

# Company Defies Labor Bd. on Equal Pay Case

## Don't Forget Congressman



REP. KEARNEY

In his recent meeting with the Local 301 Legislative Committee, Congressman Bernard Kearney stated that he would not vote for any measure which took away from labor the right to strike.

## Union Group In Washington

Leo Jandreau, as a member of the national UE Committee composed of one union leader from each of the large electrical manufacturing companies (GE, RCA, Westinghouse and General Motors) visited Washington, D. C. Monday and made a report of the Electrical industry's holdup of product distribution to Secretary of Commerce Henry A. Wallace and Senator Murray.

This holdup of production and distribution of consumer items until after January 1 so as to avoid certain tax payments have been classified as a strike against the consumers and the country by many labor men and also government leaders including Congressman Kearney of this congressional district.

Every Union Meeting Is Important

The Equal Pay case which has been pending before the National War Labor Board came to a head last week with the report of the national UE office that the General Electric Company had taken an arbitrary stand on the National War Labor Board's recommendations for settlement of the case.

The recommendations were as follows:

1. The parties shall negotiate a formula for narrowing, in the immediate future, unreasonable wage rate differentials now existing between men's and women's jobs as such. The Board suggests that in such negotiations the parties consider one or more of the following approaches, or a combination thereof:

a. Reduction of the number of job classifications below common labor in each plant; establishment of a specified ratio, or maximum cents per hour differential, between the lowest male job rate and the lowest female job rate for all plants; adjustment of rates above common labor in each plant so as to balance the wage structure; or

b. Establishment of a fund for each plant involved, based on specified sum per hour per woman employee on women's jobs, to be used for the purpose of narrowing differentials; the parties to bargain collectively with reference to the allocation of the fund in each plant, either without specific guide posts or with guide posts as suggested in Paragraph 2 below; or

c. In conjunction with (b) above, immediate payment of a specified part of the fund to all women on women's jobs presently employed, or a minimum guarantee to all women on women's jobs presently employed and employed on the date the fund is finally allocated.

2. The Board approves the principle of a single evaluation line for all jobs in a plant regardless of whether the jobs are performed by men or by women. As the basis for a long range program for achieving a balanced wage structure for men's and women's jobs, the Board recommends that the parties undertake jointly the selection of key jobs in each plant, without regard to whether the jobs are performed by men or by women, and alignment of all of the jobs in the plant accordingly, so as to result in a single line or a single key sheet, for all jobs in the plant;

3. If the parties have not reached an agreement within ten days from the date of receipt of these recommendations, the Board will proceed immediately to issue final and specific recommendations along the lines already discussed by the Board with the parties.

The Board also voted unanimously to take final action on Monday, December 10, on all issues in the case still outstanding at that time.

At a meeting arranged by the union with the company which was attended by Leo Jandreau the Union attempted to obtain a concrete proposal from the Company on the following basis in line with the Board's recommendations:

1.—A straight increase in cents per hour across the board to all women on women's jobs.

2.—Agreement on the maximum number of cents difference between the lowest men's job rate and the lowest women's job rate.

3.—A reduction of the number of job classifications below common labor.

The Company refused to make any specific proposals on the above basis, or on the basis of any of the approaches to the question recommended by the Board. The Company tried to evade the Board's ruling by talking about local negotiations on the subject.

The Committee regarded this attitude of the Company as an attempted evasion of settling the issue.

Inasmuch as the company still continued its defiance of the National War Labor Board recommendations as this paper went to press, it was anticipated that the Board would issue a final ruling on the Equal Pay issue December 8 and all other issues on Dec. 10.

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# Archer Returns to Staff After 3 Years in Navy

Sanford L. Archer, assistant to the business agent of Local 301 until he entered the U.S. Navy in 1943, returned to his old duties last Monday. As provided under the GI Bill of Rights, Archer reported back to the executive board of the union who immediately voted his return to his old job. He will work with Raymond Flanagan, who has very ably served as assistant to business agent Leo Jandreau during recent months.

## Vets Press For \$2 Pay Increase

(Continued from page 1) 1945 that the Union and the Company cooperate to see that every disabled veteran receives a job, we got a flat 'No' for an answer.



SANFORD ARCHER

When our Union proposed that any veteran who was not a former employee of the Company and who is employed after his discharge, be given a seniority standing equal to his service in the armed services, the Company again said 'No'.

To all the Union's proposals for aid to veterans the Company replied that they would give what the law required and no more.

