



SPORT SPARKS

The ball team's bad luck seems to continue despite some swell playing. A couple of tough breaks in the first inning cost us four runs and the game on Sunday, although we outscored the Theleus for the last eight innings. Bucky Ewing has released a couple of more players and is tightening up loose spots. The team is new and is just learning to play together as a unit. But they've got some swell ball in them. The jimx can't last forever. How about coming out to the games and cheering them on. It's your union team, you know.

A Lesson in Americanism

When we contacted Kingston this week for a game on an open date, there was some question as to whether a mixed team of Negro and White would be acceptable to the local citizens of Kingston. True to our position of abolishing all forms of discrimination the following letter was sent to the Kingston team. We are happy to state that they readily accepted our feelings on the matter and booked us for a game.

"The CIO Americans representing Local 301, United Electrical, Radio & Machine Workers of America, in the General Electric plant in Schenectady, would like to book a game with Kingston at your earliest convenience.

We are members of our city semi-pro league. Manager-coach is Buck Ewing, famous colored ball player. The team is mixed, colored and white, representing what we consider the true principles of American democracy. Despite some early doubts, the team has been very well received in the capital district.

We are sure that Kingston will appreciate the importance of abolishing discrimination in the interests of true national unity. We are confident that we can get together in the near future."

THE UPPER CRUST



"Help me forget my taxes, Miss Zilch!"

LOVING THE BOSS

By SAL VOTTIS

Many G.E. bosses are still attempting to do business on the individual "pat on the back" personal relationship basis instead of collective bargaining.

For example in No. 53 we have a recently appointed foreman who in his hurry to make good is trying very hard to discourage collective bargaining. The foreman becomes personally insulted when a union member in his department brings a grievance to the committeeman instead of him. On several occasions he told these union members that if they didn't bring all their grievances to him first he would see to it that "black marks" would be placed on their records.

This reminds us of the pre-union days in the G.E. Company when the employees had to love the boss in order to maintain their jobs or their good records.

Personal Story

At a meeting held at Union Headquarters of the employees under this particular foreman in Bldg. 53, one of the union members got up and said

"I took a grievance up with our Union Committeeman and the foreman has not spoken to or smiled at me since. . . . Before that he used to say hello or at least look at me. Now he purposely avoids me. He further told me that since I wanted to do business with the Union Committeeman he was all caught up with me."

What "Loving the Boss" Means

Imagine the following situation John (a G.E. employee) loves the foreman. The foreman loves John—that is, while John is following every little whim of the foreman. In a department every employee is a "John" to the conniving anti-union foreman. The foreman tells everyone, individually and separately, how much he thinks of him, but

always with the advice not to tell the next guy. John gets to feel quite chummy and lovey-dovey with the foreman, and what is more, highly obligated for these oily, cozy individual attentions.

One fine day, John brings a grievance or a request to the foreman and receives a polite "No!" for an answer. John then takes it to the Union Committeeman. The foreman gets wind of it and immediately gets in touch with John and hands him the following line: "Well, this is a fine note! I would expect this from someone else, but you, John . . . haven't I been taking care of you right along? Just one little thing you're not satisfied with, and you run to the committeeman and the union. Sure, you turned me in . . . you put me on the spot! I don't know why we couldn't have settled this between us."

By this time the "John" feels very small and unimportant. The foreman walks away from the "culprit", the "ingrate", and proceeds to give the cold shoulder. The foreman has stopped loving the individual. The meek "boss lover" who has built his job security on the shifting sands of personal relationship now feels like a terrible heel. He feels he has betrayed the foreman's personal trust in him. He can't stand the cold shoulder. He therefore runs to the committeeman and tells him to drop the case Yes—he misses the smiles of the foreman and the pat on the back!

What Has Really Happened to John

John has been isolated from his fellow-workers by the age-old tactics of "divide and conquer" of his foreman. Of course, John was a "rugged individualist"; he could get anything he wanted without the union committeeman.

All of a sudden he finds himself out of the orbit of the boss's smiles and very cold and miserable—and thoroughly intimidated.

We still have quite a few "Johns" in the Schenectady plant of the G.E.

Real Job Security

A worker's job security and good working conditions should depend entirely on his giving an honest effort to his job. This effort should be known to his fellow-workers and to the union representative. A worker's status on the job should depend on this and this alone. A worker's status on the job should never depend on the personal relationship of any foreman—or for that matter on any other personal relationship.

