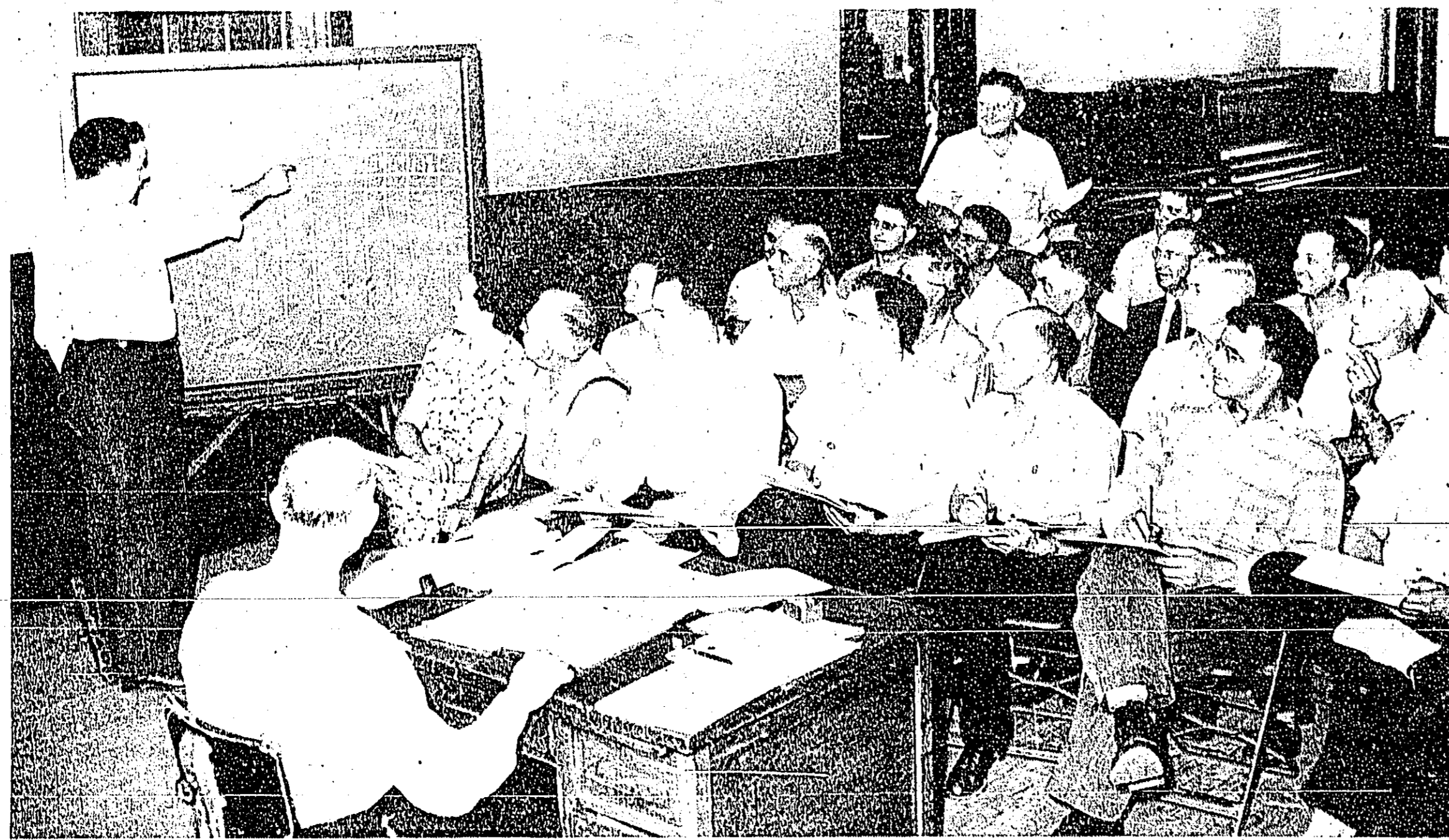


Jandreau Explains New UE-GE Contract to Meeting of Committeemen



Group of shop committeemen of Local 301 at one of the series of meetings held to explain changes in the new General Electric contract and to review grievance procedure. Leo Jandreau, business agent of the local, is at the black-

board showing the new progression schedule. Andrew Peterson, Local 301 president, is presiding and William Kelly, vice-president, is standing at the rear. There were eight such meetings to guarantee reaching all committeemen.

