

Grievance Fight Is Important Now

IUE-CIO Local 301 has scored an impressive and historic victory.

By secret ballot, in the traditional American way, Schenectady GE workers have spoken. They have demonstrated confidence in their officers, belief in their union and determination to let nothing stop them in the drive for a better life.

The election results proved conclusively that Schenectady GE workers want unity in the GE chain, plus a strong, mili-

tant union—IUE-CIO—fighting for their protection and for the new victories we deserve.

Now that the election is over, the time for unity in our ranks is here. Now we can and we must unitedly face up to our common problems and our common foe—the General Electric Company.

Chief among the tasks that face us are the joint problems of grievances and negotiations.

The pile of grievances, cre-

ated by UE's sabotage of our grievance machinery, must and will be resolved satisfactorily at once. During the campaign we pledged ourselves to this important job. We shall redeem that pledge.

Every single grievance, which was not resolved with justice to the worker, will be reopened and rethought. And we shall win justice.

At the same time, we must continue in our collective bargaining sessions to fight for a contract which adequately

meets the needs and wants of GE workers.

The UE's campaign of stall and delay deliberately played into the company's hands during the most crucial period of labor-management relations—contract bargaining time.

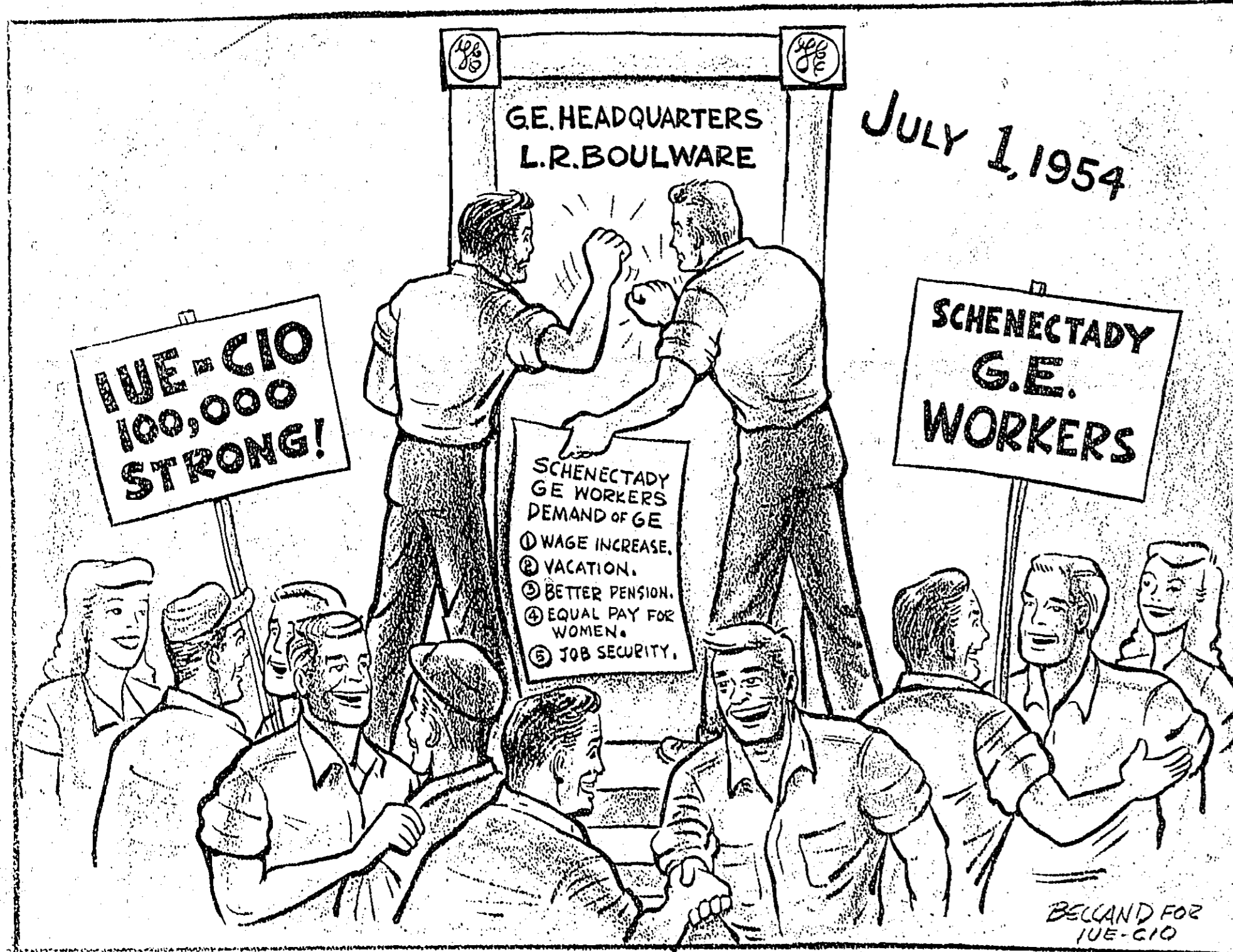
But there is still an opportunity for us to win some of the gains we should have. United with 80,000 other GE workers in the IUE-CIO we can still force GE to make a more acceptable offer this year—and we shall certainly demand and receive far more in the years to come.

