



We never can tell around here when the boss is going to make one of his surprise inspections . . .

Many Workers Sign Approval Of 50c Dues Boost Proposal

Close to 2,000 GE Schenectady works employees, an overwhelming majority of those approached, have already signed the petition approving a proposed 50c monthly dues increase.

The petition is currently being circulated throughout the works. It has the approval of the UE Local 301 officers and executive board. The 50c boost would be utilized to provide money to construct a badly-needed new union hall and to establish an adequate defense fund for the local.

If the dues raise is approved by the membership, those persons who have already contributed \$5 to the UE defense fund would have the money refunded to them.

The dues raise can only be adopted if it is approved by the majority of UE members in Schenectady. Even with the increase, Local 301 would have among the lowest dues of any union in the country. The new rate would be \$2.50 a month. This compares with the \$3 rate now prevailing for members of the CIO steelworkers at the ALCO plant.

Under the increase proposal, the additional 50c would be set aside in a special fund to be used only for the building and the defense funds, and for other projects specifically approved by the union membership.

Such projects are impossible

Charge Management Farms Out Work During Layoffs

GE supervision's practice of laying off workers for lack of work while at the same time farming out jobs to outside shops was protested by UE Local 301 in a meeting with supervision Wednesday afternoon.

The meeting grew out of a situation in the sheet metal department, Building 73A. Similar situations have been reported from elsewhere in the works. When the 73A workers returned from vacation three weeks ago, they were told that there would be a lack of work situation for "two or three days until the machine shop could supply materials."

Not only does the lack of work situation still exist, but supervision has introduced several method changes resulting in loss of earnings for many workers. The union learned that much of the work normally done in the department was being farmed out to low paying non-union shops in New Jersey. This was, in effect, admitted

by Superintendent Neil Owen when he was asked about it by several workers.

The union took the position that there is no legitimate lack of work when the company finds it necessary to get jobs done in outside shops. It also protested the speed-up method changes which have been instituted.

Two in Turbine Win 29c Increases and Back Pay

Two night workers in Turbine have received 29c hourly wage boosts, plus big chunks of retroactive pay, as a result of a grievance recently processed by UE Local 301.

The case itself only involved one of the workers, Conrad Sobrato, a second shift turbine erector. Sobrato was hired back in January at \$1.47 an hour, way below the job rate of \$1.76, and considerably below the normal hiring in rate of \$1.65. The union took up the grievance this summer, and as a result Sobrato was awarded the \$1.65 rate as of the beginning of January, and the \$1.76 rate as of July. His retroactive pay award amounted to \$148.11.

As a result of this grievance, management made a similar settlement in regard to another worker, Paul Ricken, who is on the third shift. Ricken's situation was an almost exact duplicate of Sobrato's, and he was awarded a back pay settlement amounting to \$169.57.

Don Gauvreau was the steward who handled the Sobrato case.

Locked Out Wausau Workers Seek Help

The 750 UE members who have been locked out for six months at Marathon Electric in Wausau, Wis. appealed this week for financial aid from other UE members.

The appeal was sent to UE locals across the country by President Emil Muelver of Local 1113, which represents the Marathon workers.

The Marathon lockout came after the workers had demonstrated against management contract violations and wage cutting. Since the beginning of the stoppage, all unions in the Wausau area, regardless of affiliation, have rallied to the support of the Marathon workers.

Cornell University Report Hails UE Democracy

UE democracy has been hailed as a model for the entire labor movement in a report just issued as a result of a research study conducted under the auspices of Cornell University's New York State School of Industrial and Labor Relations.

The research report told of investigations into the operation of UE Local 310, which represents the workers at the General Electric Elmira plant. It praised the participation of UE members in the affairs of the local, the operation of the shop steward system and the concern of the leadership with everyday shop problems.

The two researchers who conducted the study had delved into a number of other unions, and they made several interesting comparisons. Here are some examples:

"In most unions we have studied, the stewards' function is becoming less and less important, whereas in Local 310, the stewards' group appeared to be the primary channel of communication of the leaders to the members in the shop."

"The membership meeting was unusual . . . in that members are encouraged to present grievances . . . The willingness of all officers and stewards to consider problems and grievances at any time was noticeable. The meetings were conducted openly and frankly, with few if any of the parliamentary tricks so often described as being used in unions."

The Cornell report represented a refreshing contrast to the phony congressional "investigations" which have been used to smear UE.

Union Appeals Vote Bar in Pittsfield

UE is appealing to Washington a regional National Labor Relations Board decision to bar an election at the GE Pittsfield works.

The union had petitioned for the vote in the main plant of the Pittsfield works. The petition was filed because a large majority of the workers had indicated disgust with the IUE-CIO sell-out policies, particularly in regard to seniority in the current mass layoffs.

As a result of this failure to fight for seniority rights, several thousand Pittsfield GE workers have been laid off without regard to length of service. The company has been able to do this because of the refusal of the IUE to challenge management's designation of long term layoffs as "temporary."

ELECTRICAL UNION NEWS

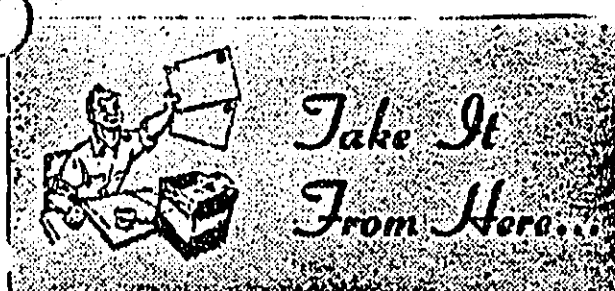
ELECTRICAL UNION NEWS

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

Vol. 10 — No. 36

SCHENECTADY, NEW YORK

Friday, September 12, 1952



Cleveland—UE Local 735 has won a new contract for employees of the American Monorail Co., which includes an 8c hourly package retroactive to April 1. In addition to a wage increase, the package includes an additional paid holiday, an improved night shift bonus, more extensive insurance coverage and rate increases for new jobs.

San Francisco—The Distributors' Association of Northern California has ratified a 6c hourly wage boost recently negotiated with the International Longshoremen's and Warehousemen's union. The ILWU membership had previously approved the hike which now must go to the Wage Stabilization Board for a final OK.

Warren, Pa.—The members of UE Local 633 have completely defeated the union-busting plans of the DeLuxe Metal Furniture Co., and won a 10c hourly wage increase for the furniture workers. It took a two-day strike to force management to back down on its demands for removal of the international union as a party to the contract, elimination of the union shop and the checkoff, and other cuts in conditions.

