

Day Workers, Skilled Trades, Women

GE's 2½ percent offer, which IUE-CIO negotiators are ready to accept, and which UE has turned down, continues GE's money-making policy of discriminating against day workers, women workers and the skilled trades.

Seventy-two thousand GE workers, 60 percent of all GE production workers, are day workers. At GE daywork rates, they don't make enough to keep themselves and their families. As production goes up, day workers have to work harder, and GE piles extra jobs on their backs, without giving them

a chance to make more money for more and harder work. GE underpays day workers to hold down the earnings of incentive workers.

GE underpays its skilled trades workers. Instead of admitting it underpays its skilled workers, GE points to the low pay of the most skilled jobs to try to cut down incentive earnings.

Forty-thousand GE workers are women. When GE decides a job can be done by women, it chops 30 to 50 cents an hour off the rate, and pockets the difference. By exploiting its women workers, GE manages to hold down every rate in its plants. There should be no rate in GE lower than the common labor rate.

Statement of UE-GE Conference Board

UE calls upon all GE workers throughout the nation to intensify their fight for higher wages in line with today's high living costs. The demands for UE-GE workers include:

- 1 A substantial wage increase, based on accurately measured living costs.
- 2 Substantial increases in day Rates in skilled trades to re-ination of present inequities in earnings between day workers and other production workers. Rates in skilled trades to receive special consideration.
- 3 Removal of discrimination against women's rates.

- 4 More money for each step in the automatic progression.
- 5 A minimum pension of \$165 a month, with retirement permissible at 60 years of age.
- 6 Improved insurance plan with minimum sick benefit of \$1 an hour; \$40 a week to sick and disabled workers. Surgical hospital and maternity benefits to cover full cost.
- 7 Eliminate geographical differentials which allow the company to open up plants and move jobs to low pay areas and undercut rates in established plants.

NO UP-AND-DOWN ESCALATOR!

With its offer of 2½ percent, tied to an up and down escalator clause, GE is trying to rope its employees into the same kind of deal that General Motors put across on its workers, with the help of the CIO's United Auto Workers. GM gives its workers 3 cents a year for increased productivity, tied to an up and down escalator clause. IUE-CIO negotiators are getting together this Thursday all ready to accept the GM pattern for GE workers.

Why is GE anxious to put over the GM deal in GE plants? The president of the General Motors Corp. gave the explanation in a letter published recently in the "Wall Street Journal." The GM president wrote:

"I am personally convinced that if there were no unions and no

labor contracts like GM has in the automotive industry, the increase in wages would have greatly exceeded what has occurred."

This is how the CIO and GM negotiated the game freeze, which the big corporations and the politicians are now seeking to clamp on all workers.

Help This Brother

Herbert Dooley's house at Lafayette and Blaine burnt down this week and he is now staying at a hotel with his wife and child. UE stewards in the Knolls Research Laboratory where Dooley works took up a collection for him and his family. What the Dooleys need is a 3-4 room apartment. Anyone knowing of same, please call Union Hall, Schen. 3-1386.



Carey Seeks ½ cent Sell-Out

GE employees everywhere, regardless of union affiliation, need a real wage increase and other contract improvements and are ready to fight for it.

IUE-CIO president James Carey, although he is talking strike, is talking about a half a penny.

But the issue is not half a penny. GE workers need considerably more. In Schenectady 4c and 2½ percent amount to about the same thing.

If Carey were not an irresponsible leader of a company-serving clique he would make wage demands which are in line with the

people's needs and the Company's well-known ability to pay. Instead, he is trying to split the wage fight.

UE wants to see all GE employees united for a real wage increase and is working toward that goal. UE cannot take an I-told-you-so attitude toward workers who pay bitterly for having been misled by IUE-CIO propaganda.

In Buffalo, for example, where IUE Westinghouse workers have been on strike for two weeks to get back the plant-wide seniority they had under UE, the UE called for the formation of a non-partisan committee of local union presidents to aid the strikers. UE cannot allow UE-won gains to be lost anywhere in the industry.

GE CAN PAY— There is money for GE workers this year. GE earnings for the first six months of 1951 were \$212,000,000 as against \$137,000,000 last year.

GE finds the resources for taking care of its executives.