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# \$2—A Down Payment for Prosperity



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

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# Acceptance of Company 10% Offer Would Be Injustice to Workers

## Deny Women's Increase Oked by Gov't Board

By refusing to comply with the recommendation of the National War Labor Board which asked the GE company to increase the rates of all women employed by the company, 4c an hour retroactive to April 1, 1945, and to set aside 2c an hour to be used to correct inequalities on individual jobs, and by offering the same women a "10%" increase the company attempted to force the over on the female sex.

The company's action in refusing to comply with the government NLRB order on one hand but offering 10% on the other, what the company was actually doing was offering the fair sex who have done their part meritoriously for the company, an increase of only 3% to offset the increased cost of living which amounts to better than 40% according to reliable impartial findings.

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Acceptance by the union of the company's 10% wage increase offer would cause the union to be guilty of accepting an injustice to the vast majority of the workers in the Schenectady and other GE plants. The reason is that a percentage increase is not adequate for those who need an increase most.

The percentage increase as offered would give those in the lower wage rate bracket under \$1 an hour only 10 cents or less. For instance, over 30 per cent of the employees in Schenectady who are women on jobs priced around 70 cents, would receive but a seven cent increase while an employee on a higher rated job of for instance, \$1.20, would receive a 12 cent increase. The person on the lower rated jobs in most cases need as much if not more of an increase than those in the higher rate brackets if they are to keep out of the red because their cost of living is equally as high.

Such a percentage increase would also be extremely detrimental to the higher rate groups because it would widen the gap between the low and high rate groups. Rates are based on a comparative basis giving consideration to ability, skills required and rates paid on other jobs and with a wider differential, it would be more difficult to negotiate legitimate increases for these in the upper brackets. It has been the union policy to accept only flat cents per hour increases so that all employees share and benefit alike . . . in justice to everyone, it can be no other way.

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## Strike Vote Unites Union

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## Wives Mobilize to Back Union in Case of Strike

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## Free Hand GE's Hope

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Using the 10% as a come-on, the General Electric company has other ideas as can be definitely observed by their actions of cancelling the contract with the union. What they attempted to do was to pay \$241 . . . but rob Peter . . . it all adds up to giving nothing and taking more.

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## GE Is More Able But Offers Less

The 10% wage increase offer by the General Electric Company would cost the company the least amount possible because it would result in increases of only 7c per hour for women, less than a dime for most employees and only 14c for the highest skilled workers on top rate.

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ELECTRICAL UNION NEWS

United Electrical Radio & Machine Workers of America, Local 301 CIO Schenectady C E Local 301



Old Timers Get Pushed Around

In recent weeks, General Electric has shown just how much it appreciates the faithful service of a man who has spent 30, 40 or even more of his best years with the company.

\$2 a Day

Two dollar a day, is the raise in pay. We need to pay the baker. Two bucks a day is the least we say. No less will find a taker.

COMPLAINT BLANK I am not getting my union papers and other mail. To Local 301: 301 Liberty Street, Schenectady, N. Y.

Insurance Issues

Open Letter to the New York State Insurance Department Editor, Electrical Union News: With reference to the two communications received by the Union Member from the New York State Superintendent of Insurance and published in the December 8th issue, may I ask the New York State Insurance Department the following question:

"What evidence did the Travelers Insurance Company present to your department to convince you that there is a BONA FIDE issue of fact; and what convinced your department that the Travelers Insurance Company was not just acting ARBITRARILY in rejecting the claim?"

Free Hand GE's Hope

(Continued from page 1) is the highest in the history of the company. Along with organized plan of big business, they advised the union they expect some radical changes in the contract giving them what they call proper protection and assurances which actually means open season for prices to be cut, seniority rights to be discarded and the removal of other protective clauses of the contract.

GE Is More Able

(Continued from page 1) competitor in the electrical industry, though much smaller by comparison, also pays rates considerably higher than does GE at the present time but still found itself able to make an offer of a flat 18 1/2c an hour increase. That flat cents an hour increase not only actually amounts to about 50% more than does GE's but GM also offered a minimum starting rate of 80c an hour and a minimum job rate of 90c an hour.

Cases Pending Before Management

Table listing cases pending before management with columns for case number, name, and date.

Cases in Advanced Stages Of Collective Bargaining

Table listing cases in advanced stages of collective bargaining with columns for case number, name, and date.

Cases Before War Labor Board

Table listing cases before the War Labor Board with columns for case number, name, and date.

State CIO Conference Sets Up Strike Coordinating Committee

The New York State CIO in meeting in Albany last week organized a coordinating committee of all branches of the organization for the purpose of unifying the current struggle against industry over the wage issue.

