

Here's What Happens To our \$1.00 Dues

Income—Dues and Initiations.....\$1.00

This Is How Each Dollar of Income Is Spent

Affiliation to the International Union	\$.307
Affiliation to the District Council No. 3 .....	.023
Quarterly and special meetings of U. E. Locals in New York State (outside greater New York City), District officers, organizers, salaries and general organizational expenses. In order to maintain our standards, we must organize industries in our area—and bring wages up to our level in order to go to higher standards.	
Affiliation to the N. Y. State CIO Council .....	.005
Carries on State legislative political action for all New York State workers. Affiliation to Capitol District Industrial Union Council. Carries on legislative, political and organizational activities for all CIO Unions in the Capitol District.	.002
The Local Union Keeps 60 Cents. This was spent by decision of the membership as follows:	
Dues Collectors' Commissions.....	.097
Union Employees' Expenses.....	.080
Salaries of ten girls, stenographers, clerks, cashiers.	
Paid Officers .....	.051
Full time business agent, assistant business agent and financial secretary.	
Lost Time .....	.113
Time paid to committeemen for settling grievances in shop—executive board members for attending meetings—both headquarters and G.E. manager's office—2nd shift committeemen for attending meetings.	
Payroll Taxes .....	.008
Unemployment Insurance and Social Security.	
Headquarters Office Expense ....	.029
Stationery, supplies, printing, telephone, telegrams, messenger service, postage, supplies from international books, stewards' ledgers, collection pads, membership books, buttons, etc.	
House Expense .....	.022
Rent, light and gas, janitor's wages, repairs and general maintenance of headquarters.	
Local News Organ .....	.018
Electrical Union News, distributed at the G.E. gate.	
G.E. Union Conferences .....	.013
and Negotiations. Delegates' expenses to conferences of G.E. Locals and union contract conferences with the G.E. management.	
CIO Baseball Team .....	.013
Expenses for outfitting the baseball teams.	
Other Organization and Administrative Expenses .....	.061
Literature, trade union classes, advertising, promotion of U.S. War Bond sales, donations, legislative conferences, bonding, insurance, CIO News subscriptions for committeemen and miscellaneous.	
Total Expenses	\$.842
Balance remaining in the Treasury .....	.158
Total Income	\$1.00

U. E. Fights Wage Freezing in Washington

(Continued from page 1)

This varies from one section of the nation to another, according to family status, occupation, etc.

The effective real income of the workers depends on such factors as price levels, voluntary contribution toward the war effort, production levels, the tax program, and rationing.

The failure to meet the problems created by the rapid change in price levels, the impact of the tax program, and the substantial contributions of the workers to the war effort, have resulted in our present difficult position on the matter of wages.

The matter must be disposed of in a way that will win the confidence of the working people and their enthusiastic support.

The other job is a total approach to the problem of the United States in a war economy. There must be a broad approach to this problem, which must comprise within it a unified program of taxation with all its ramifications, price control, rationing, and wages.

The tie-in of wages must be flexible because the factors of taxation, price control and rationing are bound to fluctuate because of the regional differences in the effective income of the people.

If a total approach is made on taxation, price control, rationing and wages, established Government agencies such as the War Labor Board can handle any future problems of adjusting wage inequities without the necessity of entertaining any notions of wage freezing.

This is no easy program. It will require hard work and your aggressive leadership. Activities of certain Congressmen do not instill confidence in the minds of the workers that any effective leadership can come from Congress on this question. Your giving leadership to such a program will win the wide support and enthusiastic acceptance by the people. Enthusiastic acceptance is a prime essential if our war work is to go on.

The sooner the two problems of adjusting existing wage demands and the problem of establishing a unified economic policy to govern the country for the duration of the war, are solved, the better it will be. We have already done much on the question of war production. We can do much more if we can devote our undivided attention to this task.

Sincerely yours,
(Signed) JULIUS EMSPAK,
General Secretary-Treasurer.