The monthly pension awaiting former GE president Charles E. Wilson is \$5500. Ralph S. Cordiner, GE president, will get \$3,416. Philip Reed, chairman is down for \$3,750. But when UE demands \$165 a month for workers who have reached retirement age, GE says nothing doing.

ELECTRICAL UNION NEWS

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Erie Backs Wage Demands With Plant-wide Shutdown

GE workers in Erie shut down the entire plant for a half day last Wednesday at noon in a tremendous demonstration that UE members mean business in demanding real money from the Company. Convinced that GE employees will get exactly what GE is made to give,

Erie has let it be known that it intends to hit the bricks again if necessary.

Wednesday's stoppage was authorized by an overflow membership meeting on Sunday which cheered a report that petitions for a showdown fight were being circulated in GE Schenectady.

While the shutdown was in support of UE's money demands, Erie workers expressed the belief that if the Company is allowed to get away with a miserable wage offer which ignores inequities among day workers and others GE would attack piece rates and go in for wholesale contract violations.

Hits Sell-Out

The half day demonstration also served notice on the Company that the IUE-CIO sell-out had fired the determination of UE members to get more than 2½ percent at this time of rising taxes, prices and record profits.

A jammed and militant membership meeting of UE Local 506 in GE's Erie, Pa. plant unanimously approved a motion last Sunday authorizing the union's executive board to call one-day and half-day stoppages to help break through the GE-IUE 2½ percent wage ceiling.

The vote climaxed a week of plant gate meetings involving thousands of GE workers who united in saying "2½ percent is not enough and nothing doing on the up-and-down escalator clause."

No Escalator

Shop stewards and executive board members pointed out that had the escalator clause gone into effect in 1939 the average hourly wage in GE would now be 75 cents

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TOOL CRAFTS CALL ACTION MEETING ON WAGE RATES

An urgent call has gone out to tool makers, tool room machine operators, development machinists, machine repair and instrument makers to meet Monday, October 15, 8:00 P.M. (1st and 3rd shifts) and Tuesday, October 16, 1:00 P.M. (2nd shift) at Union Hall.

The meetings, called by a representative committee at the request of the people in their groups, will plan action on inequities in craft rates and the need for a general wage increase for all GE Schenectady employees.

The importance of the meeting is underscored by the Company's arrogant refusal to discuss wage inequities. The call to the meeting also emphasized that piece rates would undoubtedly suffer if GE is allowed to get away with underpayment for day work.

Management looks at the dues check-off to see how solidly the workers are organized and acts accordingly.

With UE locals mobilizing for a showdown with GE on much needed wage increases, the job of making the Schenectady Works 100 percent UE becomes more important than ever before.

Helping to pay the freight, helping to win our wage demands is EVERYBODY'S job.

Every GE worker a UE member!

WOMEN TO MEET

The UE 301 Women's Committee will meet Wednesday, October 17 at Union Hall, 301 Liberty St., 7:30 P.M. to map plans for winning UE demands including special increases in women's rates. All are invited. Refreshments.

Huge Majority For All-out Wage Fight

Impressive majorities of GE Schenectady workers are signing the petition which states:

"The undersigned members of UE Local 301 find the GE offer unacceptable. We instruct the National Negotiating Committee to notify the Company to this effect. We say that if a satisfactory settlement cannot be reached through negotiations we, the members of UE Local 301 stand ready to strike if necessary."

In a number of departments this petition has been signed by between 90 percent and 100 percent of the workers. The average in the buildings, on the basis of returned petitions, is about 82 percent and going higher as the is-

sues at stake become clearer.

The petition is not being signed lightly. It is being discussed and debated because it is generally understood that this militant declaration may have to be followed by stronger action if the Company does not make a satisfactory offer.

There is fast growing realization, UE Stewards and Board Members report, that GE has chosen to fight its employees across the bargaining table and in the plant and that one or the other must win.

Sentiment for rejecting the 2½ percent wage offer at a time when GE's profits are 55 percent above last year's record is practically unanimous.

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UE Wage Conference Board To Map Showdown Sunday

With all UE Locals in the GE chain going on record against accepting the Company's 2½ percent wage offer, the UE-GE Conference Board meeting this Sunday in New York City will map the next steps in the rapidly developing showdown with the Company.