Union Members Should Use Union

On All Occasions

The union members should take up with their Union Representative all cases affecting their wages and working conditions. They should take these matters up with their Union Committeeman first and always!

The Union has a signed contract with the G.E. Company which specifically and in no uncertain terms states that the Union shall represent the employees on wages and general working conditions. This means everything that affects the employees' working conditions.

No employee is obligated in any manner whatsoever to any foreman because he works for a living. All employees are obligated to give a fair day's work to the Company for a fair day's pay—Other than that he is not a free man.

Every union man should always consult the Union representative first on everything affecting his job. He should never consult the foreman first and then the committeeman, after getting into a mess with the foreman.

Have You Contributed Your 10% This Week?

"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

SCHENECTADY, N. Y. — JULY 8th, 1942

No. 8

ALL OUT DRIVE For 100% UNION SHOP

During July \$2.00 Applications and Reinstatements will be accepted. In order to give everyone the opportunity to join Local 301 during the month of July . . . the membership at the meeting of June 17 agreed to suspend the \$5.00 initiation fee . . . and allow all non-members and delinquents to join for \$2.00 during the month of July only.

TO WIN THE WAR . . . UNION'S FIRST JOB

We need the utmost unity on the production lines in order to out-produce the Axis powers. The union has pledged fullest support to our country in this effort. You — AS A MEMBER OF LOCAL 301 — can do your part.

Navy "E" Award Credit to Union

The members of Local 301 are proud of the Navy E award that was presented to General Electric. They are proud because of their efforts through organization to improve production.

The introduction of labor-management production councils through which bottlenecks and general confusion could be ironed out are largely responsible for the achievement. Throughout the country firms that have such production councils are winning the Navy E, one after the other. The production councils themselves were born out of an intense desire on the part of labor to increase the production of the materials needed to smash Hitler and his crowd.

The union members are not satisfied with just winning one award. Following the victory program of the union they are going to go all out and establish new records until victory is won.

Consumer Meeting to Aid Price Control

An organizational meeting for the purpose of setting up a consumer center in the city is being called for Thursday, July 16 at 8 P. M. at the Y. W. C. A. With a threatened cut in appropriation for the OPA, effective price control must be guarded by the people themselves.

Representatives from all interested organizations in the city are expected to attend next Thursday's meeting. A sub-committee of the Consumer Protection Committee of the War Council is calling the meeting.

Labor Rent Meeting Enlarges Committee

The Education Committee of Local 301 called a successful meeting on Monday night for the purpose of developing the present rent-freeing argument into a real community question with proper labor and tenant participation.

A few hundred landlords from all over the city attended the meeting and listened to Robert Christie, the local rent coordinator for the OPA, explain the administration of the law and answer questions. The union then gave the floor over to the complaints of the landlords and closed the evening with a proposal to enlarge the committee elected at the Real Estate Board's meeting last week so as to include more representatives of the small landlords and for the first time, representatives of organized labor.

The whole rent situation has gotten out of hand by a lot of noise about the "unfairness" of the rent freezing date. It has become a city-wide issue and as such labor has requested participation in the investigation of the actual situation. Three representatives from labor now balance up a committee formerly dominated by the Realty Board.

Write To Boys in Army

Pat Vottis, Chairman of the Union Victory Committee asks all workers in the plant to start sending letters to the boys who have left for the armed. "If this is really a peoples' war, then we have to make sure that the boys who have come through the mill in the labor movement do not lose contact with the working people back home," Bro. Vottis says. "They must carry their labor training right into the army and

"Suggestion" Note Gets Facts Wrong

A member of the Vacuum Tube production council brought to the attention of the union an anonymous letter written as a suggestion for the improvement of production. There seems to be no clear reason for a sincere worker's not signing his name to a recommendation, so we are a little suspicious because of the content that someone on the supervisory staff may have been responsible for the "suggestion".

To begin with the writer of the note takes the attitude that the workers are not sacrificing enough because they are looking out for their own protection. He says we are only sacrificing "by demanding and getting time and one-half for anything we do over 40 hours per week." Such sarcasm does not fit a real union member. Since we are fighting a people's war for the liberation of the world from all forms of enslavement, we do not begin by doing away with all the democratic gains we have won after years of struggle. And the 40-hour week is one of the most fundamental of all these gains.

