

NINETY PERCENT WANT UNION SHOP

Sentiment for a union shop in GE Schenectady is running around 90 percent as indicated by the union shop petitions already turned in to the union.

Under a union shop agreement all employees must join the recognized union in a plant within 30 days of employment. The closed shop — banned by Taft-Hartley — requires that they be union members when they are hired.

The union retains, under the union shop, the right to admit or expel members under its constitution and by-laws. Section 8 (b) (1) (A) of the law, according to the Taft-Hartley Board, safeguards "the right of a labor organization to prescribe its own rules with respect to the acquisition or retention of membership therein." (page 129, 15th Annual Report of the National Labor Relations Board, 1950)

Workmen's Compensation

(This is the fifteenth in a series of articles on Workmen's Compensation written by Leon Novak, the Union's lawyer. In the preceding installment, Mr. Novak discussed compensation procedure arising out of injuries to the fingers.) Mr. Novak concludes:

The doctor may find that, while there has been a loss in the use of each of two fingers, the fact that there were two fingers involved instead of one may have affected the use of the entire hand. Now, the maximum value laid by the Compensation Law on a hand, that is to say if the use of the hand is completely lost, is 244 weeks of compensation at \$32 a week, or a total of \$7808.

As a rule, the state doctor, in this type of injury, makes a fair evaluation of the extent of the injury. Since no one is infallible, however, the Union's lawyer is present to protect the worker and to see that he receives the maximum value under those conditions.

If the doctor's evaluation has been a fair one, the award is accepted and the case is closed. A check is forwarded to the worker and from that time onward he is still protected for 18 years from the date of the accident. That is to say, if in those 18 years his condition requires further medical treatment or becomes worse for some reason, his case can be reopened and he can make a further claim either for medical treatment or lost time, or even for a further award if the degree of his loss has increased.

CONGRESSMAN DRIPP BY YOMEN



"When do we get to vote ourselves that \$750 raise?"

Mayor For A 300 Percent Pay Increase— For Himself

Speaking before the League of Women Voters in Schenectady last Monday night along with other Mayoralty candidates, Mayor Owen Begley declared under questioning that he was in favor of the wage freeze for working men and women and for a 300 percent wage increase for himself.

Mayor Begley has already presented his wage demand before the City Council, together with a recommendation that the Council members raise their own salaries by 100 percent.

Evidently, the Mayor believes in charity beginning — and ending — in his home.

The Mayor is already on record in favor of the Taft-Hartley Law and the IUE-CIO.

IUE-CIO Runs Out of Ft. Edward As Workers Gird for Wage Fight

Certain defeat staring them in the face and the smashing victory of the UE here in Schenectady still fresh in its mind, caused the IUE-CIO to withdraw its petition for an election at the GE Ft. Edward and Hudson Falls plants.

At a meeting held on Tuesday, October 2nd, the Ft. Edward and Hudson Falls workers said the Company's 2 1/2 percent offer did

not take care of their needs. They also pointed out that if in 1946 the Company was made to grant an 18 1/2c an hour wage increase it could be made to come through again in 1951. Fort Edward and Hudson Falls workers are signing the same petitions as are being signed here in Schenectady. Fort Edward and Hudson Falls workers say, "we did it in 1946, we can do it in 1951."

IUE-CIO BANS VOTE ON WAGE SELL-OUT

IUE-CIO's acceptance of the miserable GE wage offer is being received with disgust by GE workers under IUE domination as well as GE workers represented by UE.

So shameful is the settlement that IUE president James Carey refused to allow his members to discuss the settlement or vote on it.

Blasts Sell-Out

Leo Jandreau, UE 301 Business Agent, promptly blasted the sell-out as "an attempt to split the wage movement in the electrical industry and throughout the country." He called for a stepped-up fight behind UE's demands for a substantial wage increase and other benefits.

At GE's Pittsfield, Mass. plant, a UE leaflet called attention to the fact that Carey did not adjourn the recent IUE-CIO convention until it had voted him a \$5,000 a year salary increase bringing him up to \$15,000 a year and expenses. "So Carey with a 50 percent increase in pay and GE with a 55 percent increase in profits agree that the rest of us should receive 2 1/2 percent," the leaflet pointedly stated.

KNOLLS KNOWS

Seething with grievances which IUE-CIO does not even attempt to process, employees at the Knolls Atomic Power laboratory are getting a bitter lesson in how the IUE operates.

A tap on the shoulder was all the strike notice most of them received in the recent walk-out. Three and one-half hours after they went out, New York ordered them back to work. Democracy!

