

# ELECTRICAL UNION NEWS

LOCAL 301 -- U. E. R. & M. W. A.

OCTOBER 6, 1950

## 1950 UE-GE CONTRACT

The GE workers in Schenectady and in 42 other GE plants are protected by a contract this year equivalent to the contract that was in effect previously. The contract is substantially the same with some slight improvements. The controversial issues that were pending in the last weeks of negotiations covering seniority, piece work safeguards, protection of Union representatives and grievance procedure were finally worked out satisfactorily. Along with the contract an additional holiday was granted. The selection of this holiday will have to be worked out between local Management and the local Union. For the first time the GE workers have made the pension plan and insurance and hospitalization plans subject to collective bargaining and is embodied in an agreement between the Union and the Company. While the collective bargaining agreement on shop conditions and wages runs for two years, the Union is permitted to reopen on wages every six months with the right to negotiate wage adjustments, the Union not being tied to any one factor, and with the right to strike if the membership so decided. Likewise, while the collective bargaining agreement covering pensions and insurance runs five years, the Union has the right to reopen each year to negotiate improvements in the pension and insurance plan, with the right to strike on any disagreement if the membership so decides. Along with the settlement for 1950, the Company granted an increase over and above the 3%, which was made effective earlier this year, the difference between the 3% and 10¢ an hour. The unity of the GE workers under the banner of UE made it possible for the gains that were made this year.

# UE LOCAL 301 EMERGENCY MEETING ON NEGOTIATIONS

Monday, August 28

Second Shift Stewards and Members

1:00 P.M.

First and Third Shift Stewards and Members

7:30 P.M.

Union Hall - Liberty St. & Erie Blvd.

COME TO HEAR A REPORT on the deadlock in contract negotiations with GE, given by the national officers and national negotiating committee.

IT'S UP TO THE MEMBERSHIP TO DECIDE WHAT TO DO NEXT!

## CONTRACTS AVAILABLE FOR STEWARDS

The contracts are in the process of being printed and they will be made available for the members of the Union at a later date. In the meantime the Local has mimeographed sufficient copies for each steward. Copies have been handed out in sufficient numbers to each Board member so that stewards may obtain copies. Any steward not having a copy of the present contract should see his Board member and get one.

## GRIEVANCE MACHINERY IN ACTION

Grievances have piled up on the Management level for some time. The contract not being in effect did not establish any formal procedure. The Local has made arrangements for regular meetings in Bldg. 41 to handle those cases that the stewards are not able to settle in the shop with their foremen. The days now being made available in Bldg. 41 are Tuesdays and Thursdays. The Union office is in the process of expediting the backlog of grievances.

## COMMUNITY SERVICE FUND

A number of questions have been asked at the Union Office with regard to the new plan of collections and the formation of the GE Employees' Community Service Fund. The Company contacted the Union officers, explaining the plan which was in effect in a number of GE plants throughout the country, and advised the officers that it was the intention of the Company to establish the same type of plan in Schenectady. We notified the Company officials that it would be necessary to contact our Executive Board and membership before the Union would be at liberty to endorse such a plan. After a lengthy discussion on the Executive Board, the Board recommended not to endorse the plan and the recommendation was referred to the regular membership meeting on Tuesday, Sept. 26th. The membership supported the Board recommendation not to endorse the plan. The following day a number of stewards and members called the Union Office pointing out that they thought the plan was a good one inasmuch as it was designed to eliminate the numerous collections that take place each year in the plant. The office informed those who questioned the plan that the Union had not endorsed the plan and had so notified the Company. However, the Company was going along on their own in soliciting the employees. Employees were on their own to decide whether or not they wanted to endorse and participate. Union representatives who may have acted in solicitation of the employees did so as individuals and not as Union representatives. The Union took the position in line with former policies on collections that no member would be coerced or intimidated in the solicitation and that participation would be strictly on a voluntary basis.