HOW ABOUT YOU?

Ye Editor certainly appreciates and welcomes the return to these pages of the news column of "Bennie" Geersen, page 4 of this issue.

This is a real cooperation for the good and welfare for our paper and organization which a number of others might follow. Won't you please send us your items of interest? Thanks a million!

No. 89 Transmitter Speaking

By "BENNIE" GEERSEN

First, we want to thank all the committeemen in Building 89 who are doing such a good job of organizing. It won't be long now before Bldg. 89 can boast of 100 per cent Union Membership.

Buy War Bonds . . . and then buy more War Bonds.

Do you miss someone? No doubt it is Harry Herman who has just been transferred to Weber Works. Harry who did so much to entertain the workers at noon hour has gone to Campbell Avenue, where rumor has it he is assistant to Joe Homer.

The T.U. No. 16 assembly line takes this opportunity to welcome the two new Signal Corps inspectors. Jimmy and John from Virginia and Nebraska, respectively.

Local 301 is with the G.E. in an all-out effort for Victory.

The proud man with the big chest, on the No. 28 line, is none other than Ken Eldridge. The reason he is so proud is that he has recently become the daddy of a baby girl, named Dawn Marie, who arrived in town via Bellevue Maternity Hospital and tipped the scales at 6 lbs. 3 oz. Ken's fellow workers extend hearty congratulations to him and his wife on the occasion. The new arrival has been presented with a U. S. War Bond, a gift from Ken's fellow friends of Local 301.

Haven't heard much lately from the fair horseback rider on the No. 6 line. Hope the poor horse wasn't rode to death.

A Hot Tip . . . Buy War Bonds . . . A Sure Winner.

If you have news of interest, this column is open to all Local 301 members. See your committeeman; he will have news inserted. Paper goes to press twice a month.

We wonder why some of our committeemen and committeewomen are not wearing their large red buttons; ask your representative to wear his or her button at all times.

Although most bosses in 89 are going along with the idea of equalization of overtime, there are a few who are dishing it out just to a few pets. If you don't like this practice, report to your committeeman or direct to the Union office.

LITTLE LUTHER

"Why," asked Little Luther, "hasn't been a second front opened up against Hitler?"

"Well, my boy," answered Mr. Dilworth, "there are many reasons. For example, the summer nights are mighty short in Europe now and that makes an offensive very difficult."

"But aren't they just as short for Hitler, and he's making an offensive against Russia."

"Hitler has moved the guns from the Maginot line to the French coast and will use them against our forces."

"Didn't Hitler get past those guns when they were pointing the other way?"

"A second front is a mighty risky thing. Hitler's awfully strong, you know, and we got to wait and be sure we can beat him."

"Yes, Daddy, but won't he be a lot stronger if he smashes Russia, gets its resources and can send his army back to the western front?"

"Luther, I fear you have been reading Communist propaganda."

"Oh, what a horrid thing to say about the New York Times!"

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

ELECTRICAL UNION NEWS

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

Vol. 4 SCENECTADY, N. Y. — AUGUST 24, 1942 No. 10

Union Wins 5 1/2¢ an Hour Increase

An enthusiastic crowded membership meeting ratified the 5 1/2 cents an hour increase and contract modifications at C.I.O. Headquarters on Tuesday evening.

5 1/2 CENTS AN HOUR BLANKET INCREASE

The Union won a 5 1/2 cents an hour blanket increase for all G-E employees with the exception of salaried employees rated at \$4,000.00 a year or more. This increase is retroactive as of April 8th, 1942. The retroactive payment will be applied to every hour worked since April 8th, 1942.

MAINTENANCE OF UNION MEMBERSHIP CLAUSE!

The maintenance of Union membership is now a part of the contract between the G-E and the Union, and reads in part as follows: "Employees who are now members or who may become members of the Union will remain members of the Union."