The atomic workers were used by Carey and clique to create the impression through the New York newspapers that GE workers were ready to strike for a 4 cent floor on GE's 2 1/2 percent wage offer, when actually the men were called out on the basis of grievances.

Things are as they were before in Knolls — terrible.

ELECTRICAL UNION NEWS

UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA Schenectady GE Local 301 UE

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UE LOCALS GEARED FOR STRIKE VOTE

Following an impressive work stoppage last week in support of UE wage demands and in protest against Management's stalling on grievances, GE workers in Erie voted at a membership meeting to take a strike vote in the event a peaceful settlement cannot be negotiated.

Other UE-GE locals preparing for a strike vote include UE Local 310, Elmira, N. Y.; UE Local 120, Baltimore, Md.; UE Local 128, Allentown, Pa.; UE Local 429, Newark, N. J.; Local 924, Decatur, Ill.; UE Local 115, York, Pa.; UE Local 751, Columbus, Ohio; UE Local 1012, Ontario, Calif.; UE Local 1421, Los Angeles, Calif. Other UE-GE locals are taking similar action.

GE workers in Ontario, Calif., in a message to the UE-GE Conference Board stated, "our local presently engaged in united fight to protect seniority rights and provide jobs and job security for our membership. We also recognize importance of current national negotiations to make our jobs worthwhile. We call upon the UE-GE Conference Board to provide the positive leadership necessary to guarantee that GE workers throughout the country receive the type and amounts of economic improvements necessary to a decent standard of living."

Declaring that UE's fight to smash the wage freeze is the fight of all labor, Don Harris, President of UE District 8 which includes thousands of farm equipment workers, pledged full support for the coming wage showdown in a telegram to the UE-GE Conference Board.

Harris paid tribute to the GE Schenectady workers whose "smashing victory over IUE-CIO out policies cheered all progressive labor."

"Don't be deterred by the 2 1/2 percent sell-out of Carey. The rank and file of IUE-CIO in GE are also smarting under the wage freeze and will join hands with us by fighting any and all sell-outs."

UE Meets With GE In Wage Showdown

Intend to Get Pay Boost and Money For Inequities Union Will Tell Co.

The UE-GE Negotiating Committee went before the Company in New York City yesterday with a mandate from the membership to lay its demands on the line. The demands include a 15 cents an hour general wage increase (20 cents for day workers), a special increase for women and other needed benefits unanimously approved last Sunday at a meeting of the UE-GE Conference Board attended by delegates from 46 UE locals in the GE chain.

An Open Letter to Management On the Causes of Work Stoppages

by LEO JANDREAU

UE Local 301 Business Agent



In the past six months there have been a considerable number of work stoppages in the Schenectady Works. Each one was for a reason. The cause of most stoppages can be, and usually was, eliminated after the demonstration took place. The fault of a stoppage usually lies with management or its representatives, who are trying to reach higher goals; at the expense of the employees. With lower cost as their main objective, they refuse to pay adequate piece prices; or they increase the work assignment of day workers, without extra pay; or they ignore safety precautions — and all this is bound to result in trouble.

The Management has taken no steps to stop the increased provocations by foremen and wage rate department. Their complete lack of realization of shop problems can be noted in the expression made on several occasions by the Assistant to the Plant Manager—namely, that the stoppages are part of an organized demonstration resulting from national negotiations, completely ignoring the very valid local reasons. With this sort of attitude local plant problems can be expected to increase. Let us analyze, briefly, a few of the current work stoppages, and see if the cause was brought about because of national negotiations, or because of local conditions.

The Punch Press Division supervision proposed to cut a price on a power shear operation. The operators objected and requested a time study, with an observer, as provided in the Union Contract. The request for a Time Study was refused. While the two operators were involved in discussion, trying to settle their complaint, in accordance with union procedure, Management charged them with a work stoppage and refused to discuss the case. Only after a work stoppage by the entire department was the case finally settled, with Management agreeing to a Time Study.

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The UE negotiators were prepared to tell the Company that they mean business, that GE employees intend to get a substantial cents-per-hour wage increase and money to correct inequities.

On the eve of this crucial meeting with GE, the UE Conference Board directed its constituent locals to back up their demands with a strike vote before November 5.

Turn Down Offer

Expressing the will of the entire national membership in GE, the Conference Board has turned down the 2 1/2 percent wage offer and the up-and-down escalator. It means to bargain on a cents-per-hour basis as it has for 15 years, and not on GE and IUE-CIO percentage grounds which swindle 12,000 day workers in Schenectady and intensify women's and skilled trades' inequities.

