



REPORT SHOWS GREAT PROGRESS

We Welcome The New Employee

This may be the first time you have worked for General Electric, or the first time you have worked for a Company that has a contract covering wages, hours and working conditions.

In your department, there should be fine working conditions, equal division of work, and fair wages.

You will find that your co-workers will be willing to lend you a helping hand and give you general assistance so that you may be able to come through your trial period successfully.

While on this trial period, your supervisor or foreman will make out one or more progress reports which will be sent to the employment office. This report will be recorded on your record card. If your report is unsatisfactory you should be informed when the report is made.

You have probably been approached by your fellow workers or the Union's shop representative to join the Union. They informed you that our Union was a voluntary organization, and explained the general set-up as to how it functions, and were quite concerned about making sure you joined because they know the only way to preserve a democratic organization is to have everyone in its jurisdiction participate in the operation of such an organization.

The UERMW of A has a splendid record of achievements. Besides having all General Electric plants under contract, it has contracts in the electrical industry covering 375,000 employees.

The Local record speaks for itself. We have 240 shop representatives in the Schenectady G-E plant. The executive board meets with the management each week to discuss those cases that cannot be settled by shop representatives. Thousands of cases have been settled, and to date there has been no labor trouble.

You are just starting in, and you will be faced with problems, more now than later, and you will need assistance.

(1) You will want to make sure you are going to receive the proper ability rating during your trial period.

(2) You will want the proper starting rate now.

(3) You will also want the proper rate paid to you as you accumulate experience.

(4) If you are a piece worker, you will want adequate prices on your job.

(5) You will expect to get your share of the available work.

(6) You will also want to express your views on Company policy, governing vacation, profit sharing pension, and other conditions covered on the contract.

Why not contact the shop representative today, and get an application?

ANNUAL REPORT OF OFFICERS FOR YEAR

Today, the General Officers and the Executive Board Members again come before you to report to you our stewardship as your leaders for the past year. When we accepted the leadership in this great Union of ours, we accepted the responsibility of so legislating and so administering the affairs of this great organization that those who put their trust in us and have honored us by their confidence may reasonably expect us to safeguard their interests and protect that valuable property which they have given into our keeping.

The workers in this G-E plant have no more valuable property than this Union, Local No. 301, because this Union, formed of free men and women, is organized and administered to protect their rights and their opportunities in order that their children and their children's children may do more for themselves.

While we have served you, we have at all times told you the truth as we collectively saw it according to our light and understanding, and we challenge any man or woman to come forward and prove otherwise; and we further denounce those who have at any time denoted by word or insinuation that every action of your officers has been motivated other than in the interest of our Union and its broad membership.

Administration of Union Affairs:

In the administration of the general affairs of our Union, we announced in our annual report of 1939 that it had taken on the proportions of big business. At that time, we had seven thousand names on our records. Today, we have 10,000; and the administrative problems have grown in proportion.

To give a picture of what we mean by this, we receive and send an average of 82 telephone calls a day, or 25,584 calls for the year. The Business Agent's and the Financial Secretary's Office conduct an average of 22 interviews a day for six days a week, or 7,176 interviews a year. Some of our Shop Representatives often lost sight of these facts, taking on a very narrow perception of the problem, and failing to realize that there are 230 more representatives with the same prerogatives who need attention. Our representatives call up on all kinds of questions, and if we have not the information on hand we get it for them. Committeemen and members call up for information and help on income tax procedure, state and national legislation, insurance, real estate, home problems, arrange for personal loans, composition of state and national bodies, besides the hundreds of shop problems, contract procedure and regular grievances.

As to our financial and dues records, every cent that comes into the Union headquarters for dues, or otherwise, can be traced back for five years, and likewise any expenditures made from our headquarters. Statements have been made by a few of our members, that they recall the good old A. F. of L. days, when one secretary would take in and handle the dues for 6,000 members single-handed. Those also were the days when treasurers and financial secretaries carried the treasury in their pants pockets, when no records could be found of dues payments, when a scandal would happen every time an audit would take place; and the American Labor movement is still suffering from those loose financial practices of yesterday. Any member, upon request, can be given a record of all the dues he has paid into the Union for the past five years. Certified Public Accountants are retained to go over our records annually in conjunction with the regular trustees of the Local, plus an auditing committee, elected by the rank and file.

Finances are handled through the office for every affair held under the Union's auspices.

Periodically the dues books are called in, and the payments

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UNION TO ASSIST MEMBERS ON INCOME TAX RETURNS

Arrangements have been made with the Department of Internal Revenue to have two of their representatives present at Union Headquarters on the following dates:

Monday, January 27th — 7 p.m. to 9 p.m.

Tuesday, January 28th — 7 p.m. to 9 p.m.

Monday, February 3rd — 7 p.m. to 9 p.m.

Tuesday, February 4th — 7 p.m. to 9 p.m.

They will assist our members in filling out Tax Reports and witness the same.

New York State forms will also be available.

The Tax Law has been revised to effect all United States Citizens and Resident Aliens with gross incomes of \$800.00 or more, if single, or \$2,000.00 or more, if married and living with husband or wife.

If both husband and wife have incomes, and their combined gross income is \$2,000.00 or over, they must each make a return, or file a joint return.

General Officers Nominated

At the January membership meeting, which was held last Sunday at Union headquarters, the following were nominated:

President—E. Wallingford

Vice-Pres.—Wm. Turnbull

Rec. Secretary—Wm. Cooke

Ass't Rec. Sec.—Wm. Hodges

Treasurer—S. Schreiter

Fin. Sec.—S. M. Vottis

Business Agent—L. Jandreau

Chief Shop Steward—C. Herbeck

Trustees — D. Belott, J. Osborne, R. R. Anderson

Sergeant-at-Arms—Pat Vottis

Guide—P. Carrese

The Plant Organizing Committee was instructed at the December membership meeting to act as a nomination committee, and to make a recommendation at the January meeting. The report read as follows:

"Your Organizing Committee was given the authority to select a slate of general officers to recommend for your consideration to place in nomination, for election to serve for the year 1941.

"Your committee took into consideration the many trying problems that will face labor organizations during this year, due to the general state of our country during the defense program in which we are now immersed—and the many new problems that will come up due to the rapid growth of our Union. Labor's gains during the past few years will have to be closely guarded, and it will be necessary to have the most experienced men in our Local to effectively meet these problems.

"The good and welfare of the Union was the basic consideration of the Committee. We reviewed the work of the general officers during the past year; we checked the work of the trustees, and it is, therefore, our carefully considered opinion that all of the present officers willing to serve another term should be requested to do so. We further feel that our Union is very fortunate in having available for officers the type of leaders that we have. It is true that often we have disagreed with some of our officers, but it is also true that at no time was their sincerity and honesty questioned.

"Therefore, fully aware of the honor and responsibility given our Committee by the General Membership to recommend a slate of officers to serve for the year 1941—we take pride in presenting the following with no reservations, for your consideration:

"President: Edward Wallingford

"Vice-President: Wm. Turnbull

"The present incumbent vice-president, Frank Emspak, sometime ago announced to the Executive Board that he would not be available for candidate for any office for the year 1941 for personal reasons.

Record'g Secretary: Wm. Cooke

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ORIGINAL TORN