San Diego—Faced with a strike threat by the AFL bus drivers' union, the San Diego transit system has granted a 17c hourly wage boost to the drivers. The boost was the maximum allowed under WSB rules, but another 3c retroactive to Sept. 1 will be added to the settlement subject to WSB approval.

Chicago—Unity between workers at the Baumbach plant and those in sister UE shops has resulted in a 14c hourly wage increase for Baumbach workers. UE Local 1114 had been offered a 10c boost back in June, but the workers voted not to accept the hike because it would undercut the demands being made by the then striking employees of Michle Press. In addition to the 14c, the Baumbach unionists gained 8c inequity adjustments on two job classifications.



FIELD DAY BOOTY. Members of UE Local 301 look over the display of prizes to be awarded on Field Day, Sept. 28. The prizes, valued at close to \$2,000, will be given away to holders of tickets to the big event. These tickets are now on sale throughout the shop. (Full Field Day story on page 3.)

Company Offers Some Fringe Improvements in Pact Talks

Almost continuous negotiations between representatives of UE and the General Electric company this week marked an attempt by the union to wind up contract talks before the

Sept. 15 anniversary date of the pact.

As this edition went to press, the talks were still in progress, and there was some hope that they might be concluded by today.

Originally, the Sept. 15 date was a deadline, and failure to reach an agreement would have meant either an automatic renewal of the old accord or a strike. However, both sides have agreed to extend negotiations if it is necessary. Should the talks not be concluded by today, they will be resumed the week after next, following the UE national convention in Cleveland.

As for the negotiations themselves, some progress has been made on fringe issues, although in no case has final agreement been reached.

(Continued on Page 4)

Vote to Divide Meetings Of Members and Stewards

A return to the practice of holding separate membership and stewards meetings was approved Monday night at one of the best attended general membership gatherings in recent months.

The move had been recommended by the executive board on the ground that the present system of combining the two meetings did not provide adequate opportunity for educating new stewards on their duties. It was also felt that giving stewards the opportunity to attend two meetings a month would strengthen the links between the union membership and leadership.

The vote to go back to the set-up, which had been in force until two years ago, was unanimous.

Members Vote More Aid to Cable Strikers

An additional \$100 contribution and a campaign to clean up in the plant-wide collection to aid the General Cable strikers was voted at Monday's membership meeting.

The contribution brought the total of UE Local 301's contributions to the Rome strikers to close to the \$1,500 mark, including \$300 in contributions voted from the union treasury. However, it was pointed out that several board members have not yet made collections in their sections.

The meeting went on record to press for contributions from those areas in which the donations had not been solicited. It was felt that this would net several hundred dollars in additional aid for the hard-pressed strikers.

In the meantime, the unity of the strikers remained solid in the face of a company-directed splitting effort by the AFL Brotherhood of Electrical Workers.

Win Nuttall Strike

After 145 days of strike marked by company and police-inspired violence, Nuttall Westinghouse workers returned to work this week with an agreement providing a complete victory for UE Local 601.

The settlement was reached when the company agreed to respect plantwide seniority and end speedup practices. These are the two issues over which the 600 Nuttall workers walked out.

Approve Program For Candidates

The UE Local 301 drive to acquaint its membership with the issues and the candidates in this year's elections gathered new momentum Monday night when the membership voted unanimously to approve a 20-point state and national legislative program. This program will be presented to all candidates in the area who will be asked for their stands on the issues set forth in it.

Membership adoption of the proposals came after UE Legislative Representative Clifford T. McAvoy read a report containing the 20 points. The report was made on behalf of the officers and executive board.

McAvoy divided the proposals into two sections, an 8-point state political action program and a 12-point national program. Leading the program for action in Albany was a demand for the repeal of the Hughes-Brees law, which deprives workers of millions of dollars in unemployment insurance benefits. The UE 301 proposal was for a new law increasing maximum benefits to \$40 a week, extending the duration of payments to 52 weeks a year, eliminating the 7-week penalty for strikers and ending the one week waiting period for all workers.

Improvements in the workmen's compensation law were next on the list of state proposals. This list also included a demand for amendment of the New York equal pay support.



And by eliminating food from our budget we can afford a high standard of living.

law to eliminate the loopholes which allow employers to continue to get away with wage discrimination against women, opposition to all measures restricting labor's political rights and passage of legislation to increase state aid to municipalities.

Adoption of a \$1.25 hourly minimum wage was on both the state and national lists. The Washington program also featured demands for ending the wage freeze, and repealing Taft-Hartley.

IUE Raid Fails

Cleveland—The IUE-CIO has fopped miserably in its attempt to win over the workers at Picker X-Ray, one of the largest shops in UE Local 735. An intensive IUE raiding campaign was abandoned, and an NLRB election petition was withdrawn because the disrupters found it impossible to obtain any

Union Aims at Full Vote Registration Next Month

An all-out drive to get every eligible member of UE Local 301 to register for the November elections was approved by the Monday membership meeting. The drive will be aimed at making sure that labor's voice will be heard full volume in voting for national, state and local officials.

Registration will take place in Schenectady on three different dates early next month, so that ample opportunity will be afforded to all those who want to go to the polls. Persons who do not register will not be able to cast ballots on election day.

The registration headquarters will be open on Friday and Saturday, Oct. 3 and 4, from 10 a.m. to 10 p.m., and on Saturday, Oct. 11, from 7 a.m. to 10 p.m. Thus, first shift workers will be able to sign up in precinct polling places in the evening, second shift workers will be able to register before going in to work, and third shift people will have a chance to attend to registration as they come off from work.

In preparation for the campaign for greater registration, the union has already appointed Recording Secretary Rudy Rissland to a Schenectady County community committee to increase voting eligibility. Rissland has attended several meetings of the non-partisan group which includes representatives of many community organizations.

House Nominees Voted Invitations

The two candidates for Congress from this area will have the opportunity to present their cases for election to the UE Local 301 membership at the October membership meeting.

This was made possible Monday, when the membership meeting voted unanimously to invite Republican Representative Bernard Kearney and his Democratic opponent, David Prince, to speak before the next meeting, which is scheduled for Monday, Oct. 6. The invitation will be extended for the 7:30 p.m. meeting of the first and third shifts.

The move was made in order to afford Local 301 membership the fullest possible opportunity to evaluate the two contenders. It was felt that both men would be anxious to get the chance to present their views before the membership of the union.

Un-Americans Too Much Even in Windy Chicago

Completely routed by the unity of Chicago's trade unionists, the House un-American committee abandoned its latest strike-breaking expedition and beat a hasty retreat back to Washington.