A member must give the Union 60 days notice in writing of intention of discontinuing membership.

bership before becoming delinquent in dues and appear before a joint Company-Union committee to justify his or her action.

A delinquent member is one whose dues payments are three months in arrears.

EQUAL PAY FOR WOMEN ON MEN'S JOBS

"All jobs and occupations generally performed by men shall be recognized as men's jobs and women assigned to such jobs shall receive rates of pay equal to rates received by men under similar circumstances. Women employees who apply for men's jobs will be given an opportunity to qualify for men's jobs in preference to hiring new female employees for such jobs.

With the trend definitely towards women taking over more and more men's jobs in industry because of men leaving for service in the army, this clause assumes great importance in order to maintain the present standards on men's jobs.

ANSWERS TO GRIEVANCES IN WRITING

A grievance submitted in writing by the Union to the foreman or to management shall receive a written reply if so requested by the Union.

4,470 NEW UNION MEMBERS

The July membership drive wound up with huge success. All previous dues collection and membership gains were shattered.

LARGEST UNION LOCAL IN U.E.

We are now the largest dues paying local in the United Electrical Radio and Machine Workers of America and the second largest local of any Union in the country.

26,500 PRESENT MEMBERSHIP

The present union membership of Local 301 is 26,500 . . . and growing rapidly.

FULL CREDIT TO EXECUTIVE BOARD, MEMBERS AND SHOP COMMITTEEMEN

The success of this drive is entirely due to the splendid organizational work done by our Executive Board members and Union Committeemen in the shops.

utive Board members and Union Committeemen in the shops.

G-E EMPLOYEES HAVE CONFIDENCE IN THE UNION

G-E employees in the Schenectady Works have definitely proved to the "doubting Thomases", including Charlie, that they have the utmost confidence in Local 301.

The remarkable success of our July organizational drive is the conclusive proof.

This vote of confidence on the part of the G.E. employees in the Union is greatly appreciated by the leadership and the leadership pledges to do its utmost to maintain that confidence.

V . . . —

Local 301 Purchases Additional \$25,000.00 Worth of WAR BONDS

NOTE — READ CAREFULLY "HISTORY OF WAGE NEGOTIATIONS" — Page 3 this Issue.

ORIGINAL TORN

ELECTRICAL UNION NEWS

Published by
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA
LOCAL 301
301 Liberty Street Schenectady, New York

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Thomas Caulfield Fred Schoeffler Michael Tedisco
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Collective Bargaining And War Morale

In reviewing the history of the wage negotiations between the G-E representatives and the union it can be easily seen that a change of policy has taken place on the part of the Company management. This change of policy is not in harmony with the forthright honest policy pursued by the Company management during the past six years of our collective bargaining with the company.

The Company must assume full responsibility for the demoralizing results of such a change of policy. We want to remind the Company that management always gets the kind of Union leadership that it deserves. Double dealing will bring about tough union leadership.

For Example: Charles E. Wilson, President of the G.E. Company in a message to G.E. Employees in the Schenectady G.E. Works News of August 14th stated that the delay in granting the wage increase "was not due to any fundamental disagreement between the Company and the Union." Mr. Wilson would lead us to believe that government agencies or the president of the United States had blocked the wage negotiations.

This statement of impression is not true. The Wagner Act or the National Labor Relations Act, which is now the law of the land, gives unions the right to bargain collectively for hours, wage and conditions of work . . . and in collective bargaining gives the right for parties involved, in this case the G.E. Company and the U.E., to reach a voluntary agreement on wage increases.

To date no law or any executive order of President Roosevelt to any government agency has been made to the effect that it gives the right to any government agency to delay or stop a wage increase voluntarily negotiated between management and unions.

The Wagner Act is still the law of the land and president Wilson knows it.

This is weasel bargaining

The Company has demonstrated a willingness to kick out of the window a genuine collective bargaining relationship that has been built by sincere Company and Union representatives over a period of six years. Six years of careful, patient, peaceful negotiations over the conference table . . . a willingness on both sides to give and take . . . to learn the mutual problems and most of all belief in each other's sincerity.