On the local scene, IUE-CIO Local 301 must continue to fight GE's two-fold campaign of farming out work and of moving jobs to newly built plants. So long as Schenectady GE workers are not fully employed, we can not—nor will we—relax our fight for full employment.

UE has also stalled IUE-CIO Local 301 in the realization of our long-held dream to build our new union home. Now we can go forward with our plans to build that bright, new, clean headquarters which will be a credit to our union and a credit to our city.

As a part of the IUE-CIO, Local 301 is determined to play its part in the national CIO campaign to achieve full employment in America.

We shall join wholeheartedly in the CIO's fight for federal programs and policies which will end unemployment, restore prosperity and return us to the full employment—full production society which America deserves.



Steelworkers Win 9c-12c Package

CIO Steelworkers won a new contract this week providing for a five-cents hourly increase across the board, plus improvements in their Pension and Insurance Plans.

The package gained was between 9c and 12c an hour. In some of the big mills it was 9c. Other mills that had not been paying as much into the Pension and Insurance fund were forced to raise their contributions even higher and the package for them was 12c.

GE refuses to bargain on Pensions and Insurance, despite the fact that those items are considered among the most important by the majority of people in the shop.

Boulware Still Dragging His Feet in Negotiations

As we go to press, the IUE-CIO General Electric Negotiating Committee was meeting with the company officials in New York in a new effort to work out a settlement.

The GE Conference Board of IUE-CIO is slated to meet Friday (today) to decide strategy.

Throughout the past few weeks Boulware has been waging psychological warfare against GE employees in an attempt to make them believe that his measly nicker offer is the greatest thing since Social Security was started.

But GE workers aren't buying this Boulware baloney.

The company claims "fifty-nine Unions have settled already." But the truth is that those so-called "fifty-nine unions" are only different locals which together represent just a handful of people.

The pattern will still be set by the one big Union—and that is IUE-CIO. And the only way it will be improved over what has already been offered is by mobilizing our entire strength and showing Boulware that we mean business!

Sign-up Is Important

The first step in our campaign to make GE realize that IUE-CIO Local 301 is a fighting union is the drive to get signatures on IUE-CIO authorization cards.

These cards—far more than any election victory—will convince GE that Schenectady workers mean business.

Your steward has authorization cards. If you haven't signed one, get one from him today, and sign it right away.

All stewards must return their signed authorization cards to the union headquarters, 301 Liberty St., by 3 p.m. Friday.

LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 18

The Voice of GE Workers, Local 301, Schenectady, N. Y.

July 9, 1954

National UE Capitulates to GE, Says "Unsatisfactory"

The UE National Negotiations Committee last Tuesday promised G.E. they would recommend acceptance to the G.E. Company's offer as of May 24. The effective date of the settlement is July 2nd.

This means that National UE has thrown in the sponge—they have decided to accept Mr. Boulware's offer regardless of the absence of transfer of jobs or 15½ months closing on contract.

The action of National UE, without doubt, was taken to influence G.E. workers in Bloomfield, Newark, Erie, Cincinnati and Long Island, where N.L.R.B. elections are pending, to vote U.E.

It is a pity that National UE couldn't have applied their magic formula which they claimed was so successful in Essington, Pa., Local 107, to stop the transfer of work from existing plants to new locations. They have taken the role of small unions and accepted lock, stock and barrel the Company's offer with the proviso that if the major union, IUE-CIO, gets a better offer, they will be given the same benefits. There is plenty of time to talk if Mr. Boulware is sincere with his public platitudes. Jobs are important to every G.E. worker. How can you settle contract negotiations without some assurance that G.E. will not transfer your work out of town and you will find yourself unemployed? The

(Continued on page 4)



Challenge National UE on Sympathies To Schenectady Workers

Business Agent Leo Jandreau sent a letter to A. Fitzgerald last Wednesday, asking him to release the funds of Local 301. In making a report to the Executive Board of IUE-CIO Local 301, Jandreau said: "This will prove, how sympathetic National UE is to Local Schenectady GE Workers."