The committee's "hearings" lasted only 3½ days although it had been announced that they would last two weeks. However, on the first day, a UE picket line, made up mostly of striking Harvester workers, ringed the building in which the smear show was being staged.

The Harvester workers charged that the un-Americans were seeking to spread disunity among the 30,000 workers who were fighting the farm equipment corporation's attempts to cut their wages and cripple their union protections. Two days later, a huge rally brought together members of AFL, CIO and independent unions, all of whom pledged support for Harvester workers and condemned the committee.

This unfriendly atmosphere proved too much for the witch-hunters, and they called off the hearings, with Dixiecrat chairman John Wood of Georgia complaining of "acute indigestion."

UE 301 Gains \$5,120 Award For Blinded Furnace Worker

A \$5,120 compensation award for a worker who lost the sight of one eye after feeding a furnace in Building 93 for 30 years has been won through the UE Local 301 compensation service.

New Vacation System Requires WSB Approval

The new system of giving GE workers in Schenectady a choice of periods on which to base their vacations is now being processed through the Wage Stabilization Board in Washington.

Under the new setup, which was obtained through the militant actions of UE Local 301 members, employees have the choice of basing their vacation credits either on the average time worked during the eight weeks immediately preceding their vacation, or on the whole year worked before their vacation.

GE proposed this after turbine workers refused all overtime work for a number of weeks to protest what they felt to be a bad deal on vacation credits. The 273 workers staged this effective protest because many of them had been working fewer hours in the eight weeks before they were scheduled to go out, than they had averaged during the year.

The eight week base period is provided for in the contract and therefore did not require any approval by the WSB. However, the one year base period was a new departure and needed a government OK under the wage freeze setup.

When the WSB ruling is finally processed, those persons who have received shorter vacations than they are entitled to under the 12 months base period system will be paid for the difference.

The award was handed down last week to union attorney Leon Novak, who represented the victim, Anthony Falusczak.

Falusczak lost the sight of his eye completely as a result of a heat cataract resulting from his years of feeding a hot furnace. He also lost his vision in the other eye on account of a cataract caused by age. Because of this tragic coincidence, the General Electric company claimed that both cataracts came from age, and therefore it had no responsibility in the case.

However, the union obtained medical evidence proving beyond reasonable doubt that the intense heat on the side of the body which the worker habitually turned toward the furnace was responsible for the blindness in one eye.

Woman Wins Equal Pay

A grievance victory establishing the principle of equal pay for equal work, and resulting in an 11½c hourly wage increase for a woman working on wire and bench assembly in Building 69, has been won by UE Local 301.

The case involves Ann Douglass, who was working on a piece work basis with a timing rate of 60c. The union contended that men doing similar work had much higher rates. According to the adjustment made, Miss Douglass was reclassified to assembly, wire and magnetic switch and given a 70c timing rate. This moves her A.E. R. from \$1.40 to \$1.51½.

Beat High Living Costs By Attending Field Day

Union members will finally be able to beat the high cost of living for one day at least—at the UE Local 301 Field Day, Sunday, Sept. 28. Not only will they be admitted by buying tickets costing only 50c for three, but once in, they will be able to get such refreshments as hamburgers and hot dogs for only 10c each.

And these pre-inflation prices will be for top quality meat in ample portions. The union is selling these items, as well as soda, cotton candy, pop corn, pizzas and ice cream at cost in order to enable the whole family to enjoy themselves without tearing up the budget.

Attending the field day, which is to be held at Columbian Park on Dunnsville Road, will also have a permanent affect in reducing living costs for many families. Twenty-five ticket holders will win valuable prizes, including a \$400 refrigerator-deep freeze combination, a TV set, a washing machine and a vacuum cleaner in a drawing to be held on the big day.

One of these prizes, a \$100 bicycle, can be won only by those who turn out to the park. The other awards will be given to lucky ticket holders regardless of whether they attend.

A number of top entertainment features, including athletic events and professional show acts, are also on the schedule, and additional opportunities to add to the day's loot will be given by the prizes at the 12 carnival concessions to be set up.

In addition, the union is planning a special souvenir book to be distributed at the park free.



JULIUS WEISSMAN of Building 273 is one of the many rank and file workers who took the floor to express their views in the democratic UE way at the Monday membership meeting.

Oath Taken by 15 New Stewards

Fifteen persons were sworn in Monday as UE Local 301 shop stewards in ceremonies conducted at the afternoon and evening sessions of the general membership meeting.

In the afternoon second shift gathering five persons received the oath of office from Chief Shop Steward William Mastriani. They were Frank Ferro, Building 11; Joseph Rocca, 28; Julia Mitchell, 40; Stanley Podajecski, 60; and Patrick Hession, 273.

Ten first and third shift committeemen took office in the evening session. They were R. Marcell, 5; Sheldon Hopes, 10; Douglas Kramer, 14; Stanley Herd, 17; A. Simone, 60; Dillon Dennis, 64; Douglas Gray, 269; R. Squillace, 273; D. Tomason, 278; and C. B. Gordon, Campbell Avenue.

All 15 of the new stewards were elected in ballots conducted in their departments by members of the executive board.

UE ON THE JOB

Bldg. 40: The 6H576 winding job previously had a 97c timing rate; it has now been moved to a new location and given an 87c rate. The union demands that the 97c rate be restored during the time study now in progress.

Bldg. 49: J. Weekes was classified as a Class C machinist T.G. development, and after being on the job seven months asked his foreman for an increase. The foreman immediately transferred him to a lathe job with a lower top rate. The union regards this as discrimination and demands that Weekes be given a Class B machinist classification.

Bldg. 50: Louis M. Durrer and James White, classified as battery truck operators, are performing lifts in excess of six feet. The union therefore demands they be given the high tiering classification provided in the contract, with a proper rate adjustment.

Bldg. 60: The group working on 5/8 inch hand machine objects to the inclusion of feeds in the pricing of jobs in which they are applying carbonyl tools. There are

no turret feeds on these machines. The union demands correction of this unfair pricing.

Bldg. 66: Group of piece workers under Foreman Cook protest the excessive waiting time for cranes. Because they have to wait while trailers are loaded for anneal and shipping, they are suffering a serious loss of earnings. Correction of this situation is demanded.

On jobs 9367018-9367023 A-WP-46, 16 and 8 block assembly operation formerly paid \$13.50 but recently was cut to \$6.75. Supervision claimed the \$13.50 price was a

planning error. However, the group has all the triplicates of jobs done in the past which had a \$13.50 price. Therefore the union demands restoration of the \$13.50 price.