Contract Cancellation By GE Presents Problems

The 90-day notification by the company of its cancellation of the existing contract between the UE and the company brings another serious problem which the union will now have to meet and which will require the fullest understanding and support on the part of the membership.

Working conditions as the GE workers know them today are not things that just naturally exist. Even the simplest, most common place benefits which have been the result of the workers' struggle to be won over the collective bargaining table and the current contract is the result of years of continual effort on the part of the union to obtain the best possible working conditions granted and to get the agreement in black and white.

1946 UNION TEAMS

- The following is the official makeup of the Executive Board and Legislative Committee of Local 301 as elected in the division elections held during the month of December. Both groups officially took office January 1.

10% Hurts High Skilled

The company, by offering the 10% increase evidently hoped that this meager amount would satisfy those workers in the high-skilled wage groups and thereby avoid having to meet their just complaints.



ORIGINAL TORN

# Actual Letters On Wage Offer

The following are the actual letters of offer and rejection which were sent between the General Electric Company and the International officers of the UE on the 10% wage increase offer made by the company. They are published here for the enlightenment of the membership and to dispel rumors and false propaganda.

## THE OFFER

Mr. J. Kennedy, International Representative UEMWIA  
11 East 131st Street, New York City.

Dear Mr. Kennedy:

The Company offers the United Electrical, Radio & Machine Workers of America a 10% increase in pay effective January 1st, 1946.

In the case of salaried employees the 10% will apply to those receiving \$2,000 per year and less. Employees whose rates range from \$5,000 to \$5,000 per year will receive a flat increase of \$300 per year.

This increase is conditioned upon the agreement of the United Electrical, Radio and Machine Workers' Union to improve its production or otherwise to increase production by the General Electric works industry and recognition by the Union of the responsibility and authority of the corporation to so conduct its business as to achieve high and efficient production.

If the offer is not accepted and your date of January 1st, 1946, the effective date will be the date of acceptance.

This offer will be made to all Union representing General Electric employees and will become effective January 1st, 1946, for eligible employees not represented by any Union.

Very truly yours,  
E. D. Spence.

## THE REJECTION

General Electric Bldg., New York, N. Y.

Today, after many months of negotiations culminating in a strike vote in which an overwhelming majority of U. E. employees voted to strike if any wage increase was less than 10% a day, you have made us this unconditional offer of a 10 percent wage increase.

The negotiating committee of the UE Conference Board of GE locals rejects your offer for the following reasons:

1. It is grossly inadequate in the needs of UE employees, whose earnings have been cut as much as 30 percent. The increase in living costs has inflicted the greatest hardship upon your lowest paid employees.

2. Your offer was preceded by sudden notice of cancellation of the union contract. It is thus subject to your unilateral and unqualified right to arbitrary firing and firing and the complete destruction of the job security of your employees.

3. Your offer is conditioned upon the acceptance by this Union of arbitrary, unlimited speeding and cutting of wage rates of your employees.

4. Your offer of a percentage increase would destroy the practices established in this industry through collective bargaining, or straight cents per hour increases. You attempt to return to percentage increases designed to intensify the exploitation of and discrimination against your lowest-paid employees, who are in the great majority, and, by holding down the general wage level in your plants, to withhold from your highly skilled employees the full compensation that their skills deserve.

5. Your offer is in the form of an abrupt ultimatum requiring unqualified acceptance within two weeks, and would rob your employees of benefits of ratification which their patience and long resistance in negotiations entitles them to.

6. Your offer is substantially less than the offer of 13.5 cents an hour, with "locking and minimum job rates for men and women of 50 and 40 cents which was made to the union by one of your major competitors. You were fully aware of the competitor's offer, and of the fact that it had been voted unacceptable, before you made your conditional offer of 10 percent.

7. Your offer is deliberately inadequate. It is deliberately surrounded by conditions which you know and intended should insure its rejection. You have not yet, after many months of negotiations and after a strike vote of your employees, commenced to bargain in good faith.

For the record we wish to point out further that while you were making a committee of this union your conditional offer, your company's publicity agents were distributing to the news lengthy statements by Mr. C. E. Wilson in support of the company's position, not one word of which was presented to this union in negotiations.

This Union stands ready to resume negotiations immediately upon the decision of your company to make an unconditional and adequate offer for a cents-per-hour wage and salary increase.

# Is General Electric Afraid Of Facts and Public Opinion?

If the actions of the company at the present time is a reliable barometer, and there can be little doubt but what they are, the General Electric Company is afraid of public opinion against them once the full facts of the current wage controversy are generally known.