However, when one side agrees to certain proposals and then haughtily turns about face on these same arguments, loss of faith takes place.

Then it is a question of taking the proper means to prevent a repetition of such duplicity.

Genuine collective bargaining is cast out of the window and pressure groups develop.

The Company officials responsible for this change of policy during a period when our country is at war . . . a death struggle that will decide whether we are to remain free men or become slaves . . . at a time when every ounce of united effort is needed on the production lines . . . certainly are going to be held responsible by the people of our country for any disruption in the harmonious collective bargaining relationship the Union and the Company have enjoyed in this period.

Any loss of morale on the part of our members on the production lines that will affect the production effort will be definitely laid at the doorstep of those who have changed from straight to crooked dealing.

BEFORE

GOOD BOYS! ALWAYS
GIVING ME A HELPING HAND!



AFTER

THEY CAN'T DO THIS TO ME!



Have You Contributed
Your 10% This Week?

HISTORY OF WAGE NEGOTIATIONS

Delegates Meet at Emergency Session

Your delegates from Local 301, Leo Jandreau, E. Wallingford and A. Christison, elected to represent you in collective bargaining through the U.E. National Conference of General Electric Locals, met in special emergency session in New York City on August 1st and 2nd to discuss the status of negotiations for a wage increase for the 100,000 employees.

Negotiations for the new agreement started on February 23rd of this year, more than five months ago. The status of our wage negotiations with the Company has taken such a grave turn that we find ourselves obliged to submit to the whole membership this additional report on what has happened during these five months so that the membership may decide on the course of action to take from this point onward.

Main Issues in Negotiations

The main issues in negotiations were: (1) a general wage increase; (2) a union shop; (3) equal pay for equal work for women employees; (4) certain other smaller issues of which you are already fully informed.

We conducted these particular negotiations—with Mr. Burrows, Mr. Spicer, and Mr. Pfeif—from February 23rd to April 23rd, without making any progress toward an agreement.

On the wage question, the company contended that the Little Steel case was pending before the National War Labor Board, and that when this Steel case was decided, the Company could then settle the wage demand of the U.E. without any great difficulties. The Union therefore requested that the Company agree to a retroactive date for such a wage increase—and that it be April 8, the same date on which the wage agreement last year went into effect. The Company agreed to a limited retroactive clause—for three weeks—which was later twice extended, and which was finally made to apply from April 8th up to whatever date on which the new wage agreement might be completed.

Maintenance of Membership in Lieu of Union Shop

On the basis of these definite commitments by the Company as to the wage question the Union proceeded to work out a maintenance of membership provision in lieu of the union shop which we had demanded and to which we were entitled.

The maintenance of membership provision, as finally worked out, was clearly recognized as one meeting satisfactorily every possible objection the Company raised. It was less favorable to the Union than the maintenance provision ordered by the National War Labor Board in all of its cases. The Union was willing to accept this arrangement, because the Union continues to believe in the principle of voluntary agreement, reached by direct negotiation, as preferable to directive orders from Government agencies. We were glad to accept this arrangement, even though we were entitled to more, in view of the need to give undivided attention to further increases in war production.

Throughout this period, both Company and Union—especially the Company—continued to express their keen desire to come to an agreement without going to the National War Labor Board. This was consistent with the whole relationship between Union and Company during the past five years.

Company Welches . . . Won't State Its Position in Writing
In June, the Union reconvened conferences with the General Electric Company.

At this June meeting, the Union asked that the Company put its position in writing . . . which was that when and if Little Steel got a wage raise, the Company would offer us at least as much.

After considerable discussion, the three company representatives agreed that this was a reasonable request by the Union. They agreed to recommend such a written agreement to the top officials of the Company.