Bldg. 76: A cooperative group under Foreman A. Lyons is protesting the improper assignment of foremen's responsibilities to their leaders. The leaders are not doing their share of proper work. The union demands a management investigation and correction of this situation.

Bldg. 89: Elmer Stalker recently requested an increase in rate to pay him for duties performed. Subsequently, supervision excluded certain duties from his job and now claims he is properly paid. However, he performed the higher rated duties for two years, and the union demands they be restored to him and his rate adjusted.

Bldg. 109: Ernest Kepner, a continuous operations worker, was not paid for 30 minutes on Aug. 28, during which management did not provide him with a truck to load, as he had requested. Payment for this time is demanded.

Thousands of grievances are handled by UE Local 301 each year at all levels from the steward up to final appeal in New York City. To keep members posted, we shall each week list some of the grievances that have not been settled at the executive board-management level.

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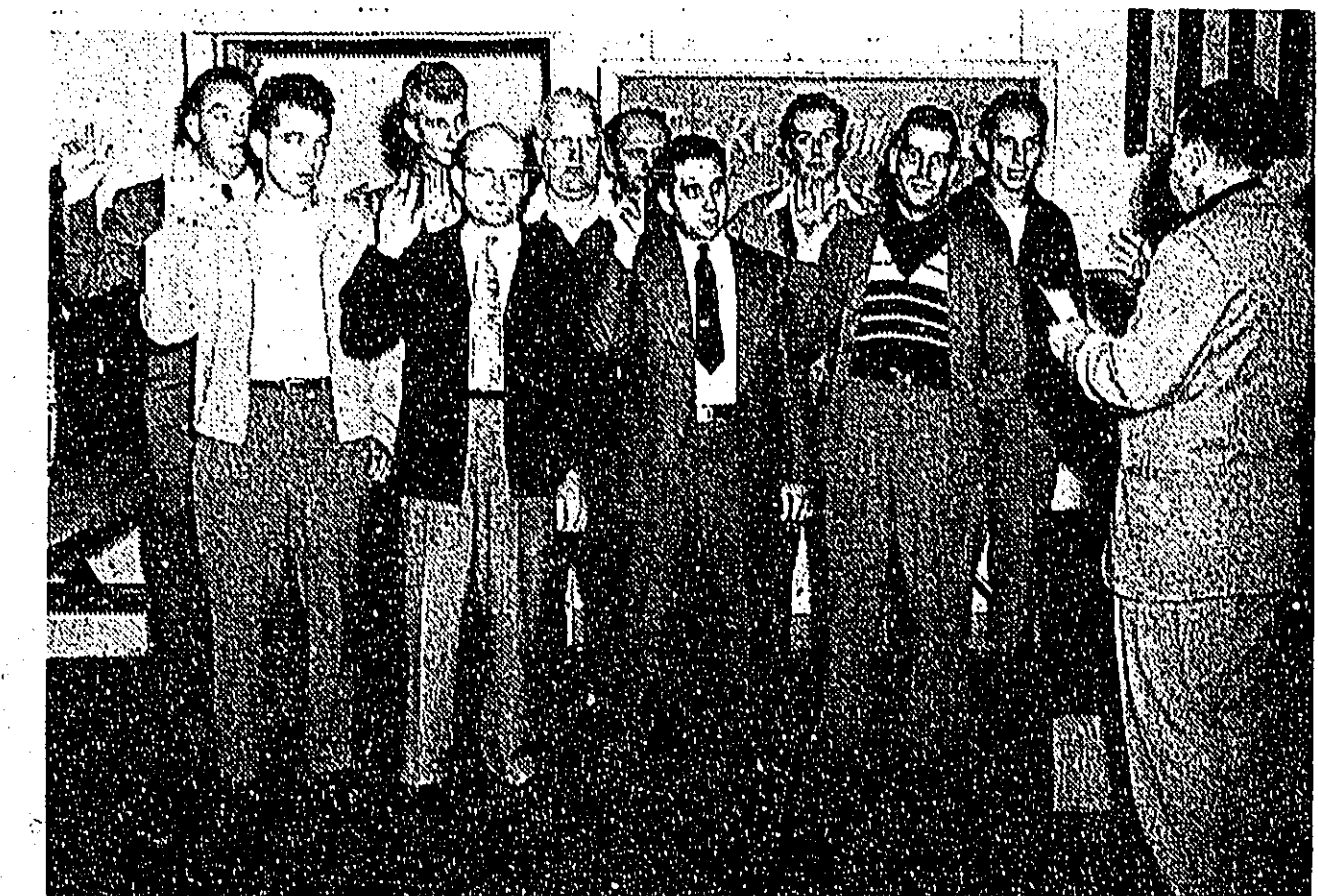
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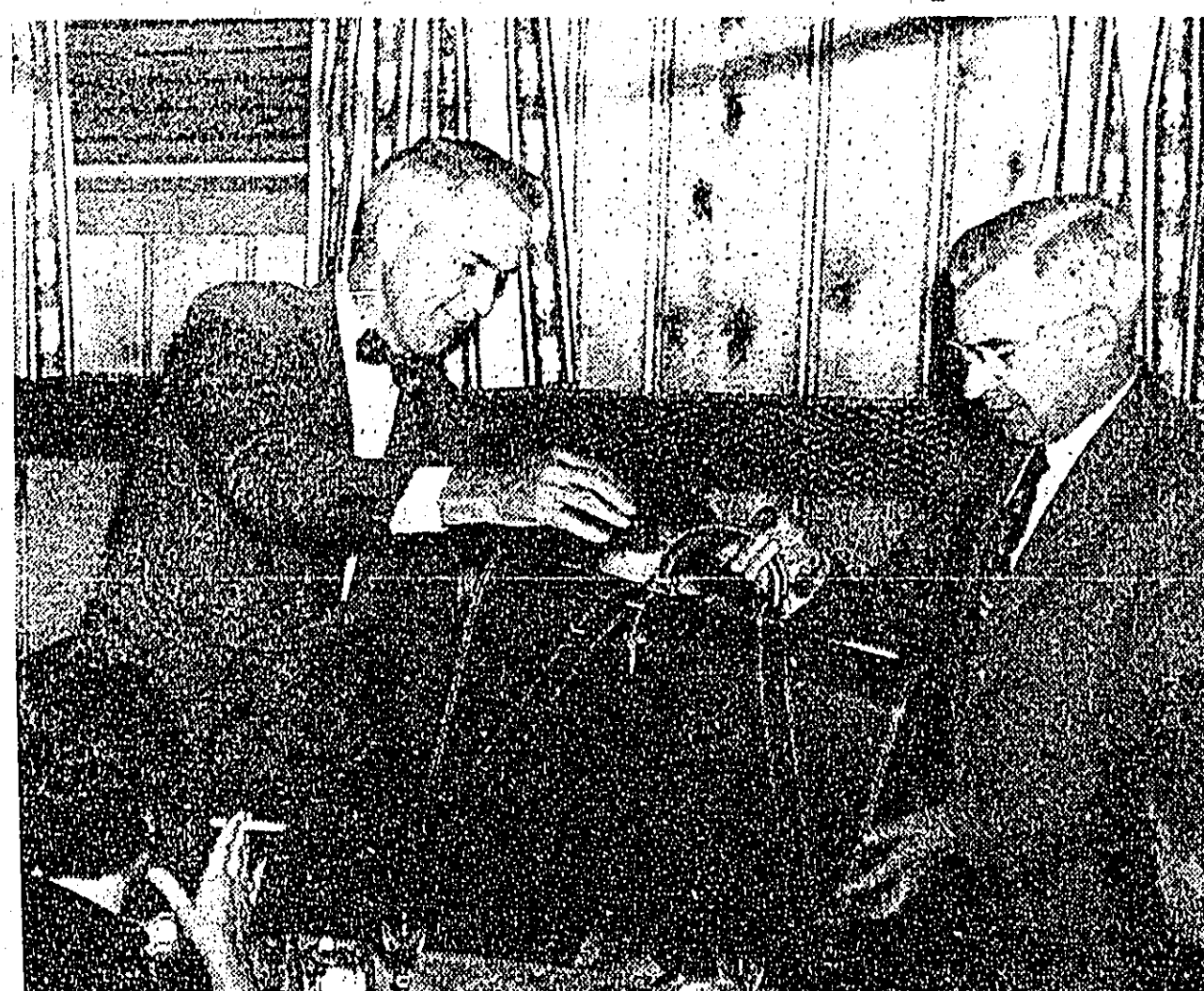