GE President Charles Wilson's refusal to sit in on the recent Labor-Management Conference at the invitation of the President of the United States and the refusal of the company also to meet with the U. S. Department of Labor Conciliators when invited has set a pattern being followed even here in Schenectady.

The Nott Tenner Synagogue Men's Society, a very progressive group interested in the problems in the community, invited GE to send them

a speaker for their dinner-meeting last Wednesday evening and also they invited Local 301 to do likewise. The purpose was that they could hear both labor and management's position on the wage issue and thus be able to form their own opinions on the problem.

Lee Jandreau, accepted for Local 301, appeared and gave a full outline of the union position. But was GE there to "revel" their facts . . . you guessed it. They were unable to accept the invitation.

# 301 Votes Strike If Necessary



ABOVE—A portion of the crowd that swarmed all day long from their work to the State Armory to show GE that they mean business when they talk about their pocketbook.



LEFT: Executive Board member who worked as a union checker at the polls shows signs of exhaustion as the crowd continues to pour up in his table to be checked off.



LOWER LEFT: Business Agent Lee Jandreau and William Young of Local 301 Election Committee watch as NLRB men tabulate the heavy vote which said "We'll strike" by 7 to 1.

# ORIGINAL TORN

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## THE OFFER

Mr. J. Dermody, International Representative UERMWA, 11 East 51st Street, New York City.

Dear Mr. Dermody:

The Company offers the United Electrical, Radio & Machine Workers of America a 10% increase in pay effective January 1st, 1946.

In the case of salaried employees the 10% will apply to those receiving \$3,000 per year and less. Employees whose rates range from \$3,000 to \$5,000 per year will receive a flat increase of \$300 per year.

This increase is conditioned upon the agreement of the United Electrical, Radio and Machine Workers' Union to impose no limitations or obstacles in increased production by its General Electric worker members and recognition by the Union of the responsibility and authority of the corporation to so conduct its business as to achieve high and efficient production.

If the offer is not accepted until some date of January 1st, 1946, the effective date will be the date of acceptance.

This offer will be made to all Unions representing General Electric employees, and will become effective January 1st, 1946, for eligible employees not represented by any Union.

Very truly yours,  
E. D. Spicer.

## THE REJECTION

General Electric Bldg., New York, N. Y.

Today, after many months of negotiations, culminating in a strike vote in which an overwhelming majority of G. E. employees voted to strike if necessary to win a wage increase of \$2 a day, you have made to this union a conditional offer of a 10 percent wage increase.

The negotiating committee of the UE Conference Board of GE Locals rejects your offer for the following reasons:

1. It is grossly inadequate to the needs of GE employees, whose earnings have been cut as much as 50 percent. The increase in living costs has inflicted the greatest hardship upon your lowest paid employees.

2. Your offer was preceded by sudden notice of cancellation of the union contract. It is thus made subject to your unlimited and unqualified right to arbitrary hiring and firing and the complete destruction of the job security of your employees.

3. Your offer is conditioned upon the acceptance by this Union of arbitrary, unlimited speedup and cutting of wage rates of your employees.

4. Your offer of a percentage increase would destroy the practice, established in this industry through collective bargaining, of straight cents per hour increases. Your attempt to return to percentage increases is designed to intensify the exploitation of and discrimination against your lower-paid employees, who are in the great majority, and, by holding down the general wage level in your plants, to withhold from your highly skilled employees the full compensation that their skills deserve.

5. Your offer is in the form of an abrupt ultimatum requiring unqualified acceptance within two weeks, and would rob your employees of benefits of retroactivity which their patience and long forbearance in negotiations entitles them to.

6. Your offer is substantially less than the offer of 13.5 cents an hour, with starting and minimum job rates for men and women of 80 and 90 cents which was made to this union by one of your major competitors. You were fully aware of this competitor's offer, and of the fact that it had been voted unacceptable, before you made your conditional offer of 10 percent.

