLMAKERS CERTIFIED

Some Toolmakers are using everything under the sun to justify their staying out of the Union. UE Local 301 has been certified by the National Labor Relations Board as the bargaining agent for Tool Rooms in the main plant and K-1, Knolls. Toolmakers have received outstanding benefits from the UE. They have rates and working conditions equal or better than any other G.E. plant. Schenectady is the only plant with automatic progression on rates for Toolmakers. All this was gained with less strike action than was experienced in many other plants. Sure we don't have what we want, but, who has? Remember your hopes of improvements on the job will never be realized without a Union. The record is clear on that for 15 years prior to 1937. Don't just use your ability while working at your job and don't look up your ability in the tool box when you finish work for the Company. Give a little support and assistance to making the Union stronger and more effective. That's a better way to provide for the future.

ELECTRICAL UNION NEWS

LOCAL 301 --- U. E. R. & M. W. A.

NOVEMBER 17, 1950

PROPOSED SUPPLEMENT ON SENIORITY

The Executive Board has drafted a proposal for applying the seniority provision of the National UE contract, on reduction of forces. The proposal was approved by the shop stewards at their regular meeting last Tuesday. The proposal will now go to the membership meeting next Tuesday. If approved, the Executive Board will present it to local company management to become part of the Union's contract.

Sections 4-5-6-7-8-12 of the supplement consist of the steps to be taken when a reduction of forces is necessary.

Section 4 - Employees selected for dismissal or layoff shall be those with the shortest continuous service in the group or department, working on jobs that are similar and in accordance with Sections 1 (a) and 1 (b) of Article XI.

Section 5 - Employees selected for dismissal or layoff in accordance with Section 1 (a) and 1 (b) of Article XI, from a group shall first be offered existing openings within the department.

Section 6 - If no openings exist, they will be created by adjusting other working forces in the department, by laying off people on the same or like kinds of jobs, who have shorter service.

Section 7 - Employees who finally are displaced by another employee of longer service shall be considered laid off for lack of work and shall be sent to the employment office to be offered existing openings in the other departments in the bargaining unit.

Section 8 - If no openings exist, they will be created in the bargaining unit in accordance with Sections 1 (a), 1 (b) and 6 of Article XI.

Section 12 - As layoffs are made, employees with less than one year's service will be laid off before schedules of hours are cut below 40 hours per week. Before further layoffs are made, the factory working schedule will be cut 10 percent (from 40 to 36 hours). If further reductions are necessary, schedules below 36 hours per week may be negotiated. In general reduced schedules will not be put into effect when the working force is in excess of normal requirements.

MEMBERSHIP MEETING TUESDAY, NOV. 21st

AGENDA

Pledge of Allegiance
Reading of minutes
Nominations of officers
Nomination and election of Election Committee
Recommendations of Executive Board
Report of Constitution Committee
Report of Defense Committee
Report of Activities Committee
New Business
Good and Welfare

CONSTITUTION COMMITTEE REPORT

The Constitution Committee will report on two proposed changes to the Union Constitution, at the next membership meeting.

1. The committee will report unanimously to increase the Union dues from \$1.50 to \$2.00 per month.
2. The committee will report non-concurrence on a recommendation to elect officers and Executive Board members for two year terms, alternating the election of officers and Executive Board each year. Members should make a special effort to attend this membership meeting and vote on these important questions.

LABOR DEPARTMENT CALLED IN

The Union has requested the N.Y. State Dept. of Hygiene to investigate the condition of the air in Bldg. #269. A committee, composed of Fay Hildreth, Stanley Aldous, and the Business Agent, met with two representatives of the N.Y. State Dept. of Labor Hygiene Division on Wednesday, at Union Headquarters, and discussed the complaint. The members of the Union in Bldg. #269 have complained that the air makes them drowsy, and they feel that a lack of oxygen may be caused by the numerous open torch fires used in the vacuum tube processes and the numerous furnaces in the Dept. Within a short period of time there have been several fatal heart attacks among the employees in this Dept. Complaints were made to the Company by the Union. The Company promised to make an extensive investigation through the Works Hospital. This building was not built for the present electronic production. It is air conditioned and without windows. The air circulation depends entirely on mechanical devices.

The Dept. of Labor representatives agreed that they would make a separate investigation of this entire question.