Chart Shows New Improved Progression Schedules of Contract

Starting Rates	Job Rates											
	80 1/2	83 1/2	86 1/2	89 1/2	92 1/2	95 1/2	98 1/2	1.02 1/2	1.06 1/2	1.10 1/2	1.14 1/2	1.18 1/2
77 1/2	1 Mo.	2 Mo.	3 Mo.	4 Mo.								
83 1/2			1 Mo.	2 Mo.	3 Mo.	4 Mo.						
92 1/2						1 Mo.	2 Mo.	3 Mo.	4 Mo.			
1.02 1/2									1 Mo.	2 Mo.	3 Mo.	4 Mo.

Here's the chart which Local 301 committeemen studied at a series of meetings on the new GE contract. It shows the improved new progression schedules for day workers from the starting rate to the job rate on job values of \$1.18 1/2 per hour or less. Increases above \$1.18 1/2 are based on merit.

The figures on the chart, which include the 18 1/2 cent pay raise, practically explain themselves.

If a new person is hired for any job

rate up to and including 89 1/2 cents an hour he starts at 77 1/2 cents and reaches his job rate in accordance with the above schedule. Four months is now the maximum time required to reach the job rate, instead of the former eight months.

As the chart shows, a new person hired for a job rate of 92 1/2 cents or 95 1/2 cents starts at 83 1/2 cents; a new person hired for a job rate of 98 1/2 cents or \$1.02 1/2 or \$1.06 1/2 starts at 92 1/2 cents and a new person hired at a

job rate of \$1.10 1/2 or \$1.14 1/2 or \$1.18 1/2 starts at \$1.02 1/2. The schedule shows the amount paid at the end of each month of progression and the length of time required to reach the job rate from starting rate.

Under the old contract, and before the 18 1/2 cent raise was secured, it took eight months to progress to a \$1.00 job rate. Under the new contract, for the same kind of job, the worker would advance in four months to \$1.18 1/2 cents.

Electrical Union News

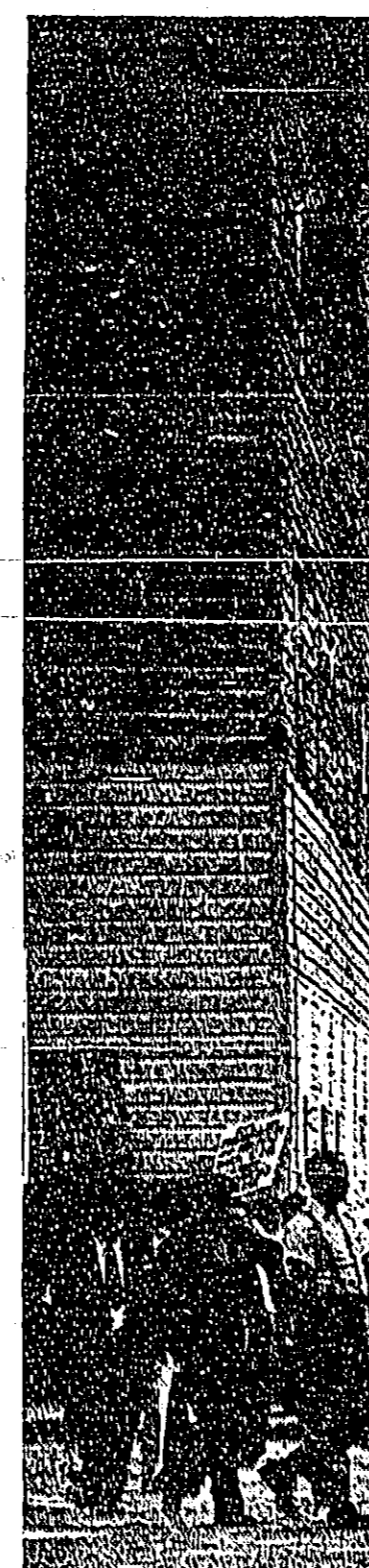
THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA—LOCAL 301 CIO