The letter is as follows:

Albert J. Fitzgerald, President
United Electrical, Radio and
Machine Workers of America
11 East 51 Street
New York, New York.

Dear Mr. Fitzgerald:

Executive Board Sets August 13 Deadline

The Executive Board set August 13 as the deadline for receiving applications for IUE-CIO Local 301 without initiation fee.

All eligible employees may sign application cards, without the usual \$2.00 initiation fee, if they sign before August 13th. Applications have been streaming into the Union office since last Thursday, the day following the N.L.R.B. election.

A number of groups had signed prior to the election. The present reports show that the local will have a higher percentage of organization than it ever has had in the past. Employees who had not joined before have signed applications.

The Executive Board, in an unanimous decision, recommended that all employees should be signed up. "Forgive and forget your differences—the number of members will measure our strength", said the Executive Board. The officers were authorized to screen applications.

In the Executive Board deliberations it was pointed out that the company would know our strength, through the check-off.

employment in Schenectady for their livelihood, to speak out and support the Union's position to save jobs for Schenectady workers and to bring more jobs into Schenectady.

The election which was held at the Schenectady Plant of the General Electric Company on June 30th, 1954 clears up every doubt, by its conclusive results, as to which union the workers in Schenectady wish in the future to have as their bargaining representative. If you had any doubt in this regard when you commenced your legal suit tying up the funds belonging to these workers prior to the election, then the results of the election should have cleared up any questions for you.

At the outset of the election campaign, you managed to get a New York City Judge to tie up the funds belonging to the organized Schenectady GE workers. The approximate amounts of monies involved and the categories they fall in are as follows:

- (1) Building Fund—up to April 1, 1954 \$120,006.13
Land Value 16,000.00
- (2) General Fund—March 12 54,900.00
- (3) Check off held in escrow—4 months .. 165,000.00

Total \$355,906.13
On items 1 and 2 you have received your full per capita, of \$1.00 per member a month or \$12.00 a year. The per capita from the Schenectady GE workers, has run in the neighborhood of \$200,000 a year, which we have sent to you regularly.

(Continued on page 4)

IUE Victory in Newark Local

As we go to press news of UE's smashing defeat in Newark, N. J. has just been received! UE Local 429 has today joined the ranks of the vast majority of Electrical Workers in GE by the overwhelming vote of 447 for IUE-CIO to only 258 for UE.

Newark has followed Schenectady Local 301 just as we predicted—Bloomfield is next!!

Mayor Calls Meeting on Jobs

Mayor Wemple called a meeting at City Hall for July 8, 1954, to discuss the job situation in Schenectady.

His letter referred to an action by the City Council last November, when a delegation from Local 301 met with him and the city manager. Schenectady and the entire Capitol district have been classified by the Dept. of Labor as a Surplus Labor Area, which means unemployment is higher than the average throughout the country.

Jim Cognetta, President, will represent IUE Local 301. He will raise the question of transfer of work and farm out, which is of major importance to all GE workers. Likewise, Schenectady is geared to do government work that would give jobs to the unemployed and eliminate the part time employment in the Schenectady GE plant.

IUE Local 301 invites all the small business men and professional people who depend on full em-

EDITORIAL

It was somewhat of a surprise to the editors of this paper to read the comments of Local GE Management, hoping for a peaceful relationship with the union, after a history of 17 years. This record can be compared with that of any union-management relations anywhere in the country, insofar as labor trouble is concerned. In order to have peaceful and constructive relations there must be stability of policy as well as qualified, mature and experienced people on both sides of the bargaining table, to settle justified grievances arising from the employees.

To say the above is our objective, without looking at the changes that have been made, which have a direct bearing on the continuance of good relations is merely paying lip service, for public consumption. There have been many arbitrary changes made by management in the last seven years. The decentralization policy which has been established results in placing the representatives of plant management in such a remote position, that they serve in the capacity of Diplomatic Envoys of the department heads, with no authority to say yes or no without the full consent of those responsible for the department. The department heads take full advantage of this procedure, and aggravate a complaint, until the employees refuse to work, knowing they can charge violation of the Contract if work is stopped, while at the same time they refuse to make any effort to settle the complaint within the department.