TAKING OATH. The two groups of new shop stewards who were sworn in at Monday's membership meeting are shown in the above pictures. On the left are the five second shift workers who took the pledge to work in the interests of the union and of the men and women in their



departments. On the right are the 10 first and third shift stewards who were sworn in. Chief Shop Steward William Mastriani administered the oath for both groups.

Testimonial Honors Bill Templeton



In the picture above, UE Local 301 office manager Marshall White is presenting a leather traveling case to William Templeton at a testimonial dinner given to Templeton by friends and associates.

The dinner was held Sunday night at Ferro's restaurant, where close to 50 persons gathered to honor Templeton for his long service to the union, and particularly for the work he put in during three years as an assistant business agent.

Templeton recently left the union business office to return to the shop and to his old job as an electrician. He remains an active member of the executive board of Local 301, as well as chairman of the Upstate New York skilled workers' continuations committee. This group was set up in Syracuse in May to carry forth the fight to end pay inequities by which craftsmen suffer large losses in earnings. Since then, it has met several times with officials of the Wage Stabilization Board.

Templeton served in the union hall on a leave of absence from the GE Schenectady works. He has also served for many years on the union's executive board.

Short speeches of tribute were made at the dinner by UE Local 301 President James Cognetta and Business Agent Leo Jandreau. Marshall White served as master of ceremonies.

Fitzgerald Emphasizes Unity At Mine-Mill Union Conclave

The 48th Convention of the International Union of Mine, Mill and Smelter Workers opened in New York Monday on a keynote of unity sounded by both the union's own president, John Clark, and President Albert E. Fitzgerald of the UE.

Fitzgerald, who as a guest speaker was given the honor of making one of the first speeches to the union, told the delegates that he had met last week with Mine-Mill leaders and, "We came to an understanding that we are going to have much closer cooperation between our unions than we've had in the past."

"The UE leader made it clear that 'closer cooperation' did not mean any form of merger, but did mean that the two unions were 'determined to work closely to put up a united front against those forces within and outside the labor movement that are trying to destroy us.'"

Later Clark took the rostrum

and told the union that the leadership would propose a new organization drive and moves to establish the closest possible ties of unity with all sections of the labor movement. He said that the workers were paying the price for a "seriously split and disunited" labor movement. Clark added:

"We will seek out and win new allies—and renew old alliances wherever it can be done. The key fact to bear in mind here is that we must learn to work with the members of other unions on the things we have in common."

The Mine-Mill president asserted that there were "new and hopeful signs of pressure from down below, from the rank and file, for genuine labor unity."

Partial Report Indicates 70% Favor Dues Increase

More than 7,000 Local 301 members have signed petitions to authorize a 50c monthly dues increase, with over 70% of them indicating they favored the boost, according to a report made to the Monday membership meeting.

There are still more than 9,000 members to be canvassed before the decision on whether or not to raise monthly dues to \$2.50 will be made. Thus, everyone will have an opportunity to register his or her sentiment on the question before any action is taken.

The officers and executive board of the union have recommended the increase in order to establish a special fund to be used for defense of the union and for the construction of a badly-needed new hall. Present dues do not leave nearly enough money to take care of these two important items.

A careful audit of income and expenditures for the first six months of this year revealed that only about 7c per member per month was left over after all costs had been met. Of the \$2.00 dues, \$1.25 remains in the local. By far the largest part of this, 47c per member, is spent to cover the lost time of workers involved in grievances.

Of this, 32c is spent inside the shop to cover the time lost by executive board members and stewards working on the grievances. The company doesn't pay for any of the time spent in this manner by board members, and it pays only 1 1/2 hours a week lost by stewards in meeting with foremen.

Another 4c goes to payment for workers processing grievances with works supervision in Building 41. At this level, the company pays up to eight hours a week to board members, but the union must foot the entire bill for shop stewards or workers involved in the case. It is extremely important for these last two groups to be represented at

the 41 meetings if the union is to present the employees' side fully and effectively.

The remaining 11c in lost time covers the expense of special committees which are often necessary in timing and safety cases, and the cost of distributing the EU News.

Negotiations

(Continued from Page 1)

reached. The company has offered some improvements in the clauses in the contract dealing with working conditions, vacations, seniority, disability insurance, temporary layoffs, automatic progression, leaves of absence for union representatives, lost time payments by the company, and grievance procedure. In most cases the concessions are minor.

Except for the 8c to 13c wage increase it proposed at the beginning of talks, GE has thus far made no other proposals to improve the economic conditions of its employees. When this paper went to press, no offer at all had come from the company on either eliminating pay discrimination against women or ending wage inequities with regard to skilled workers.