The Conference Board has already alerted all locals in GE for an all-out fight for a real wage increase, correction of wage inequities and a better pension and insurance plan. It recommended full mobilization of local resources

including preparations for a strike vote should a strike be necessary.

Negotiations with GE were broken off on September 26 when the Company refused to go beyond its original offer. This offer gave its employees nothing with which to meet soaring taxes and prices. The Company would not even discuss the serious wage inequities of day workers, skilled trades, and women workers.

UE Local 301 will be represented at the crucial Sunday conference by William Kelly, President, Fred Pacelli, 2nd Shift Board Member-at-Large and Leo Jandreau, Business Agent.

GE WORKERS NEED MORE THAN 2½ PERCENT BECAUSE

— New income taxes alone will be 11 percent higher for working people by the end of the year. Incidentally, a proposed increase in the excess profits taxes on corporations has been removed from the tax bill.

GE CAN AFFORD MORE THAN 2½ PERCENT BECAUSE

— GE earnings for the first six months of 1951 were \$212,000,000 as against \$137,000,000 last year, or 55 percent higher.

GE WORKERS' PRODUCTIVITY HAS GONE UP MORE THAN 2½ PERCENT BECAUSE

— The productivity of the average GE worker has been increasing since 1947 at the rate of more than 8 percent a year. Increased productivity between January 1950 and July 1951, alone, would require an increase in rates of 17c an hour.

GE WORKERS CAN WIN MORE THAN 2½ PERCENT BECAUSE

— GE workers are more than ever determined to protect and improve their living standards. Unions like the independent Mine, Mill and Smelter Workers have shown that despite the wage freeze, despite splits in labor's ranks wage increases many times over 2½ percent can be won.

All-Out Wage Fight Shaping Up in GE

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GE workers cannot accept the Company's position because—

● The Company's wage offer is not enough, not with new taxes—4 times more than 2½ percent—scheduled to go into effect in November, not with every manufacturer sure to pass on his taxes to the consumer, not with families already having a tough time meeting their bills,

● The Company's answer to the special wage needs of 12,000 GE Schenectady day workers is to go fly a kite and that answer is extended to women workers and the skilled trades laboring under severe wage inequities.

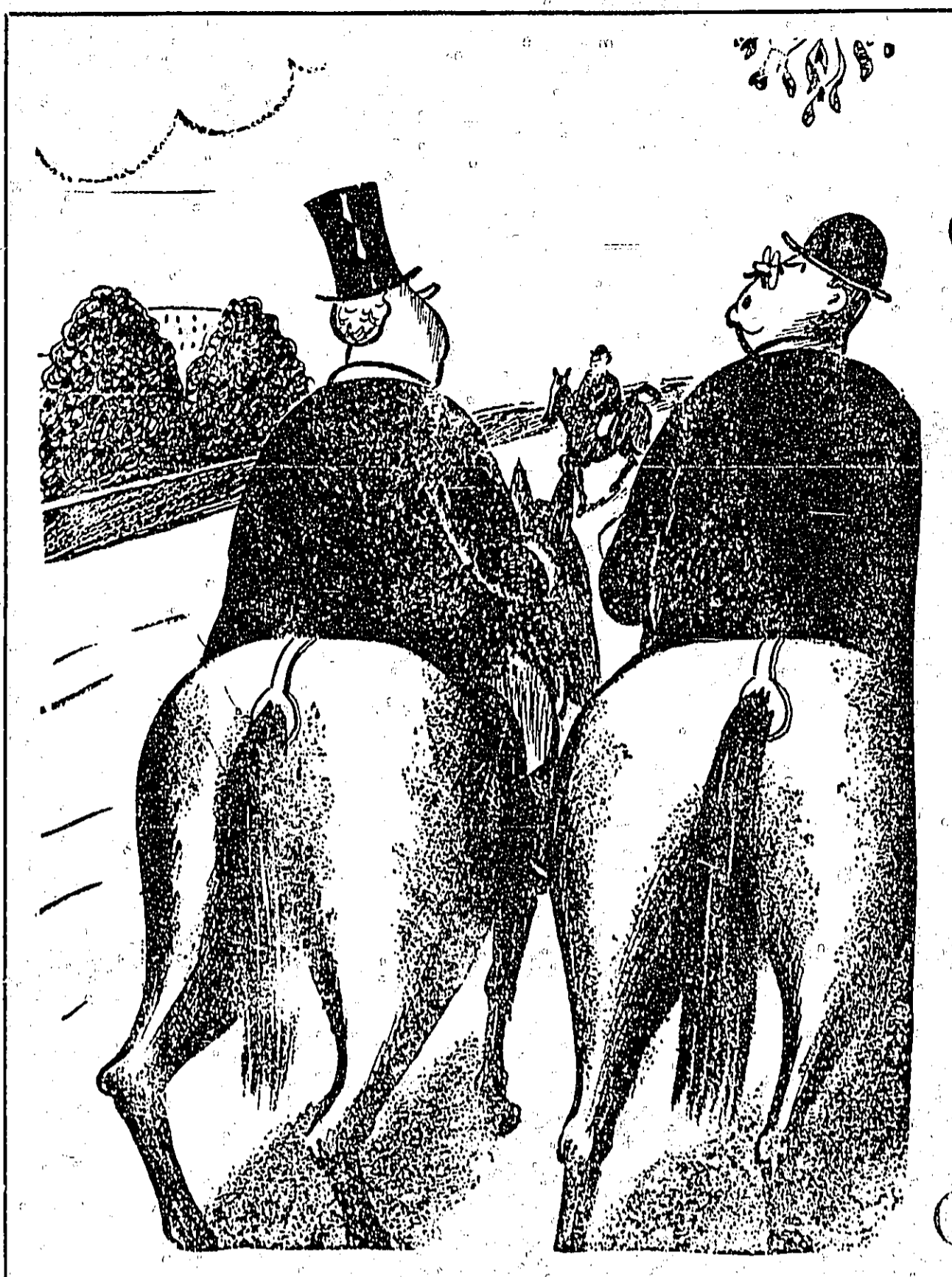
● The Company's attitude toward day workers also goes for piece workers. If GE can get away with hitting the day workers at the bargaining table it will attack piece rates in the plant.