The contract procedure forces the grievance to plant management, whereby time is consumed, and bargaining can only be accomplished in the most remote way. The final disposition of the complaint lies in the hands of the department heads, even though the case may be on Management level.

The company's unilateral change in this procedure certainly can not be designed as an objective towards peaceful and constructive relations. The arbitrary transferring of jobs to other localities, and the letting out of work, to out of town companies, in the face of serious unemployment, is not conducive to good will on the part of the employees or the Union.

An employer, particularly in a town like Schenectady, where the prosperity of the entire community depends on full employment and the standard of wages paid to employees of the major employer, must have responsibilities that exceed satisfying selfish desires for more efficiency and profit. The Union has made a modest request, in the light of a serious problem of unemployment—namely, to call a moratorium on transfer of jobs and farming out of work, in order to provide the fullest employment for local citizens, who are willing and able to work. So far the company has refused the request and has offered no adequate solution.

The present plans of the company to transfer the Industrial Control work out of town, affecting several thousand employees, is not a peaceful or constructive outlook for next year. The expansion of the Research Laboratory, which will employ a couple of hundred professional skilled scientists, and technicians, will not come near to offsetting the displacement of the Control employees. Moreover, the new professional help will most likely come largely from other communities.

The local union plows back 1/3 of its income in the form of lost time to settle complaints, in order to maintain peaceful and constructive relations. We agree with at least one sentence of Management's statement: "Both must make a contribution for the common good of all. Both must recognize their responsibilities." . . . Provided these platitudes of Management apply to our own community.



Local Agreement On Seniority Intact Letter to Company Clears Up Check-off

July 7, 1954

The Local Agreement covering the application of seniority on a plant-wide basis will remain in effect.

The Agreement that was worked out between the local management and the local Union back in 1951, and which has been applied since, is satisfactory to local management according to Mr. Stevens, Schenectady Works Manager, and will remain in effect.

Mr. Stevens pointed out that he was in hopes that we would be able to sign the Seniority Agreement which has been unsigned since 1951. This certainly proves conclusively the lie made by the UE that the Schenectady workers would lose their seniority in IUE-CIO.

GOP Shows Speed in Cutting Welfare and Labor Appropriations

Washington — The GOP-controlled Congress achieved the unusual feat of having passed the 10 major appropriations bills before the new fiscal year began July 1. The foreign aid, money and several supplemental appropriations bills were all that remained to be handled in supplying the government for the year. Congress gave the President \$42.6 billion in new money, which was \$1.5 billion less than he wanted. Heaviest cuts came in labor, education, health and welfare appropriations.

Mr. A. C. Stevens, Manager Schenectady Relations & Utilities General Electric Company 1 River Rd., Schenectady, N. Y.

Dear Mr. Stevens:

With respect to the Authorization Cards now being submitted to you for check-off of Union dues from the wages of the employees signing such cards, I should like to clarify two matters.

First, it is understood that these Authorization Cards are not intended to authorize the deduction of initiation fees, but are intended only to authorize the deduction of dues. At a later date initiation fees will go into effect and at that time we will indicate by covering letter, setting forth the names of the persons whose initiation fees should be deducted.

Second, it should also be clear that, by the submission of these Authorization Cards to you, it is not intended that the Company should deduct from the wages of the employees during the month of July inasmuch as deductions have already been made on the UE Authorization Cards. We do not propose a second deduction in the same month. However, the present cards will automatically cancel any previous authorization and be in effect for the August deductions.

This letter in no way waives our rights to all of the deducted funds that have already been made.

Very truly yours,
Leo Jandreaux

Notify Company to Turn Over Funds

The officers notified the local Management of GE to turn over the Union dues that have been checked off and held in escrow for four months. The General Electric Management will undoubtedly go to Court, for direction, requesting a decision as to who is entitled to the check-off. The procedure will be necessary because of National UE's objections. The letter sent to Manager Stevens of the Schenectady GE works, on Wednesday, July 7th, is as follows:

Mr. A. C. Stevens, Works Mgr. General Electric Company 1 River Road Schenectady, New York

Dear Mr. Stevens:

The recent election conducted by the National Labor Relations Board among the employees of the Schenectady Plant of the General Electric Company in the production and maintenance unit has proved by an overwhelming majority that these employees wished to confirm their intentions — intentions indicated only in March — of disaffiliating from the United Electrical, Radio and Machine Workers of America (UE) and affiliating with the International Union of Electrical, Radio and Machine Workers.