Vol. III—No. 29

SCHENECTADY, NEW YORK

August 1, 1946

Schenectady Union Members March to Support of Ballston Strikers



Several hundred union members from Schenectady and other parts of the Capital District swell the picket line of the Fur and Leather Workers, CIO, at the American Hide and Leather Co. plant, Ballston Spa. The 200 strikers have been out for 21 weeks. In spite of efforts of state mediators, the company refuses to budge an inch in its anti-union attitude. But the strikers are standing solid.

The visiting pickets Saturday marched down the hill with banners and signs to the struck plant in a line stretching over half a mile. They joined the strikers in circling the factory, staged a strike rally with impromptu speeches and songs, and marched to the home of Mayor Percy Ball of Ballston Spa, a company foreman. (The mayor was not at home). See page 4 for story of demonstration.

UE Wins Election At Iliion Rem-Rand

The UE delivered the knock-out blow to the infamous Mohawk Valley formula by winning an overwhelming majority in a National Labor Relations Board election July 24 among workers of Remington Rand Plant No. 1 at Iliion. The vote was 1147 for UE and 349 for no union.

The Mohawk Valley formula is a stream-lined plan for smashing unions that the Rand management used successfully against its workers. Employers all over the country copied the idea, with Remington Rand's blessing.

(Continued on Page 4)

Union Declares War Against High Prices

Calling the new OPA legislation "wholly inadequate," the Local 301 membership meeting July 25 elected a five-man committee to plan a program of active union warfare against rising prices.

This committee, which will report at the Aug. 20 meeting, consists of Alfred Pelrah, Joseph Dominelli, Meyer Siegel, Joseph Krone and James Cognetta.

Speakers at the meeting urged the membership not to buy anything except necessities and to refuse to pay jacked-up prices. There was considerable discussion of buyers' strikes which have developed in various parts of the country.

The committee was instructed to seek community-wide support of its anti-inflation program and to bring back con-

crete directions for a vigorous and speedy campaign to force down prices.

William Turnbull, assistant PAC director of the local, reported on the Aug. 20 primaries and on November election prospects.

To Elect Delegates

Delegates to the State CIO convention Sept. 11 to Sept. 14 at Lake Placid will be elected at the joint committeemen's and membership meeting of Local 301 Aug. 20 at 801 Liberty.

ELECTRICAL UNION NEWS

UNITED ELECTRICAL, RADIO & MACHINE
WORKERS OF AMERICA, CIO
SCHENECTADY GE LOCAL 301

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Protests Britain's Policy in Palestine

The Local 301 membership meeting last week unanimously passed a resolution protesting against the British policy of repression in Palestine which is stalling the transfer of 100,000 displaced European Jews. The admission of these refugees to Palestine has been recommended by President Truman and the Anglo-American Commission of Inquiry.

A copy of the resolution, which was introduced by Meyer Siegel, was sent to President Truman. Siegel emphasized the influence American labor can bring toward obtaining a just settlement of the Palestine problem.

The resolution criticized the British government for placing imperialist interests above the demands of humanity.

At CIO Meeting

Delegates from Local 301 present at the July meeting of the Capitol District Industrial Union Council, CIO were: William Mastriani, Council president; Dewey Brashear, J. P. Brauncisen, Albert E. Davis, J. B. Kelly and Fred Paellli.

Alternates present were Joseph Krone and Anthony Lolik.

Dominelli Meeting

The Dominelli-for-Sheriff committee of the Ninth Ward will meet at 7:30 p.m. tonight, Thursday, Aug. 1, at the ward PAC headquarters, 1096 Forest Rd.

On PAC Committee

The Executive Board has appointed three additional members to the Local 301 PAC Committee: William Kuschel, Dewey Brashear and John Clune.