UE demands upon General Electric include an increase in women's rates so that the lowest job rate will be no less than the common labor rate

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Strikes Sweep All Industries

Strike-powered wage drives continue throughout the country involving every type of worker from atomic energy to barbers.

A dozen strikes are in progress in the aircraft industries affecting machine tools, steel range finders, jet engine parts and other defense items.

The New York Times of October 17 quoted high defense officials as saying "the strike list would grow longer in the next few weeks."

The Wage Stabilization Board, acting on instructions from President Truman, has asked 18,500 members of the United Automobile Workers, CIO to return to work at Douglas Aircraft, Wright Aeronautical and Borg-Warner pending settlement. The union recommended a return to work in two of the strike-closed plants.

Defy Leaders

In all the strikes affecting the CIO auto workers the issue is over-the-ceiling wage increases to meet increased living costs and a resumption of real collective bargaining as opposed to escalator arrangements. They are in defiance of their wage freeze leadership.

UAW officials had it in their hands to break the Wage Freeze Board by refusing to heed its back

Company Stalling On Grievances

In and around the works, foremen are attempting to stall on answers to written dockets. The Union has already served notice on management that it will not stand for any stalling on the grievance procedures or violation of Art. XV, Section I (a) of the contract. UE Board Members have been instructed to report immediately to Union Headquarters any foreman who fails to follow the prescribed grievance procedure.

In view of the National Negotiations, there is no question but that supervision and management are acting tough in order to test the fighting spirit of the people in the shop. They have found out that the people in the shop will fight to get a proper settlement of their day to day grievances.

to work request, the New York Times admitted. "If the automobile union had refused to heed the plea that the two aircraft strikes

end, the board's value in future cases would be doubtful," the Times noted. The Wage Freeze Board holds down wages with help

of top CIO and AFL officials. If this help were withdrawn, as urged by the rank and file, the Board would fold.

Atomic Strikes

Another atomic energy strike is underway in Hanford, Wash. plant. In recent months there were no fewer than 29 strikes by AFL atomic workers in Paducah, Ky. and Dana, Ind. alone as atomic energy workers feel the squeeze of high prices and high taxes.

Other strikes of national interest are going on in the Buffalo plant of Westinghouse, the Sivyver Steel Casting Co. in Chicago and Milwaukee, Otis Elevator in Yonkers, the Bickford Tool Co. in Cincinnati, Youngstown Sheet and Tube Co. of Youngstown.

All are engaged in war orders.

Eighteen thousand employees of the Inland Steel Co., of East Chicago, Ind., are out in a rank and file strike for more money, brushing aside the objections of Philip Murray, CIO president and head of the CIO steel workers union.

The CIO leadership says it "powerless to do anything about it." In most of these strikes, the affected men and women have to fight without the backing of the unions to which they belong.

In an unguarded moment a GE executive told the truth about the rise in this year's cost of living. It happened in the October 12 issue of the Schenectady Works News.

Noting that the 1952 Community Chest budget is "some 17 percent" more than the budget of '51, E. W. McChesney, Industrial Divisions, and chairman of the GE Employees Community Service Fund, observed that "inflation alone nearly accounts for the entire difference."

Apparently, Mr. McChesney forgot about the Company's 2½ percent wage offer or he would never have blurted out that inflated prices are up "some 17 percent."

It is noteworthy that when a GE executive wants to tell the truth about living costs in connection with a cause like the Community Chest he ignores the employer-rigged Bureau of Labor Statistics which crept up only a couple of percentage points this year.

TOOL MAKERS VOW TO MAKE GE COME ACROSS

Workers in the tool crafts met Monday night at Union Hall and voted unanimously to back the UE-GE Conference Board wage demands and its call for a strike vote by November 5.

The discussion left no doubt that this representative group of approximately 150 tool makers, tool room machine operators, development machinists, machine repair and instrument makers was ready to strike if necessary.

The way they see it, GE is out to do a job on every craft in the plant and on piece workers as well. The Company wants to take away automatic progression, several speakers from the floor pointed out. Many expressed concern over GE's development of open shop plants where tool makers and allied crafts are paid far below the scale. They enthusiastically supported UE's campaign to abolish geographic wage differentials.

Their attitude toward a possible strike was "it looks like we'll have to . . . and we'll make GE pay!" A leaflet issued to tool makers placed the issues squarely:

"We cannot sit back and permit the Company to tell us that the 2½ percent wage offer is as high as it will go.

"We cannot allow the Company to slam the door on our rates which are way below what we should be getting.

"We owe it to ourselves and to our families — in face of a scheduled 12 per cent rise in our income taxes and increasing living costs — to fight alongside all GE employees for more money now."