The demand is therefore made upon you now to remit to IUE-CIO, Local 301, all monies checked off since March 1st, 1954, by the General Electric Company from the wages of its employees as dues, these funds being the property of IUE-CIO, Local 301, and not the property of the United Electrical, Radio and Machine Workers of America (UE).

Very truly yours,
Leo Jandreaux
Business Agent.

August Schedule Of Meetings

Because of department shut-downs during the last of July and the early part of August, the Executive Board has set a joint Shop Stewards and Membership meeting for Monday, August 16th.

The Executive Board has cancelled their regular meetings of the 2nd and 4th Mondays and will be on call during this period.

Regular Stewards and Membership meetings will resume in September in accordance with our usual schedule: 1st Monday — Shop Stewards; 2nd Monday — Executive Board; 3rd Monday — Membership; 4th Monday — Executive Board.

N.L.R.B. to Certify today

Under the law, certification is held up for 5 working days to allow the contesting parties to file objections as to the outcome of the election. Therefore, the N.L.R.B. set yesterday, July 8th, as the deadline for any complaints.

As we go to press, the UE has not filed objections so far—in any event the N.L.R.B. has not received any complaints.

Inasmuch as the election was run in a very orderly fashion with hardly any complaints and with the substantial majority that voted IUE, it will be difficult for UE to find justified reason to hold up certification.

In the meantime, the local management has objected to recognizing us until final certification comes through. However, grievances are being lined up for processing in Bldg. 41. The Assistant Business Agents will schedule cases and will operate under designations until we are certified.

Compensation Cash Benefits Total \$163,000

Union Lawyer Reports on Cases Handled First Six Months 1954



While preparations were being made for the Labor Board Election which ended in a smashing victory for IUE-CIO, Local 301, the union's lawyer proceeded to file claims and represent workers at their compensation hearings. In the first six months of 1954, the total amount of cash awards made to injured workers represented by IUE-CIO, Local 301's lawyer totalled \$163,295.67. These awards are entirely exclusive of other costs paid for by the Company, such as medical bills and costs of operations and hospital bills.

Cash awards for permanent injuries to two injured workers exceeded \$7,000 to each of the two workers. One of these workers injured his legs and is now back at his usual work. The other, injured his hand and has also returned to work. Two additional workers received awards of over \$5000 each, one for an injury to an eye and the other to a leg. Other cash awards made to 118 additional workers included sums ranging from \$100 to \$4000 for various types of injuries.

In addition to cash benefits paid out to these injured workers, 20 other workers were certified at court hearings as having been permanently handicapped by their injuries. These workers are now protected for the rest of their lives for any medical treatment they may need as a result of these injuries and for weekly benefits whenever they should lose time because of these injuries.

During the first six months of 1954, the families of four injured workers who died as a result of their injuries or occupational diseases, were represented by the union's lawyer with the result that the widows of these workers will receive compensation for life, while their children will receive benefits until they are 18 years of age.

The compensation service offered by IUE-CIO, Local 301 through the help of a lawyer without charge to the workers was set up by Local 301 in 1947. It was the first service of its kind set up by any labor union on a full-time basis.

Washington—As a solid procession of witnesses voiced militant opposition to two bills by Atty. Gen. Brownell which would wreck the American labor movement, Chairman Louis Kraham (R, Pa.) of a House Judiciary subcommittee lost his temper and ordered an elderly member of the Bar out of the hearing room.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee
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Vice President.....Joseph Alois
Treasurer.....Joseph Whitbeck
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Chief Shop Steward.....William Mairiani
Business Agent.....Leo Jandreaux
301 LIBERTY ST., SCHENECTADY 5, N. Y.

Retail Sales Decline

Retail sales have declined 3% for the first four months of 1954 as compared with the same period last year. During the four weeks ending June 12, department store sales were down 5%, mail order sales 12% below the like period in 1953.

National UE Capitulates to GE

(Continued from Page 1)

2.68% increase looks pretty thin in the face of this predicament.

The status of the G.E. offer as of the present time is as follows:

Wages—2.68% increase but not less than 4c an hour.

Vacations — (Effective Date Jan. 1, 1955).

1. Employees who quit, die, are discharged or retire will re-receive full vacation allowance.
2. Employees laid off for lack of work will receive full vacation.
3. Employees absent from work beyond the end of a vacation year who did not receive vacation shall receive their vacation at end of such absence.
4. Employee may use to determine vacation pay rate, either (a) The regular rate in effect at the time vacation begins, or (b) The employee's regular hourly rate in effect during the last full calendar week worked during the preceding year.