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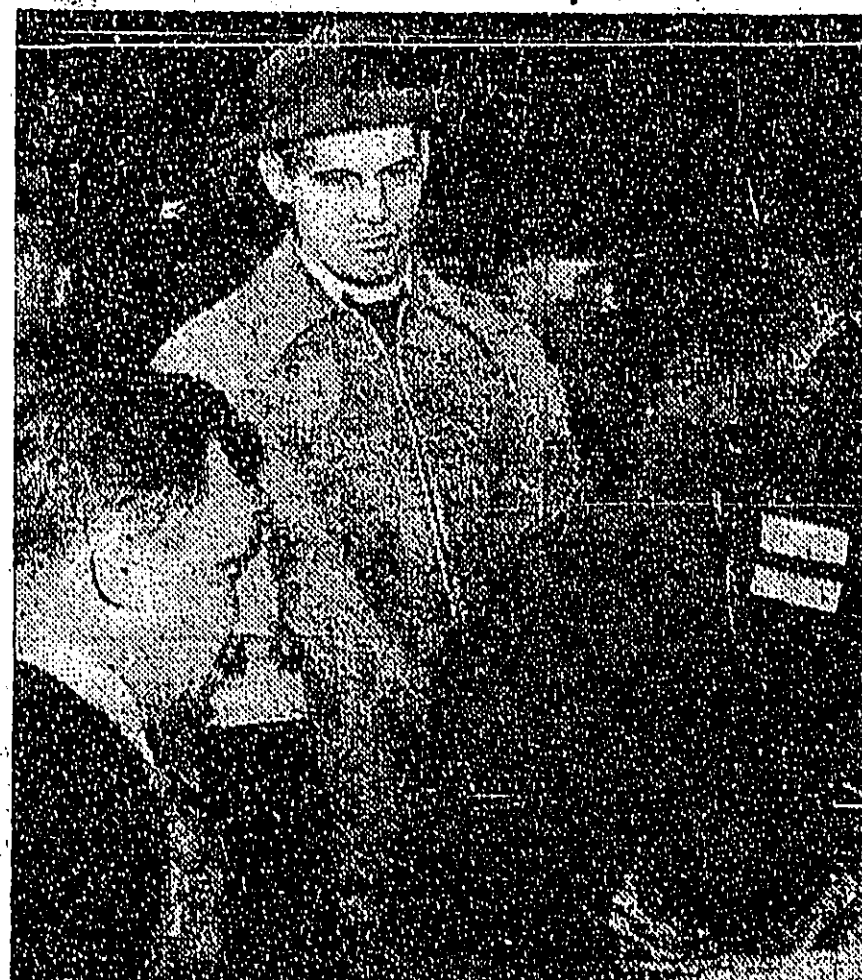
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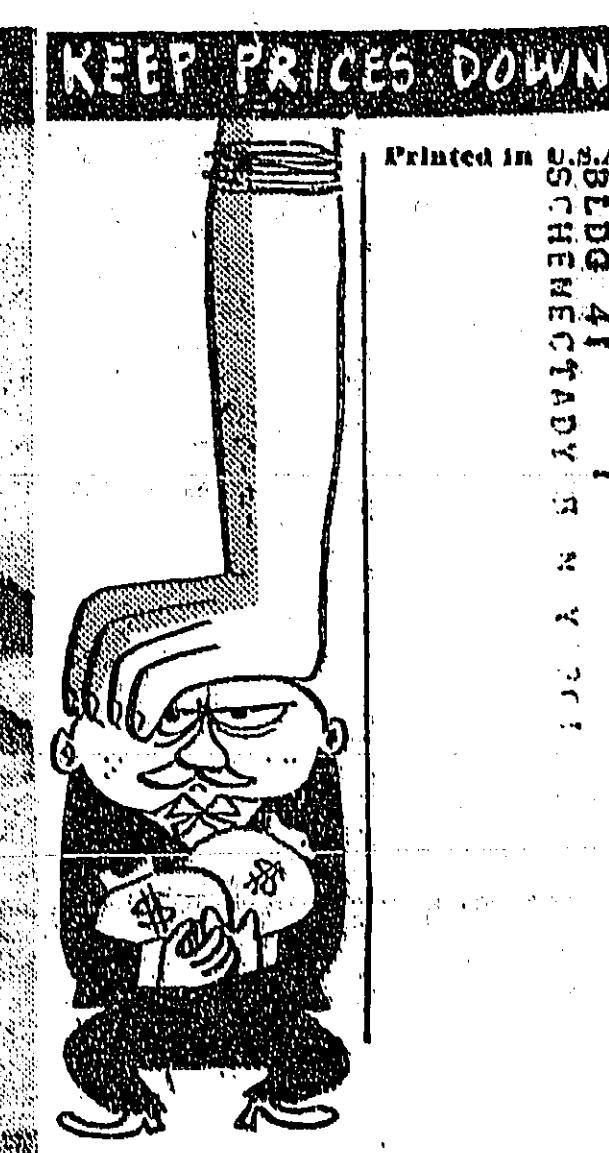
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