SUMMER SCHEDULE

The Local 301 radio program has gone on summer schedule. It will be heard Mondays at 7:15 p.m. over WSNY, instead of three times a week.

Vacation

Because of vacation periods, the Aug. 8 issue of EU News will be omitted.

Schenectady GE Office Workers Lack Information About Jobs Because They Are Still Unorganized

Thousands of office workers at the Schenectady General Electric plant are in the dark as to their classifications, duties and job rates.

A statement by the Office Workers Organizing Committee points out that the company gives no answer to the questions which are uppermost in the minds of the average Schenectady white collar worker. Where am I? Where am I going? How long will it take?

In GE plants where the office workers are organized and represented by UE, the statement continues, the employees know the answers to such questions. They are clearly stated in the new GE-UE contract.

The wage article of this year's agreement (Section 7) says that when a salaried employe is hired or transferred through the Personnel Department "he will be given a card showing his starting rate, classification (Where am I?), job rate (Where am I going?) and progression schedule (How long will it take me?)."

This information and other benefits will not be available to Schenectady white-collar workers until they are an organized union group and as such "recognized" by GE. Then the local management will have to sit down and answer their questions.

Lathrop Speaks in New York

Milo Lathrop, PAC director of Local 301, spoke at the meeting of the Independent Citizen's Committee of the Arts, Sciences and Professions at the Mansfield Theater, New York City, last week.

He described the assistance which artists gave to the UE strike in Schenectady last winter and spoke also on the increased interest on the part of Schenectady union members in political action.

Better Luck Next Time, Girls

The girls' softball team of the Schenectady General Electric plant went to Pittsfield, Mass., recently to play the girls' team from the Pittsfield GE. The score was 1 to 0 in favor of Pittsfield.

Elected Delegate

Robert Northrop, secretary-treasurer of the Capitol District Industrial Union Council, CIO, will be its delegate to the State CIO convention Sept. 11 to Sept. 14 at Lake Placid. He is a member of Local 2064, USA, Schenectady.

Ward Managers Named For Dominelli Campaign

Managers of the Dominelli-for-Sheriff campaign have been appointed for six Schenectady wards and for Rotterdam.

They are: Second Ward, Anthony Naverette, 2037 Van Vranken Ave.; Third Ward, Joseph Rotunda, 347 Maxon Rd.; Fifth Ward, Horace Perryman, 8 Lincoln Heights; Eighth Ward, G. A. Mele, 940 Albany St.; Ninth Ward, Roy Lash, 1326 Main St.; Tenth Ward, John Saccocio, 1606 Broadway, and Rotterdam, Blanchard Mowers, 2710 Grandville Ave., Rotterdam. All are Local 301 members.

Managers for other wards and other sections of the county will be named in a few days.

Political experts report that Joseph Dominelli, Local 301, has a real chance of winning the Republican primary if enough workers volunteer to do door-bell ringing for him, and that he also has a chance in the Democratic primary. The ALP nomination is assured.

Local 301 members willing to work in the campaign, either in canvassing, watching at the polls or doing office work, should contact their shop committees. The Dominelli committee is distributing thousands of posters and car-stickers. There's a lot of work to be done before Aug. 20, the committee points out.

Predicts Big GE Expansion

The General Electric Co. plans a tremendous expansion program at Schenectady, according to George Conway, manager of the Albany GE office.

He predicted that the Schenectady plant will expand 50 per cent over its present size, in a speech before the Scotia Rotary Club. He said there were 28,000 Schenectady employes as of June 28.

Second Ward PAC Meets

Plans for getting out a full vote in the August primaries were made last week at a meeting of the Second Ward PAC. Joseph Dominelli of Local 301, candidate for sheriff in Republican and Democratic primaries and ALP designee, was a speaker. Anthony Naverette of Local 301 is chairman of the group.

Union Reports Helps Run CIO-PAC On GE Pensions

The research department of the national UE office has made a thorough study of the new General Electric pension plan. Parts of the analysis will be reprinted or summarized from week to week in the EU News.