Holidays—When any of the 7 holidays listed in the Contract fall on Saturday, the holiday will be observed on the preceding Friday and paid for.

Continuous Operations — Holidays—If such employee fails to work as scheduled, he will not be paid for holiday. If, however, such failure to work on the holiday is due to verified personal illness, death in the family, jury duty or emergency illness at home, the employee will be paid.

Overtime Provision—In excess of 16 hours in any single work day provided that an employee has not been away from work for 8 hours or more and shall have worked beyond that work day, overtime shall be paid at rate of double time.

Ingrade Progression—Automatic

Will include in the Contract provision providing automatic increases to job rate for the additional occupations:

- Maintenance Machinist
- Tool Welder
- Maintenance Welder

Upgrading—The Company will to the extent practical give first consideration for job openings and upgrading to present employees when employees with the necessary qualifications are available.

In upgrading employees to higher rated jobs the Company will take into consideration as an important factor the relative length of continuous service of the employees whom it finds are qualified for such upgrading.

Continuity of Service — Where absence of an employee is due to a compensable accident and where the employee is reemployed without loss of continuity of service, service credits will be restored for a period of his absence up to 1 year.

The above offer has been made provided we sign a 15½ month agreement, freezing wages and other conditions of employment during this period.

In the meantime, General Electric will continue its plans to transfer jobs from large plants to smaller plants in new communities. Schenectady is scheduled to lose the large Industrial Control Department which employs several thousand people.

General Electric refuses to do anything on Pensions, Insurance or Hospitalization this year. They offered to set up a committee of Union and Company representatives to study the present plans and make suggestions for next year.

The offer falls short of meeting the needs of the people . . . that is why it was rejected by an overwhelming vote of the majority of G.E. workers throughout the country.

Newspaper Guild Condemns St. Geo. Bill

New York—The American Newspaper Guild (CIO) condemned the St. George bill, which would deny second and third class postal privileges to certain publications and films, as "contrary to the constitutional guarantee of freedom of the press."

Washington—Latest figures from the Bureau of Labor Statistic and Bureau of Employment Security show that the current load on unemployment compensation is much heavier than a year ago while the factory employment rate continues to decline.

CONGRESSMAN DRIPP



Now Lem (Boulware) you stop transferring jobs, or I'll be looking for one, says that I.U.E. Delegation.

Challenge National UE on Sympathies Schenectady Workers

(Continued from Page 1)

With regards to item 1 we want you to know that the organized GE workers increased their dues \$5.00 on January 1, 1953 for the sole purpose of constructing a building as a Union Hall. The plans for that building had already been completed when the unwarranted legal suit was brought by you, tying up these funds. The building was to include not only office space for the union, but also a welfare and social center for the use of Schenectady workers who are paying for this out of their own pockets. The building was to have been started April 1st of this year.

About a week ago, our local newspapers announced that the City of Schenectady has purchased the property in which this local union is now located and intends to tear down this building as soon as possible. This puts the workers of Schenectady in danger of having no home for their use despite the fact that over a period of many months they have contributed out of their wages for a new building.

We therefore call upon you, putting aside all other differences which may exist, to immediately apply to the same New York City Court which you asked to tie up these funds to release them immediately to the Schenectady GE work-

ers. If your sympathies with the Schenectady workers will not allow you to be so generous, then at least, you should consider releasing the Building Fund deposited in the Banks specifically under that account, in order that we may proceed immediately without delay to let out contracts in order to have the use of the building by the end of 1954.

Your action in this matter will weigh heavily on the size of the job our local union will have in carrying out our responsibility in protecting the wages, hours and working conditions of Schenectady GE workers in the months to come.

Very truly yours,
Leo Jandreau.

Oregon Federation Of Labor Convention

Astoria, Ore.—The Oregon Federation of Labor opened its 52nd annual convention here by putting its full weight behind the AFL and CIO northwest lumber strike.

In the first four months of 1954 the public cashed in \$279.0 million worth of life insurance, a rise of 24% over the corresponding period last year.

Italian American Night

August 14 - 7:30 P.M.
at Schenectady Stadium
Free Transportations to and from Ball Park
also,
Fireworks and Prizes

Tickets are \$1.00 each
Co-Chairman John Famiano
Benefit for
AMITY HALL FUND