Puts Blame on Workers

The letter writer "suggests" too, that the best way to speed up production is to "start work on time, cut down our rest periods, work right up to quitting time". From such a remark one would gather that the production councils came into being because the workers were loafing on the job, instead of production bottlenecks that had to be solved only by the joint participation of labor and management. Our unknown friend also reminds us that we should pay more attention to quality and less to "making out".

Well, if more attention were paid to giving the workers what was coming to them, instead of some foreman trying to save a little here and there, there would be less time spent in argument and more in production. The workers ask only what is theirs, no more, in turning out the best work of their lifetimes.

The very modest writer, who prefers his unknown glory, just doesn't know the score. By putting the blame for any shortcomings in production on the workers he is just playing the part of a stooge if he is not an outright company supervisor. The workers have already sacrificed more than their share; it's about time some of the self-made big shots did a little sacrificing.

become the best fighters against fascism. We must keep them informed as to what their buddies back home are doing and constantly give them encouragement."

A list of drated men, shop by shop, is being made out so that each group will know just whom to write to. We must show the boys that we have not forgotten them.

IT'S BETTER TO PRODUCE AS FREE MEN FOR THE MAN WITH THE LONG WHISKERS THAN IT IS TO PRODUCE AS SLAVES FOR THE MAN WITH THE LITTLE MOUSTACHE " " " "

ORIGINAL TORN

ELECTRICAL UNION NEWS

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July 4th - 1942

July 4th has come and gone. Too often a day set aside for politicians' speeches and double-header baseball games, America's most beloved holiday takes on real meaning for the first time in years. July 4th, 1942, came at the height of more than 150 years of struggle by the American people for ever greater democracy.

In building American democracy American labor has played the biggest part. Too few people realize that free education, the right of everyone to vote, and many other rights were won only after hard fought battles by organized labor. And labor is now giving its all to keep the torch of liberty lit.

The workers in General Electric know what organization has meant to them in greater security and in greater freedom of expression. They know that through organization they have won a dignity and respect that is the right of every really free man. They are interested in protecting these hard won gains. They are interested in winning even more independence and industrial democracy. That is why they are now pitching in with all they have. They do not want to be shoved back into the days before labor organization won for the American workers their independence. That is why a million men from America's unions are in the armed forces ready to give all they have. That is why America's production soldiers are turning out all sorts of achievement records.