Life pensions to employees will be based on service with the company before the effective date of the new plan, and on service after the effective date.

GE Pays for Past Service

The company will pay all costs of the pension based on past service of all employees with at least one or more years of continuous service. No employee contributions will be required for past service and employees covered by the old pension plan will have their contributions returned.

The part of the pension based on future service will require contributions by employees amounting to 2% of their annual salary up to \$3,000 a year plus 5% of the amount of their salary in excess of \$3,000 a year. The company will contribute 2.8% of its payroll. This will be somewhat in excess of the employees' contributions.

\$35 Million Surplus

In the old pension fund the company had about \$100 million dollars of which only \$65 million was needed to meet the requirements of the fund. The excess \$35 million plus \$6 million will be used by GE to cover pensions for past service of employees not covered by the old plan.

Several changes which the union has asked over a period of years are included in the new plan. For instance the restriction barring employees hired since 1936 from sharing in the pension plan is removed.

Lower Retirement Ages

Under the new plan a man must retire at 65 and a woman at 60 unless otherwise allowed by the company Pension Board. Employees may retire or be retired within a five year period before those ages, at a lower pension rate.

"Workers who come under the new plan receive more than provided for under the old plan," the research department reports.

"No deduction is made of social security primary benefits and a minimum guarantee is made of \$12 a year for each year of continuous service."

Helps Run CIO-PAC



Julius Emspak, general secretary-treasurer of UE and a charter member of Local 301, is a member of the five-man executive board named by CIO President Philip Murray to head the National CIO Political Action Committee. PAC was reorganized after the death of its chairman, Sidney Hillman.

CIO Council Sends \$25 to Troy Local

A donation of \$25 was voted by the Capitol District Industrial Union Council, CIO, to the welfare fund of Local 2398, United Steelworkers of America, at Republic Steel's blast furnace at Troy.

The members of the local returned to work last March, after winning a nine week strike. The plant closed in April, however, because of lack of materials and the workers have been jobless ever since. The materials were cut off because of strikes at Jones and Laughlin and other Republic plants.

The Council has asked its member locals also to send financial aid to the unemployed steel workers in Troy.

Helps Columbia Committee

The Capitol District Industrial Union Council, CIO, gave \$10 to support the work of the National Committee for Justice in Columbia, Tenn. Since last February Columbia has been the scene of violence against Negro residents. There have been killings, beatings, wholesale arrests and destruction of property.

Jandreau Outlines Transfer Clauses

In the past few months many workers at the Schenectady General Electric plant have been transferred to new jobs because of cutbacks and lack of work. There has been confusion on the rates which they should be paid, Leo Jandreau, Local 301 business agent, points out.

"GE foreman have shown reluctance to pay employees full rates of new jobs for which they have qualified," he said. "They have tried in many cases to keep workers a year or more at lower pay before raising them to the established rate."

Gives Transfer Details

The new UE-GE contract takes into consideration the specific details of transfers for both piece workers and day workers. Jandreau urges employees to become familiar with the following steps which the company is required to follow contractually.

When an employee is transferred to a higher rated job group and qualifies for it, he will receive the established rate for the job to which he is assigned.

Upgraded Employees

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

Piece workers transferred to higher rated jobs or jobs of equal value will be paid the Anticipated Earning Rate of their previous job for three weeks or their earnings on the new job, whichever is higher.

Other Transfers

An hourly rated worker not on a progression schedule who is permanently transferred to an unrelated day work job of lower job value, where a learning time is necessary, will be paid as a starting rate 15 cents per hour more than the hiring rate (the new starting rate including the 18 1/2 cent raise) for an inexperienced employee hired for that job, but not more than a rate two steps below the job rate. Such employee will be paid the job rate as soon as he performs the work on a normal basis.

Piece workers who are transferred to new jobs through lack of work, where a learning time is necessary, shall receive 10 cents per hour more than a newly hired, inexperienced employee (but not more than the Anticipated Earning Rate of the job to which transferred) until his piece work earnings are in excess of this figure.