The tool makers attending the meeting formed themselves into a Committee of 150 to call a meeting of all crafts for next Tuesday, 8:00 P.M. at Union Hall, 301 Liberty St.

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301 LIBERTY ST. SCHENECTADY, N. Y.

Two Schenectady Workers Look at a GE Open Shop

GE has its eyes strictly on the dollar sign and the only thing that stops it from slashing our wages and benefits in order to make more money is the organized force of its employees — the union.

When you visit one of GE's open shops in any one of 17 states you can see very clearly what GE is driving towards and what we must stop at all costs.

Three weeks ago, UE Local 301 sent Ida Caprio and Frank Damico of Bldg. 52, Controls, Division, to GE's Morrison, Ill. plant which is producing the refrigeration control assembly lines formerly turned out in Schenectady. Their assignment was to help organize this plant so that it would not threaten the wage standards and employment of Schenectady workers.

In their first report to the Union, Caprio and Damico said that men and women in the Morrison plant are working 20 to 30 cents an hour below what the same jobs paid here. Not only are their production quotas higher but they are figured on a weekly basis; failure to make the quota one day means that it must be made up another day. Also, there are 5 different rates on the conveyor set-up and favoritism is the rule. Tool makers' rates are decided on "merit"; there is no such thing as automatic progression. All piece work rates are far below the Schenectady scale.

That's the pattern GE is trying to force on all its plants. And that's why a major contract demand of UE is the elimination of wage differentials as between plants.

Jandreau's Open Letter

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Another case is that of the Accumulators who stopped work in the small motors department because they were requested to do crane following, handling heavy materials weighing several tons. When a cable broke, nearly causing a serious accident, the whole thing was brought to a head. Supervision took the position that either the men continue to do the work or go home.

* * *

The women employed on Machine Taping, in Bldg. 12, were ordered by their foreman to do some rework for nothing, although the rework was caused by faulty material. The women refused to work for nothing and stopped. The case was finally settled by paying for the rework.

These cases are typical of the causes behind the work stoppages, in most every instance.

* * *

The creation of a new column in the Works News, called "The Grapevine," will not be the answer to the problems of the Schenectady GE worker. The Works News of October 12th says the Management is interesting in collecting rumors and gossip in the plant. Well, we can say this much—they will find plenty of it. The company's efforts would be much better spent on cleaning up the causes of work stoppages, by instructing their foremen and rate men not to exercise their authority at the expense of the employees.

* * *

As to the National Issues, there is no doubt that the GE workers in Schenectady are disgusted with the Company's wage offer of 2½%. The record of grievances, filed through the union by many groups of day workers in the past year, demanding a wage increase, number into the thousands. The fact that increases were granted to approximately 6,000 Schenectady day workers, and denied to another 6,000, should be tangible proof of genuine dissatisfaction.

* * *

The Management should know that when the Schenectady GE workers demonstrate their dissatisfaction on these general issues, it will not be done on the basis of individual group actions. Likewise, the Management will not be obliged to depend on rumors or gossip to determine the cause behind a general work stoppage.

UE MEETS GE IN SHOWDOWN

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of \$1.58 under the UE's proposed wage scale.

Other Demands

In addition to wage demands, the Union is seeking an additional paid holiday, 3 weeks vacation after 10 years, a minimum pension of \$165 a month and an insurance plan to provide a minimum of \$40 a week sick benefit.

GE Admits Inequities

The Company also refused to discuss wage inequities of day workers, women and skilled trades although it does not deny the existence of these inequities. In fact, GE's own statistics show that as of last February, day workers were getting on the average of 26½ cents an hour less than piece workers.

The company's idea is to close the gap between day workers and piece workers, by refusing to increase day rates now, and, if they get away with this, by slashing piece rates later.

Even now, Management is making a piece-meal attack on piece work rates here and is going in for much wider and deeper slashes in IUE-CIO plants.

Offer A Wage Cut

In rejecting 2½ percent and the escalator, the UE Conference Board said that the wage offer did not begin to meet the needs of GE employees, while the up-and-down escalator could only reduce the people's standard of living. What the 2½ percent amounts to in face of increased taxation and living costs is a wage cut. What it means to GE workers and their families is a lower standard of living.

In a statement issued today Leo Jandreau, UE 301 Business Agent, said:

"We are in a fight with the Company. One or the other must win. And we can only win by fighting. If we win on pay, we'll win on grievances. If we allow ourselves to be pushed around on the wage front, the Company will try to beat down rates and conditions.

Victory is up to us. And we will win."