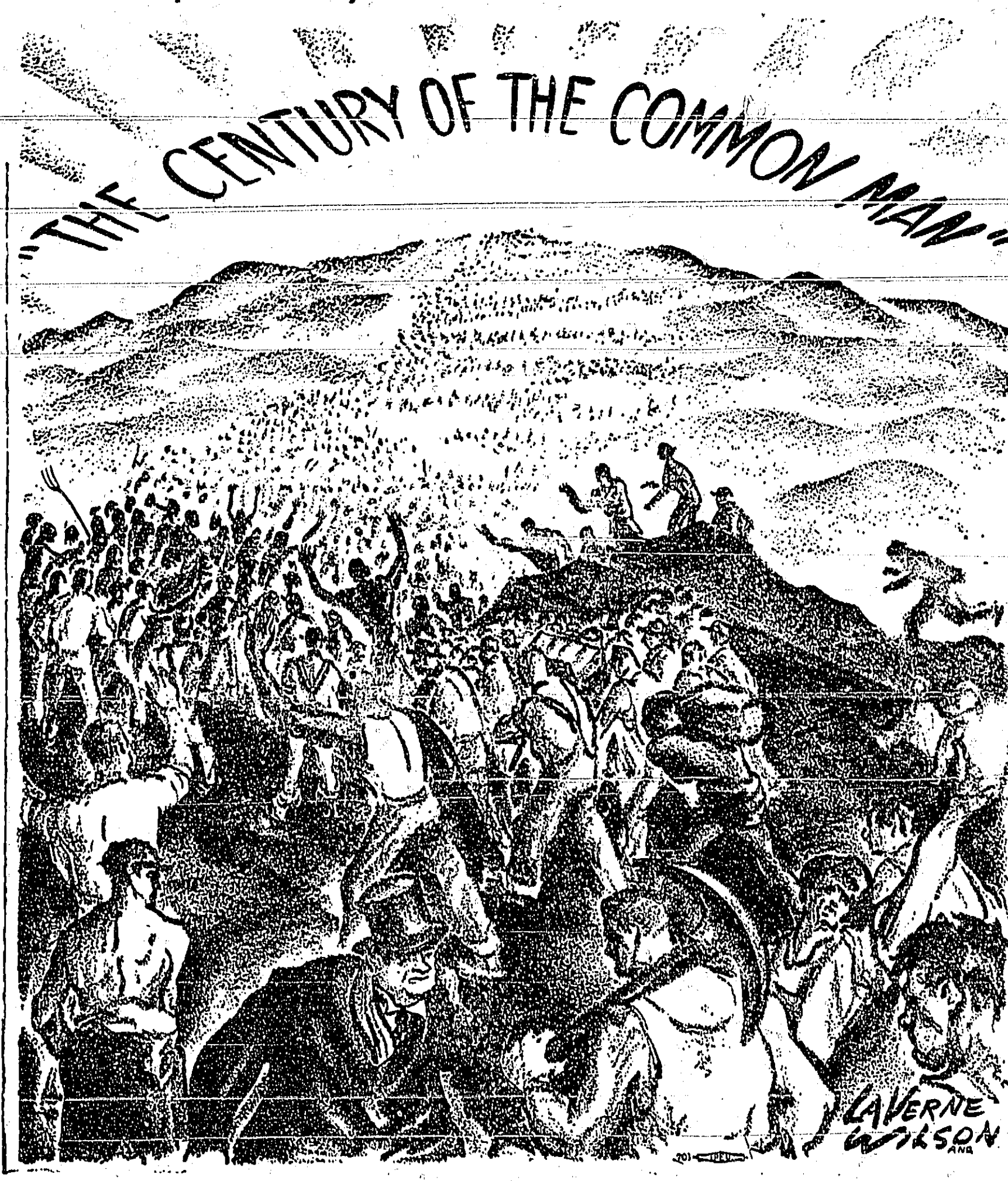
Vice-President Wallace has called this war—a struggle between a free world and a slave world. And every working man knows he is correct. Free labor has been destroyed in every country that has come under the heel of the Axis.

And we must realize that any attack on labor in this country is a big help to the Axis. We must clean out the labor haters and all those who preach race and religious hatred. They are agents of Hitler and are out to cut our throats. We have to fight at home against those who for selfish reasons have grown tired of democracy, because labor has made too many advances under democracy.

Attacks like the Smith Bill must go. The poll tax must go. The Dies Committee must go. William Randolph Hearst and the apenser press must go. All forms of discrimination must go. All the imitators of Hitler must go. And labor, which is fighting for its life in this war, has to do the house-cleaning. In the coming elections labor has to use its democratic rights and put into office only those who are willing to carry on a militant win-the-war program. And that means protecting the rights of organized labor.

This is a peoples' war. We will win a peoples' peace. The Declaration of Independence was not written in vain. We, the working people, will carry it forward as our banner to victory over oppression as we did in 1776.

For A People's Victory



Martin Dies - Nazi Agent

Every worker in General Electric is hard at work turning out the means of victory over the bloody Axis. And yet we have in our United States Congress a man who is determined to destroy everything you are doing. We have mentioned him before but he is getting so unbearable that we will have to do more than talk. We will have to take action . . . and fast!

That man is Martin Dies, whose latest outbursts make him a serious danger to our fight for victory. He is now attacking, in his typical Hitler-like manner, the Union for Democratic Action, an organization which is carrying on a campaign against anti-labor and anti-democratic congressmen who are coming up for election this November. Because the Union for Democratic Action has listed such reactionaries as Rep. Smith, of the infamous Smith Bill, as people who must be defeated this year if America is to win, Dies has come out with charges that the Union is "Communist". This is Hitler's gag; that same stunt that succeeded in bulldozing the German people into slavery.

Dies got started on this latest mud-slinging largely because a pal of his, Rep. Barry of New York, who had spoken against the war on the same platform with Laura Ingalls, convicted Nazi agent, is on the Democratic Action list for defeat.

It's about time that every American worker recognized Dies for what he is—a Nazi agent. We are not going to have our sweat and blood go to waste because of sabotage by fifth columnists like the poll-tax Hitler from Texas. Every worker on the production line should speak up at once and demand that Dies be tried for treason—before it's too late.