The Company declined to put the offer in writing. The Union insisted that a wage raise for us be made con-

ditional not only on Little Steel, but also on the General Motors case.

The General Motors case, involving the U.E. and the U.A.W., had not even gone to the War Labor Board until May. Therefore, the Union refused to concede to this arbitrary change in the Company's position, considering that the Company's effort to condition our case on the General Motors case was simply an attempt to stall. This is borne out by the fact that to this day there has been no decision in the General Motors case.

With No Alternative Left, Case Was Taken to Government

The U.E. Conference of General Electric locals, confronted by this change of policy by the Company, decided we had no choice but to take the case to the Government. Several conferences were consequently arranged in Washington among the Union, the Company, and Dr. John R. Steelman, head of the Conciliation Service of the U. S. Department of Labor.

On July 15th, at 10 A.M., at a conference in Washington, Dr. Steelman advised the Company that the decision in the Little Steel case was expected that day or the next, and that it provided for 5½ cents per hour wage increase.

The Union asked the Company representatives to make an offer of at least five and a half cents. The Company replied that they could not do this until they read the Little Steel decision—but that within 48 hours after the decision had come out, they would take a definite stand.

Throughout all this time, the Union was also conducting negotiations on a similar basis with the Westinghouse Company.

On July 16th, a meeting among Westinghouse, the Union, and Dr. Steelman, took place in Washington—the day after the meeting with G-E. The Westinghouse Company made an offer, signed and in writing, for at least five and a half cents per hour wage rise.

Immediately after Westinghouse made this written offer of a wage raise to the Union, Dr. Steelman advised the General Electric Company and tried to arrange a meeting with Company representatives the following day, July 17th.

The Company requested a delay until July 21st so that Company officials might consider what definite position to take.

A conference with the Company and Dr. Steelman and the Union was reconvened in Washington on July 21st. The three representatives of the Company stated that they had been instructed to convey to the Union that the position of the Company remained the same, that there could be no wage raise granted, that the Union should either take the case to the War Labor Board or else wait until the General Motors wage case before the Board would be decided.

Wilson Prevents Settlement

The General Officers requested that President Wilson of the General Electric Company come immediately to Washington, since it was he with whom the Union does not negotiate, who was in fact preventing a settlement of the wage issue.

The Company's negotiators suggested that instead the General Officers of the Union proceed to New York to meet Mr. Wilson. A conference was held the same day, July 22nd, in the office of Mr. Wilson in New York.

The General Officers thereupon stated to Mr. Wilson that in view of the Little Steel award and the Westinghouse offer, the Company clearly had not other course of action but to grant the wage raise, if it had any sincere desire to preserve the present relationship with the Union and live with its employees.

The General Officers were at first surprised to find that Mr. Wilson agreed as to the importance of the Little Steel and Westinghouse wage raises, and that he made no attempt to support the arguments of his negotiators as to waiting for the General Motors case.