● The Company's refusal to split any of its staggering profits

to improve the insurance, vacation and pension benefits of its employees is, in effect, a declaration that no matter how much it squeezes out of the workers it is dead set against making life easier for them.

These are some of the considerations behind the thousands of signatures on the showdown petition. A spot check of the petitions shows that 90 percent of the workers in Bldgs. 67, 69, 71, 73, 77 are signing the mandate to the UE-GE Conference Board. Campbell Ave., Bldgs. 68, 72, 76, 85, 60 are running about 85 percent. Bldgs. 11 and 18 show 80 percent of the people signing the petition with the percentage going up. In no building is the percentage less than a decisive majority in favor of the strongest possible action to get real money out of GE—Now.

The petitions are to be presented to the UE-GE Conference Board this Sunday. TODAY IS THE DAY TO COMPLETE THE PETITIONS. EVERYBODY SIGN!



"What do you suppose our employees think we are?"

Erie Votes Pay Stoppages

(Continued from Page 1)

Erie workers made it clear at the Sunday membership meeting that they were having no part of the escalator clause which GE is pushing as a device to keep wages down.

They cheered UE 301 Executive Board Member William Mastriani when he reported to them that Schenectady workers were signing a petition notifying the GE-UE Conference Board that the membership stands ready to strike if necessary. "If we put up the fight," Mastriani declared, "we can win real money."

UE Wins Raise of 12½ to 23c At Sylvania Electric Products

Raises ranging from 12½ cents to 23 cents an hour have just been won by the employees of the Sylvania Electric Products Co. represented by UE.

Nine to 16 cents of the raise is effective as of last July 30 with the rest starting as of September 11.

James J. Matles, National Director of Organization, reviewing recent UE victories in Labor Board elections and in negotiations, said UE was in a better position than ever to win substantial gains from GE. He said that the wage movement was sweeping the country's unions with the rank and file determined to bust through the wage freeze. "Even CIO President Phil Murray is feeling the heat and has announced that he will defy the wage freeze," Matles declared.

The temper of the meeting was, "we need real money and we mean business."

UE-led Sylvania employees also succeeded in killing a determined company drive to give a raise only if allowed to put in a speed-up incentive system. Plantwide demonstrations of more than 900 workers at the Mill Hall, Pa. plant helped argue the company out of its incentive scheme.