Nor had there been any definite proposals on the union demands to take the strings off the holiday provisions of the pact. This is particularly important because two holidays in the next year fall on Saturdays, and under the present contract many GE workers would lose their holiday benefits for these two days.

The UE negotiating committee is made up of representatives of locals with bargaining rights for GE shops throughout the country.

National Convention Opens in Cleveland

UE Local 301's delegation leaves this weekend for the union's 17th annual national convention, which opens Monday in Cleveland.

Ten persons will represent the Schenectady union, the largest local in UE. They will go to Cleveland with a number of resolutions, including proposals to push the fight for equal pay for women and to obtain special wage increases for skilled workers.

A demand for ending the wage freeze and several resolutions calling for repeal of laws aimed at depriving labor of the right to free collective bargaining and the American people of their civil liberties will also be presented by Local 301.

Local President James Cognetta, who heads the delegation, will be a member of the important resolutions committee of the convention. This group is responsible for sifting the proposals from all locals and making recommendations on them to the entire convention.

Also in the delegation will be Frank D'Amico, Julius Emspik, Don Gauvreau, Lawrence Gebu, Leo Jandreau, William Mastriani, Arthur Owens, Helen Quirin and William Stewart.

301 Members to Act on Contract Oct. 6

UE Local 301's membership will have an opportunity to act upon the contract concluded last week between the union's negotiating committee and General Electric management at a meeting on Monday, Oct. 6.

The pact, which provides an 8c to 13c wage increase for employees at the Schenectady works and a number of fringe improvements, was concluded subject to ratification by the more than 50,000 UE members working for GE across the country, and to approval of the UE-GE conference board. The board will meet to discuss the new contract in Cleveland Monday.

The achievement of an agreement after more than one month of bargaining was made possible by intensive negotiations far into last Friday night. The union negotiators stepped up the pace of the talks in order to avoid a break in their continuity. Such a break would have been necessary because of this week's UE National Convention in Cleveland.

Paving the way for a final agreement was the company's decision to withdraw its "management right" demands from the bargaining table. Earlier in the talks, GE had sought to get the union to accept several limitations on the right to strike, including a provision giving supervision the right to take disciplinary action against persons taking part in so-called unauthorized stoppages.

Greatly improved in the new contract are the provisions covering the company-financed hospital and medical care insurance. Weekly sickness and accident benefits are increased by \$2.50 a week; an allowance of \$3 per day is made for physician's hospital visits providing the total cost of these visits does not exceed \$175; the special hospital services allowance, which is now a flat \$100, is increased so that the company insurance covers 75% of the next \$2,000 in fees; and finally maternity allowances are boosted by 50%.

(Continued on Page 3)

ELECTRICAL UNION NEWS

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

Vol. 10 — No. 37

SCHENECTADY, NEW YORK

Friday, September 19, 1952

GE to Give Bosses Quiet Atmosphere

General Electric apparently is preparing to give its top brass the right atmosphere in which to enjoy existence in accordance with the advice of company president Ralph Cordiner to "slow down and live longer."

The company announced this week that it had purchased a sprawling estate in the beautiful Northern Westchester hills and would locate its executive offices there, away from the hustle and bustle of New York's Lexington Ave, where the offices are now situated.

The new home of the GE bosses will be in Mt. Pleasant, N. Y., overlooking the Kensico Reservoir, where the fishing and swimming are first rate.

Of course, one possible reason for the shift was that it could provide GE with an opportunity to save the money it now spends on its high-powered, high-paid publicity department. The GE estate has as a next-door neighbor the Readers' Digest, a magazine which has always shown its willingness to turn out a first-class anti-union piece.

Perhaps the company will now send one of its slowed down executives to the back fence to borrow a cup of sugary propaganda.

Urge Lewis to Seek Unity As UE Begins Convention

Unity in the ranks of our union and an appeal for unity among all unions marked the first days of the 17th annual UE National Convention, which is being held in Cleveland this week.

The keynote of labor unity was sounded in a speech by President Albert E. Fitzgerald, in which he called on John L. Lewis to take leadership in uniting the labor movement. Fitzgerald asserted the United Mine Workers' and former CIO head was a man of sufficient stature to rally all of organized labor around him.

"There is a great future ahead for the American working people," Fitzgerald told the delegates, adding, "Labor unity, which I believe could be achieved under leadership of John L. Lewis, would set the working people well on the way to that future."

In his address, the UE leader made it clear that any successful bid to unite labor would not be confined to mere words thrown on the often deaf ears of top national officials of unions. He called on Lewis to appeal to district and local leadership, and to the rank and file, wherever the national leaders ignored his bid to unite in the interests of all working men and women.

As for the unity of UE, this was symbolized by the harmony prevailing among the more than 500 convention delegates who hailed from every corner of our country and from Canada. This unity em-

braced all delegates, men and women, Negro and white, and persons from just about every national group to be found in our country.

Among the resolutions which had received unanimous approval of the convention up to the time this paper went to press were a demand for an all-out fight against Taft-Hartley, a call for labor unity, a resolution urging passage of a fair employment practices law and one condemning all restrictions on the political rights of the American people.

The convention also approved a resolution of support for the more than 50,000 UE members who are striking to protect union conditions in the International Harvester chain. This resolution pledged the delegates to seek contributions of \$1 per member in their home locals.

An Associated Press report carried in many newspapers this week erroneously termed this pledge of support as a \$1 per month assessment. Such an assessment is impossible under the UE constitution and the financial contributions for the Harvester workers will be on a strictly voluntary basis.



FIELD DAY MENACE. Steve Budynas, 218 pounds-of-wrestler on the hoof, is one of the entertainers who will be on tap at the UE Local 301 Field Day, a week from Sunday at Columbian Park (story on page 4). His opponent in a feature match will be Tommy Giorgio. Both wrestlers hail from Schenectady but have performed throughout the country.

UE Ranks Firm In I-H Strike

Fresh from their victory against a smear expedition of the House un-Americans, the 30,000 striking International Harvester workers turned their attention to the big job of winning their battle against the farm equipment monopoly's attempt to destroy their union.

With the strike entering its second month, the workers remained 100% united. They were bolstered in their militant struggle by support from many AFL, CIO and independent unions in the Midwest, as well as by solid backing from the UE National Convention in Cleveland.

So bald was the House un-Americans' use of "hearings" in Chicago for strike-breaking purposes that even sections of the usually anti-labor press condemned them. Typical was the comment of the Moline Daily Dispatch, which declared that the un-Americans were setting an "unpleasant precedent for harassment of unions during negotiations, wherein management or the government can answer the economic pressure of a strike with the social pressure of an investigation."