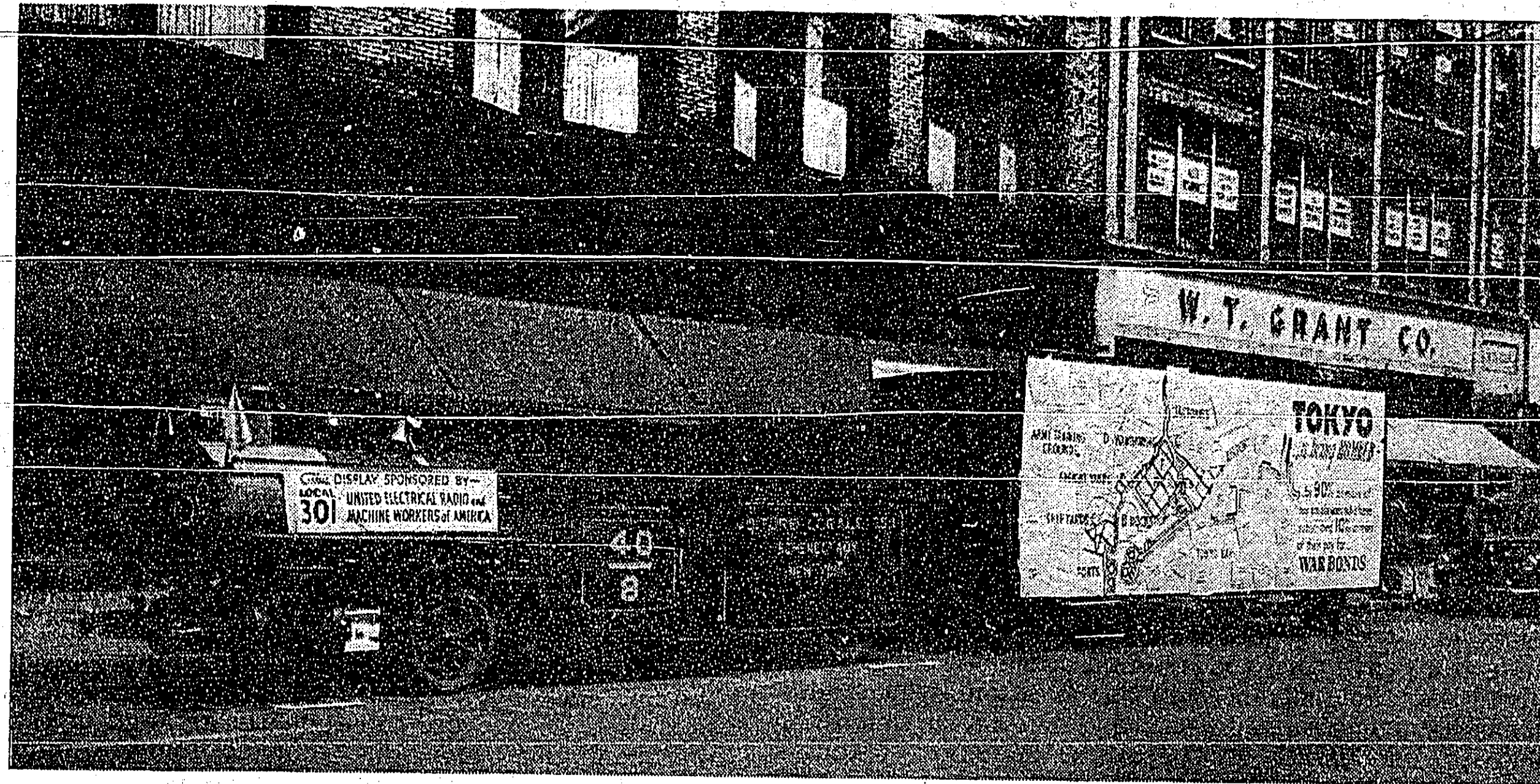
On top of this, however, he stated that the Company would, nevertheless, not grant the wage raise.

The only reason Mr. Wilson could give for denying us this wage raise was that, according to him, the government

(continued on following page)

ORIGINAL TORN

LOCAL 301 SPONSORS "BOMB TOKYO" CAMPAIGN FOR WAR BOND SALES



did not want him to do so. The Union asked Mr. Wilson to give us a written statement—to the effect that the Company will offer a wage raise of five and a half cents per hour providing the Government permits him to do so. This Mr. Wilson refused to do.

Government Calls For Voluntary Agreement

We call your attention to the following facts:

There is only one executive order of the President which deals with collective bargaining. This order provides that a Company and a Union shall make every effort in good faith to reach an agreement; failing to do so, they should call on the Conciliation Service of the Department of Labor, under whose auspices additional attempts should be made to reach a voluntary agreement; and if this mediation panel which again tries to bring about a voluntary agreement; only as a last resort is the case taken up for a decision.

Therefore, it was clear that Mr. Wilson's position had no foundation. All existing law and policy called for voluntary agreements.