16th UE Convention Resolution

Destroy the Wage Freeze

Corporation executives holding the reins in Washington have imposed a wage freeze upon labor, while reaping bumper profits for themselves under the pretext of a "national war emergency." The wage freeze is the bitter fruit of the Taft-Hartley Act, and stems from the same big business domination of government.

Its purpose is to make impossible the winning of day-by-day economic grievances in the plant. It would destroy the workers' right of collective bargaining at every level, from shop to national negotiations.

It seeks to replace genuine trade unions by a national company union system and to guarantee exorbitant profits, by enforced reduction in workers' standards.

Militant struggles by members of UE and of other unions, notably the Mine, Mill and Smelter Workers, the Packerhouse Workers and others have shown that the employers' wage freeze can be defeated by militant and united action of labor.

The 16th International Convention of UE therefore declares its

wholehearted support of the GE workers in rejecting the miserable 2½% wage offer, tied to an escalator clause, which GE has offered both the UE and IUE-CIO.

The Convention pledges its full support to GE, Westinghouse and all other UE workers in any decision they may take to fight for just and adequate settlement of their economic demands, which go far beyond the wage freeze formulas.

The Convention calls upon all Locals to enter into negotiations with their companies for wage increases and other improvements on the basis of the needs of the members without regard to Wage Stabilization Board regulations.

The Convention urges Locals, Districts and the National Office of the UE to support and coordinate their efforts with those of workers and leaders in other unions to break the wage freeze, and urges the membership of CIO and AFL to direct the officials of their unions to remove themselves from the employers' wage freeze board and help give leadership to the fight to reestablish free collective bargaining in America.



"... And may they never upset the wage freeze, Amen."

Union Turns Back Attack On Grievance Procedure

In recent weeks Management has been provoking tests of strength on grievances and grievance procedure as part of its drive to hold down wages and tear down union conditions. A particularly outrageous example, defeated by the union, occurred in Punch Press where local supervision came out with a deep price cut on a Shear Job.

When the two men involved came into 41 to protest to management, they were told that by leaving their jobs to bring up a grievance they were guilty of a work stoppage! Schaaf went on to say that he wouldn't even discuss the price cut until they were both back at work. Negotiations were broken off by the grievance committee Bldg. 41.

Some Cartoon!

Trying to negotiate while tied to a machine might make a good Fred Wright cartoon but it would mean the end of effective grievance procedure in Schenectady. The Punch Press operators saw it that way and on October 8 they stopped work to protest the price cut and the flagrant attack on the

union's grievance procedure.

The next day, the Business Agent, his assistants and officers met with Lewis Male, Plant Manager, who had backed up Schaaf in declaring that this grievance protest during working hours constituted a work stoppage.

Male was informed that the union regarded this as a serious violation of contract, and would fight any attempt to restrict the movements of Shop Stewards and Board Members when handling grievances.

Co. Backs Down

Impressed by the firm position of the union and remembering the Punch Press stoppage in which 250 operators participated, Male suggested another time study which has since been taken of the job and it shows that the cut was unjustified. The Plant Manager also promised to abide by the established grievance procedure and to expedite the settlement of grievances.

In case after case, the Union has had to convince Management that it will not tolerate any interference with the grievance procedure it took years to build.

This Is What We Need!

- 1 A substantial wage increase, based on accurately measured living costs.
- 2 Substantial increases in day rates for all day workers. Elimination of present inequities in earnings between day workers and other production workers. Rates in skilled trades to receive special consideration.
- 3 Removal of discrimination against women's rates.
- 4 More money for each step in the automatic progression.
- 5 A minimum pension of \$165 a month, with retirement permissible at 60 years of age.
- 6 Improved insurance plan with minimum sick benefit of \$1 an hour; \$40 a week to sick and disabled workers. Surgical hospital and maternity benefits to cover full cost.
- 7 Eliminate geographical differentials which allow the company to open up plants and move jobs to low pay areas and undercut rates in established plants.

CHEMICAL & INDUSTRIAL CONTROL

SOCIAL NIGHT

UE Local 301 Headquarters

Saturday, November 20, 1951

8:00 p.m.

DONATION 50 Cents