LITTLE LUTHER

"What is that noise out there?" shouted Mr. Dilworth.

"Oh, Jimmy and I," replied Little Luther from the backyard, "are trying to get his kid brother's teething ring for the scrap rubber drive."

"Now, Luther, as much as I admire your patriotism, I don't think you should take the baby's ring."

"But, Father, if Standard Oil can do it, why can't we?"

"What in heaven's name are you talking about, Luther? What has Standard Oil got to do with it?"

"I heard a man down at the corner say the way Standard Oil and the Nazis took the synthetic rubber formulas away from the U.S. was like taking candy from a baby."

"Must be some fifth columnist. I never heard such talk."

"Why did Standard Oil turn over its patents to this Farben whatever its name is?"

"My boy, I don't know exactly but it was undoubtedly in the best interests of the great American company and of our country."

"How could it help our country or the company to destroy factories in the U.S. while letting the Nazis go ahead and build them over there?"

"It was undoubtedly some reciprocal agreement that redounded to the benefit of Standard Oil, and, my boy, anything that helps business helps our country."

"But the paper says a bunch of stockholders are suing because the deal lost the Standard Oil \$100,000,000."

"Wait 'til tomorrow, Luther. I am sure the Gazette will have an editorial explaining everything. You get back to your salvage campaign."

"And is it all right if we take the baby's rubber pants, too?"

Talking Shop

By LEO JANDREAU

Some Rate Questions Answered

We have received many complaints, especially from the new employees, from the new department in the plant in regards to not making out.

Stories are of various types, some claiming that extra work vouchers are being misused by the supervision; others claiming many jobs have been completed after notification to the foreman that there was no price on the job and the foreman insisted that day rates be accepted. Waiting time is also a general complaint.

We do not overlook the fact that new departments are subjected to growing pains, which involves the breaking in of supervision as well as employees, and the establishing of departmental routine, which is also administered by new help. However we feel that if the fundamentals are adhered to in the majority of the cases, much of the dissatisfaction could be eliminated.

In principle, as we understand it, the company agrees to pay an operator a full day's pay provided a day's work is given, the rate of pay to be based on whatever job value the occupation may call for. They further agree that if an employee is subjected to lost time beyond his control, he will not be penalized by going without pay.

Many times the employees are lax in not notifying the supervision when problems confront them, such as material shortage, no price, machine trouble, etc. Many times the foreman may be overworked and because of lack of time ignores an employee's request. In this case, the employee has the union machinery to resort to and his representative should be able to make any adjustment which seems reasonable.

If a new job does not have a price and an experienced operator is asked to run it by the foreman, it seems as though the foreman should either have the job timed or establish a temporary price in order for the operator to make his average earnings. If it is understood, of course, that the general equipment (tools, method, etc.) has been established.

If machine trouble occurs, or waiting time is necessary because of lack of materials, crane service, etc., 85% of the job rate is generally paid in these cases.

Piece workers who have generally established earnings higher than day workers, should not be subjected to work at day rates on repairs of other jobs. Some may say it is difficult to set a price especially when the piece worker is doing his usual work or is using his usual equipment and skill. Special day rates can be applied in these cases, and the result will not reflect negatively in the usual cost.

Some piece workers raise the question as to how set-ups are paid for. Here again this question can be answered either through the representative or foreman. As we understand it, in some cases set-ups are included in a price, or may be paid separately, depending on the nature of the work. Regardless of how it may be done, the necessary time it takes to complete a job, which includes the accumulation of material in the set-up of tools and equipment, should be paid for on a basis so an operator is allowed to make his usual earnings.

285 INSPECTORS TO MEET

Building 285 is calling a special meeting of inspectors on July 9th. Second shift workers will meet at 1:30 and first and third shift workers at 7:30. A special problem concerning rates and classification will be discussed.

Organization Under Way at Ft. Edward

A drive to organize the new G.E. plant at Ft. Edward is now under way with a good deal of success. The 200 workers now at work are signing up fast according to a report by Jack Davis, who is Field Organizer working out of the national office of the union.

The Ft. Edward workers have learned the value of unionism from the results obtained in Schenectady and they want the same conditions for themselves. The new plant, since it is part of the Schenectady works, will bring its workers into Local 301. For the present the union members have elected only one representative-at-large, Leo Boss, who handles the affairs and grievances of the whole group. It is understood that there will be about 800 workers altogether when the building is completed.