The General Electric Company has to do what the rest of the electrical manufacturing industry has done. The U. E. completed negotiations of 600 agreements covering 250,000 members providing for an average of \$4.00 per week increase this year. The Westinghouse Company has given the U.E. a written offer for five and a half cents per hour increase which has now been ratified by all of the Westinghouse locals.

The General Electric Company is duty bound to do at least as much as the 600 other companies, including Westinghouse, have done for their employees.

Wage Question Develops

On Monday, a sub-committee of the Conference Board met with Mr. Burrows and Mr. Wilson of the General Electric Company in a last minute effort to try to settle the wage question. The Company freely admitted that the Union was justified in feeling that the Company had made a commitment on the question of a wage increase based on the Little Steel decision, and that the retroactive dates worked out was with that understanding.

The meeting on Monday with the Company concluded on the point that the Company and the Union would endeavor to work out a mutually acceptable statement which would incorporate the idea that since negotiations began last February, since there had been a commitment on the part of the Company that the wage question could be easily settled upon the rendering of the Little Steel decision, and since the Westinghouse Company had settled with the Union, the General Electric Company should. On the basis of the statement, the Company and the Union would jointly make representations to those agencies which the Company claims are holding up a wage settlement.

On Tuesday, the Company prepared a statement which it showed the Union informally. The statement was subject to the approval of Mr. Wilson before it could be submitted to the Union. Late in the afternoon, the Union was informed that the Company could not go along on any kind of a statement.

The Company suggested that the officials of the Company, along with the General Officers, appear before W. H. Davis of the War Labor Board and present the problem

before him on the basis of the simple fact that the Westinghouse Company had settled, that the General Electric Company could do no less than Westinghouse . . . and that Davis, on the basis of this very clear-cut and practical proposition, should take whatever action was necessary to clear the question.

This procedure is being carried out at present. It simply represents a willingness on the part of the Union to explore every avenue for a peaceable settlement of the wage question in the face of great difficulties and in the face of serious obstacles placed in its path by the General Electric Company.

The agreement on the part of the Union and G.E. was contingent on the outcome of the negotiations between Westinghouse and the Union.

The Union and Westinghouse agreed upon a five and a half cents an hour increase for the Westinghouse employees.

The wage increase agreement between the Union and Westinghouse was submitted to the War Labor Board for ratification.

The members of the U. S. War Labor Board unanimously concurred with the increase because it was a voluntary agreement between the Union and Westinghouse.

Text of Directive Order By U. S. War Labor Board In Relation to Westinghouse Wage Increase

Under Section 3 of the Executive Order No. 9017, January 12, 1942, and after consultation with the Secretary of Labor on the recommendation of the United States Conciliation Service of the Department of Labor, the National War Labor Board takes jurisdiction of this case and enters the following order:

Whereas, a wage increase of five and a half cents per hour has been embodied in a signed agreement between the Westinghouse Electric and Manufacturing Company and the United Electrical, Radio and Machine Workers of America; and

Whereas, upon the basis of figures presented to the Board by the Westinghouse Electric and Manufacturing Company from its book, and certified to by the Company, it appears that the wage increase of five and a half cents per hour is necessary to make up a deficiency between the average straight time hourly earnings of Westinghouse employees on January 1941 and the increase in the cost of living of fifteen per cent between January 1941 and May 1942, the 5.5 cent hourly increase is hereby approved and the parties are directed to make effective their agreement by including in the contract between the Company and the several locals of the Union involved the following provisions relating to wages which shall become effective as of May 31, 1942.

1. There will be a wage increase for all employees covered by the contracts of not less than five and a half cents per hour.

2. The above wage proposal was made by the Company with the understanding that it is to be effective on the first day of the accounting month preceding the month in which settlement is made. (May 31, 1942.)

3. Existing differentials between male and female employee wage rates shall be reduced two cents per hour.

ORIGINAL TORN