Ford Local Membership Casts Off Reuther Rule

The attempt of President Walter Reuther of the CIO autoworkers to establish dictatorial control over Ford Local 600, America's largest union local, ended this week in total defeat.

The defeat was administered by the Ford workers in an election for union officers, which they had forced Reuther to hold after he had seized the union under a "trusteeship." The seizure took place last spring, with Reuther working hand-in-glove with the House un-American committee. The UAW leader's pretext was eliminating "communist control."

However, in this week's voting the membership showed just what they thought of the red-baiting and dictatorship tactics of the UAW head when they crushed his entire slate by votes averaging about 3 to 1.

The Reutherites didn't even dare oppose President Carl Stellato, who was returned to office with 19,678 votes. Vice President Pat Rice, one of the main targets of the un-Americans, overwhelmed his pro-Reuther opponent 14,509 to 4,648. Recording Secretary William Hood and Financial Secretary William Grant, who were also smeared by the House group, were put back into office by similar margins.

UE ON THE JOB

Bldg. 11: Warren Thomas had no work to do between 7:30 and 10:00 on the morning of Sept. 4 because of a grievance discussion on work assigned between his foreman and shop steward. Although there was work other than that under discussion available, he was not allowed to do it. The union demands that payment be made for these hours since Thomas was in no way responsible for time lost from work.

A group working on stator stacking, a three-operation job which has three different timing rates, demands that the past practice of issuing three different vouchers be resumed. Management has introduced a single voucher setup which results in unfair loss in earnings. The union further demands that special work such as draw file or middle press be stated and priced on the vouchers.

This same stator stacking group charges that changes have been made in their pricing tables which violate the contract, Article VI-5-d, e. Correction of this situation is demanded.

Bldg. 16: Due to a misunderstanding between shifts, jobs 436-3028 A and B machines were disassembled before completion. This is strictly supervision's responsibility and the union demands that the groups involved be paid 16 hours on each machine for extra work in assembling and disassembling the jobs.

Bldg. 28: A new internal grinder has been installed and an inadequate 92c timing rate given to the job. The type of work performed along with the very close tolerances justifies a much higher rate and the union demands a three-step increase to \$1.06.

Bldg. 46: A recent agreement resulting from a grievance docket established the rule that no time should be lost in finding tools. However, Elmer Collins recently set up a job, and then was unable to find a needed cutting tool. He asked his foreman to issue another job, but the legitimate request was refused and Collins was instructed to continue looking for the cutter. In the process, three hours were lost and the foreman, J. Laskowski, who incidentally was involved in the previous case, was willing to pay him only P.W.D.W., a clear violation of the agreement with works management. The union demands payment of average earnings for the three hours.

In the milling machine, profler and duplicating group, supervision has increased both the number of A operations and A operators. As a result, the inspection job now requires much greater skill and responsibility than is required of a C inspector. The union therefore demands upgrading of the inspector involved to B with an appropriate rate increase.

Bldg. 60: The contractor assembly job Dg. 145C523, Group 1, was previously done in Bldg. 46 by B assemblers. The job was transferred without tangible change to 60 where one B and one C assembler were assigned to it. The union demands restoration of this job to B assemblers.

Thousands of grievances are handled by UE Local 301 each year at all levels from the steward up to final appeal in New York City. To keep members posted, we shall each week list some of the grievances that have not been settled at the steward-foreman level and have been referred to the executive board-management level.

The final assembly of the propulsion and control job has always been classified in A, with some B assemblers doing sub-assembly work. Recently two C assemblers were assigned to help two A assemblers with safety wiring and some minor detail work because of a lack of work situation. Right now, supervision is using two C workers on work formerly done by A and B assemblers. The union believes this is a deliberate attempt to downgrade this and other jobs in the division and demands that either these men be upgraded to B classification or be replaced by the B men who formerly worked on the job.

Bldg. 52: A request has been submitted for 9 1/2 hours extra work for straightening and replacing angle spacers on SO 101-8738. The condition results from the fact that the spacers are not being sheared square. Supervision has made no effort to correct the jig causing this. The assemblers have complained of this condition for some time and, in fact, have been paid for it on a number of jobs. The situation is further complicated by the fact that supervision has found fit to give a poor work warning notice to a first shift operator involved, while taking no action against a second shift operator. The union therefore demands a clarification of the whole situation, and extra work payment as asked for.

Although past practices in Welded Products has been to take inventory on Saturday, this year it was taken on a Friday, causing considerable lost time in an area where there has been a great deal of lost time due to other causes. In addition, only the first shift was penalized, since the second and third shifts worked normally. The union demands a correction of this unfair treatment.

Bldg. 64: Louis P. Parent is classified as a common laborer, but his duties clearly give him the right to a special labor classification. The union demands proper upgrading and adjustment of rate.

Bldg. 69: A new job has been introduced and given a price of \$1.85 per hundred, although it is identical to other jobs with rates of \$2.20 per hundred. Proper adjustment is demanded.

Bldg. 81: The group of operators on lacing cables protest the inadequate break-in period on this job and demand payment of A.E.R. for all who have completed the break-in time.

The women operators in the rheostat section are forced to do their own material handling and sweeping because of lack of service help. The foreman refuses to take any responsibility for the situation, apparently depending on the fact that the women have to do this extra work in order to maintain earnings. The union demands correction of this situation through assignment of necessary service help.

Bldg. 95: C. Coomes and A. Melanson are protesting the method used in computing their vacation payment. They believe that they should have received much higher payment. They encounter this situation every year. The union demands a definite three month period prior to vacation upon which to compute their credits.

Bldg. 105: George Schoeneich believes that service credit from Sept. 1912 until April 1918, to which he is entitled, should be restored.

Due to faulty materials, the tube winders are encountering difficulty in their winding operations, resulting in bent tubes which create a hazardous condition and which force the operators to slow down their winding machines. The foreman proposes to time study the difference between the time the job normally took and the time it requires with the faulty material. However, the union feels that the operators involved should be paid extra work for the bent tubes in accordance with past practice.

Bldg. 227: Truck drivers' group protests the assignment of someone from outside their group truck working out of Buldg. 70. The union demands that this job be filled from the group.

Bldg. 273: Anthony J. Gatta operates a crane in J Bay, which is classified as a C job. This classification is no longer correct because the bulk of the work done by the operator now falls under B classification. Proper adjustment is demanded.

R. Soutel, H. Roice and L. Lehr believe that they were not given the proper starting rate based on their previous experience. The union demands retroactive payment of the correct starting rate and adjustment of their present rate.