Legislative Report

The Union Legislative Committee at its last meeting recommended the following actions:

Full support to a Consumer Center to be set up in the City to control prices and give out consumer information.

Protest against cuts in the appropriations for the OPA which would reduce seriously the effectiveness of price control.

Protest against the latest attacks of Martin Dies against the Union for Democratic Action which is conducting a campaign for the defeat of reactionary Congressmen.

Support to labor's participation in fair rent investigation in city in order to settle rent-freezing dispute.

Transmitter 89 Gets Closer Together

Out of the problems that arose over changeovers, the workers of Committeeman Arthur Ripton's department, men and women alike, have come closer together as union members. This past Tuesday they had a very successful blowout that brought out almost the entire group. As a result of the greater cooperation and the increased participation of the women workers, a number of gains in the shop have been registered.

HIGH VOLTAGE

Asked by the draft board who would always know where he was, an anti-fascist unionist replied: "The FBI."

The University of Texas has approved the teaching of Russian in the state school . . . And right in Martin Dies' backyard!

Kaale Blaczyk, a reception clerk at Nazi army headquarters, has won a prize for courtesy in Herr Goebbels' "keep smiling" campaign. We bet that the reception Fraulein Blaczyk gives the boys is nothing compared to what they get at the gates of Sevastopol.

We shouldn't be surprised if those Nazi saboteurs caught on Long Island were coming here to become witnesses for the Dies Committee.

It certainly was a break for us that they were nabbed before Adolph's pal from Texas had a chance to take the swastikas off their arms and pass them off as 100% Americans investigating subversive activities.

We've just heard of the guy who brought an old shoe to his local rubber collection center and threw it on the pile saying, "Here's one heel to get rid of another."

WHICH SHOULD REMIND YOU to donate your rubber and give the Axis the bounce.

Bulletins From The Labor Front

Dollar-a-Year Boys Holding Up the Works

WASHINGTON (FP) — Attacking the dollar-a-year men for slowing down the conversion program, a Truman Committee report called on Chairman Donald Nelson of the War Production Board to demote some of them and to promote representatives from labor and small business.

He's Too Busy With Bridges

WASHINGTON (FP) — Prosecution of duPont Co. and Allied Chemical & Dye on charges of a world-wide conspiracy to monopolize the manufacture and sale of dye-stuffs was shelved indefinitely by Attorney-General Francis Biddle.

Demand Labor Participation

SAN FRANCISCO (FP)—A joint delegation made up of CIO and AFL spokesmen in San Francisco has called on the OPA and urged labor representation on the 500 war price control and rationing boards in California.

Steel Monopoly Causing Bottlenecks

WASHINGTON (FP) — The U.S. tank and ship building programs are delayed by three major bottlenecks in the monopolistic steel industry, whose production may drop to 80% of capacity this fall, CIO President Philip Murray informed the War Production Board, June 24th.

Be Careful!

CHICAGO (FP)—The number of deaths from industrial accidents during the first five months of this year was 12% higher than during the same period in 1941, the National Safety Council reported June 22. Total for the five-month period in 25 states was 3,555.

Cooperation Gets Results

CHICAGO (FP) — Cooperation between unions and management has resulted in the delivery of war weapons and implements as much as 14 months ahead of schedule, Donald Nelson said in a speech at Northwestern University.

Second Dance For Soldiers Big Success

Last Thursday, the Ladies' Auxiliary, with the assistance of the girls of Weber, I. C. and Vacuum Tube, ran the second in a series of social evenings for the service men at the depot being sponsored by the Union Victory Committee.

The soldiers from the Albany depot were invited this time too and there was a much larger number of men than at the first affair three weeks ago. Mrs. Leland Bellinger and Mrs. Pat Vottis were in charge of the spade work for the Auxiliary, while a committee composed of Paula Palucis, Bernice Kozak, Theresa Basil, Emily Bowden, Alice Gregory, and Helen Morawski mobilized the girls in the plant.

The soldiers have expressed their thanks for the invitations and the lift they have been given. The soldiers on the production line are more than glad to get together more closely with the soldiers in the Army.

As a result of the success of these affairs girls from other departments are demanding a chance to do their stuff.

ORIGINAL TORN