Campbell Ave.: Richard Gonyea believes that his service, performance and ability entitle him to upgrading. The union demands such upgrading.

American consumers have added another billion dollars in the past six months to their staggering debt to sellers of goods on the installment plan.

Government figures released this week showed that the credit buying debt had mounted to \$14 1/2 billion, about \$100 for every man, woman and child in the U. S.

Virtually all of the credit buying is accounted for by workers and their families whose wages remain frozen in the face of the highest living costs in this country's history.

Carey's Militant Double Talk Contract Exposed by His Own Paper

(Continued from Page 1)

Jim Carey's phony militancy toward the GE company has been exposed by one of his own newspapers, the organ of IUE-CIO Local 201, which has bargaining rights for the Lynn and Everett GE works.

Amid Carey's almost hourly releases to the newspapers boasting of his intentions to call a strike to back his demands, the Sept. 5 issue of the IUE paper carried a front-page headline, declaring, "Union Denies Rejection of Company Offer."

The story under the headline was even more revealing. It read in part:

"Business Agent (of IUE-CIO Local 201) Earl J. Riley in a report to the local this week denied that the union had rejected the company's offer of a 5.76% wage increase.

"Riley pointed out that certain newspapers had deliberately twisted the IUE's statement."

The article in the IUE paper is not the only evidence of the double game being played by Carey. During the midst of negotiations involving the company and both IUE and the IUE, an ad by the CIO union appeared in many daily newspapers. This ad offered to sell out all union demands in exchange for a profit-sharing scheme, which UE members threw out in Schenectady long ago, and an

escalator clause tied to a long contract. This would put GE employees represented by the IUE in the same kind of trap as that in which the CIO autoworkers are caught. The latter have their wages virtually tied down until 1955, while the cost of living is continuously mounting.

The IUE-CIO ad considerably undercut the negotiations with GE. It was another demonstration that Jim Carey is willing to risk any suffering on the part of the IUE-CIO membership if he thinks that that suffering will serve his main purpose, trying to split UE.

Incidentally, the press dispatches on the current negotiations were revealing in still another way. They showed how Carey arrives at his fantastic claim that he represents 71,000 GE workers. A story carried over the United Press wires, which generally transmit Carey press releases almost word for word, spoke of the "25,000 workers represented by IUE-CIO in Lynn." Actually, there are only about 10,000 production and maintenance employees in the entire Lynn-Everett bargaining unit.



And what makes you want to transfer from the bulb department?

Considerable progress is also made in the extension of the system of automatic progression to the full job rate, as well as in provisions covering vacation benefits to workers who lose time due to illness, and in tightening the grievance machinery.

Seniority is guaranteed as the governing factor in shift transfers for the first time, and the right of a person to return to his old job if he is out sick for up to one year is also set down.

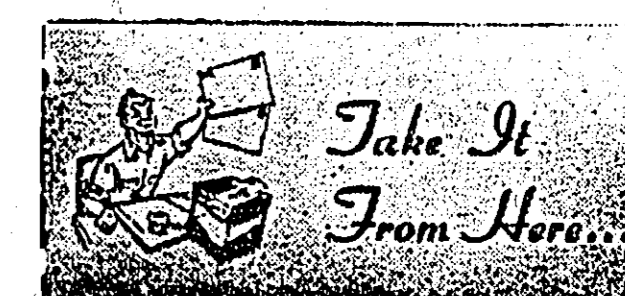
On the other hand, the union was unable to get the management to make any definite commitments on such important issues as ending pay discrimination against women, eliminating inequities in skilled workers' rates and removing the strings which threaten to deprive GE workers of the benefits for two paid holidays next year because these holidays fall on Saturdays.

However, the UE representatives did obtain agreement from the corporation that all of these questions could be subject to local bargaining. Since the contract provides a wage reopener on February 15, it is likely that Local 301 will take them up at that time. This would work out well since both of the Saturday holidays fall well after the reopening date.

The term of the contract is for one year, with the expiration date set as Sept. 15, 1953. If neither side terminates the pact then, it renews itself and runs until April 1, 1955. However, modification talks, similar to those which produced the present accord, would precede such renewal. The short-term contract was regarded as an important achievement by the negotiators, since GE was known to want a long pact, one which would, in effect, freeze wages and conditions for many years during which living costs could be expected to rise steadily. The CIO autoworkers and a number of other unions are already suffering under such long-term contracts.

In the long run, the final decision as to whether the new UE-GE contract is good or bad, acceptable or unacceptable, rests with the membership of the union. Under UE democracy, the last word on any contract must be had by the rank and file through a ratification vote.

During the next few weeks, the EU News will contain detailed factual analyses of all provisions of the new agreement, so that everyone will be able to go into the Oct. 6 ratification meeting completely armed with the facts.



Philadelphia—Westinghouse salaried employees have crushed a company union attempt to split them away from their 6,000 fellow workers in the production and maintenance divisions of the sprawling Essington works. The 1,700 salaried people voted for UE in an NLRB election by a ratio of nearly 2 to 1. The vote was UE 857 and the Association of Westinghouse Salaried Employees 537. The IUE-CIO was also on the ballot, but could only muster 66 votes less than 4 1/2% of the total cast.

New York—Most New York City employees now working 44 or 48-hour weeks will get 42-hour schedules beginning Jan. 1, Mayor Vincent Impellitteri announced this week.

Cincinnati—The first UE contract has brought B. A. Wesche Co. employees a 28c hourly package increase. The workers won UE Local 766 representation early this summer.

Burbank, Calif.—A strike of 30,000 AFL machinists has shut down six west coast plants of the Lockheed Aircraft Co. for the past two weeks.

Philadelphia—The IUE-CIO scheme to use a smokescreen of red-baiting to break up UE Local 155, which has bargaining rights for dozens of shops in the area, ran into its second straight beating at the hands of the workers last week. The IUE was soundly trounced in an NLRB election at the Wiedemann Machine Co. The vote for UE was 86 to 52. Earlier the raiders had been soundly trounced at the H. H. Eby Co. plant, one of the largest units in the local. In the midst of the raids, Local 155 has been successfully organizing new shops.

San Diego—A one-week strike by AFL electricians employed by the city's four major neon sign companies brought a wage increase of 22 1/2c an hour retroactive to June 20.

Evansville, Ind.—This city's bus riders were saved tens of thousands of dollars a year when the Indiana Public Service Commission upheld a UE Local 813-Evansville CIO Council joint petition against a fare increase from 12 1/2c to 15c a ride.