

Make New Plans About Assemblers

Although downgrading and lay-off of assemblers in the Turbine Division is "still in the picture", management has informed the union it is working out a new approach to the whole situation.

At a grievance session Tuesday with a union committee, Frank Schaaff of the Works Manager's office said he would make a personal investigation of plans announced affecting 59 assemblers in Buildings 49 and 60 and the new Turbine building. He told the union office Wednesday that his check-up showed some of the moves planned were "possibly unreasonable."

Nobody who remains on the same work he is now doing will be downgraded, Schaaff assured the union. A worker will be downgraded only if he is put on a different job.

In a few cases there will be upgrading, according to Schaaff.

Instead of making abrupt changes as originally announced, Schaaff said management would put its new plans into effect gradually over the next few weeks.

New seniority lists will be given by the foremen to the stewards.

The union committee had told Schaaff that some of the foremen in Turbine were not in accord with the plans announced two weekends ago. Schaaff said Wednesday that in making his investigation he had met with a number of foremen. They fully understand the steps which the company is now planning and approve of them, he said.

Union Election Voided

A Taft-Hartley election won by the AFL Ladies Garment Workers has been thrown out by the Taft-Hartley Board because a union organizer was accused of "threatening" an anti-union employee. The vote for the union was 25 to 11.

Did You Know?

While GE's net profit for January-March 1949 went up 5 per cent over the same three months of 1948, sales by the big chain stores and mail order houses took a severe drop in that period. That reflects the inability of the working people to purchase. It explains both the current lay-offs and why Big Business profiteering will force further lay-offs—unless purchasing power of the people is restored.

Maybe You'll Win This Car Field Day



Jennie Tiscione of Building 81, last year's 301 field day queen, looking over the 1949 Studebaker that will be the big prize at field day June 19 at Hans Grell's Grove, 2390 Albany St., Schenectady.

Proposed Changes in Constitution

The Constitution Committee will submit several proposed amendments to the 301 constitution to the special called membership meeting next week. Most of the changes are based on recommendations of the Election Committee resulting from their last year's experience. They are designed to save money and to simplify the rules.

One of the proposed economy measures is the amendment to let the Election Committee appoint other union members to supervise the election of shop stewards. This can cut down the lost-time bill considerably. This amendment also provides that all stewards be elected the same day, unless it is impossible to do so. In that case the Election Committee will set an alternate date.

Some of the other amendments would:

Provide that the elections of Board members and of officers be at the union hall in accordance with past practice; provide in more detail as to the time of the officers' election.

Forbid the use of insignias, emblems or slogans on the voting machine. This rule was established by the Election Committee to facilitate a fair election on the issues. The amendment would also provide that if a group of candidates agrees to appear on one line, one of these candidates may draw for position by lot in behalf of the rest of the candidates.

Allow a presidential candidate three watchers at the polls. The committee also will propose repealing Section D of Article XIX allowing charges to be brought against a member, other than authorized union officials, for making statements to the press affecting union business before exhausting the procedure within the union. UE President Albert Fitzgerald recommended repeal of this section as contrary to UE policy.

In accordance with the constitutional provision, the full text of all proposed amendments was mailed to the shop stewards last week.

Carey Performs In Philco Strike

The Philco strike in Philadelphia was settled last week-end, after one week, with a settlement worse than the one offered by the company before the strike.

The principal local union involved is UE 101, home local of James B. Carey and Harry Block, national leaders of the so-called "Democratic Action" faction in UE. Carey and Block took part in the mediation meeting at which the company made its offer. They recommended acceptance.

The settlement prevents any joint action by the Philadelphia Philco unions with the other Philco UE locals, which are in Sandusky, Ohio. The national UE office had been trying to work out joint action, such as in the GE set-up. The national officers were kept out of the Philadelphia negotiations and did not learn of the deadlock there until two days before the walk-out.

The settlement gave the Philadelphia workers minor gains in holiday and Blue Cross hospitalization provisions. These had been offered to them as well as to the Sandusky locals before the strike.

The Philadelphia settlement provided that the union may reopen the contract if it claims that "a national wage pattern is established in industry in which Philco is engaged." This means that instead of working with RCA and other radio workers in improving conditions, Philco workers will make it more difficult for these workers to make gains. Philco is one of the leading radio producers. The settlement provided that if any pattern is won by other UE locals, then the minor holiday and hospitalization gains of Philco workers must come out of that pattern.

There was a fight in the 101 meeting over the proposal, but the Carey-Block officers were able to get it accepted.

Already before the Philadelphia strike, the Sandusky UE locals had been able to obtain a contract extension giving the union alone the unqualified right to cancel the extension at any time on 10 day's notice and strike if they want to.

Supervision has been issuing lay-off notices in increasing numbers. In the meantime, about 1,300 have been losing time.

All in the Family

John E. N. Hume, who retired last September as commercial vice-president of GE, has been elected a director of the Sharon Steel Corporation, Sharon, Pa. He is the father of John E. N. Hume Jr., editor of the Schenectady Gazette.

ELECTRICAL UNION NEWS

THE VOICE OF LOCAL 301

U. E. R. & M. W. A.

C. I. O.

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SCHENECTADY, NEW YORK

May 20, 1949

Rate of Lay-offs Quickens Here

Lay-offs continued at a quickened pace during the past week, with indications that the number losing their jobs would exceed the company's previous estimates.

Lay-off notices were issued all over the Control division.

In Punch Press, large numbers of operators were losing time, and the company advised the union that about 29 more would be laid off, with the expectation that the workers would be back on 40 hours a week by June 1.

Because of the lay-offs, interest has been rising in the demand for a shorter work week without loss of pay. In the meantime, the union is protesting against continuing overtime work. Another practice being protested is the continuing "farming-out" of work in some divisions.

Many Grievance Cases

Union shop stewards and the union office are handling a large number of cases of failure to apply seniority properly in lay-offs. In the discussion last week, Works Manager Lewis J. Male agreed with Leo Jandreau that in groups on closely related work, seniority should be applied broadly rather than on a narrow basis of classification. However, particularly in the Control Division, supervision has resisted this principle. Specific cases are being taken to Male.

Laid-off workers are reminded to insist on their seniority rights when laid-off. If a worker is offered a lower-rated job, and is told he has no bump rights on a job equal to his, he will do well to consult his shop steward or the union office before accepting the lower-rated job.

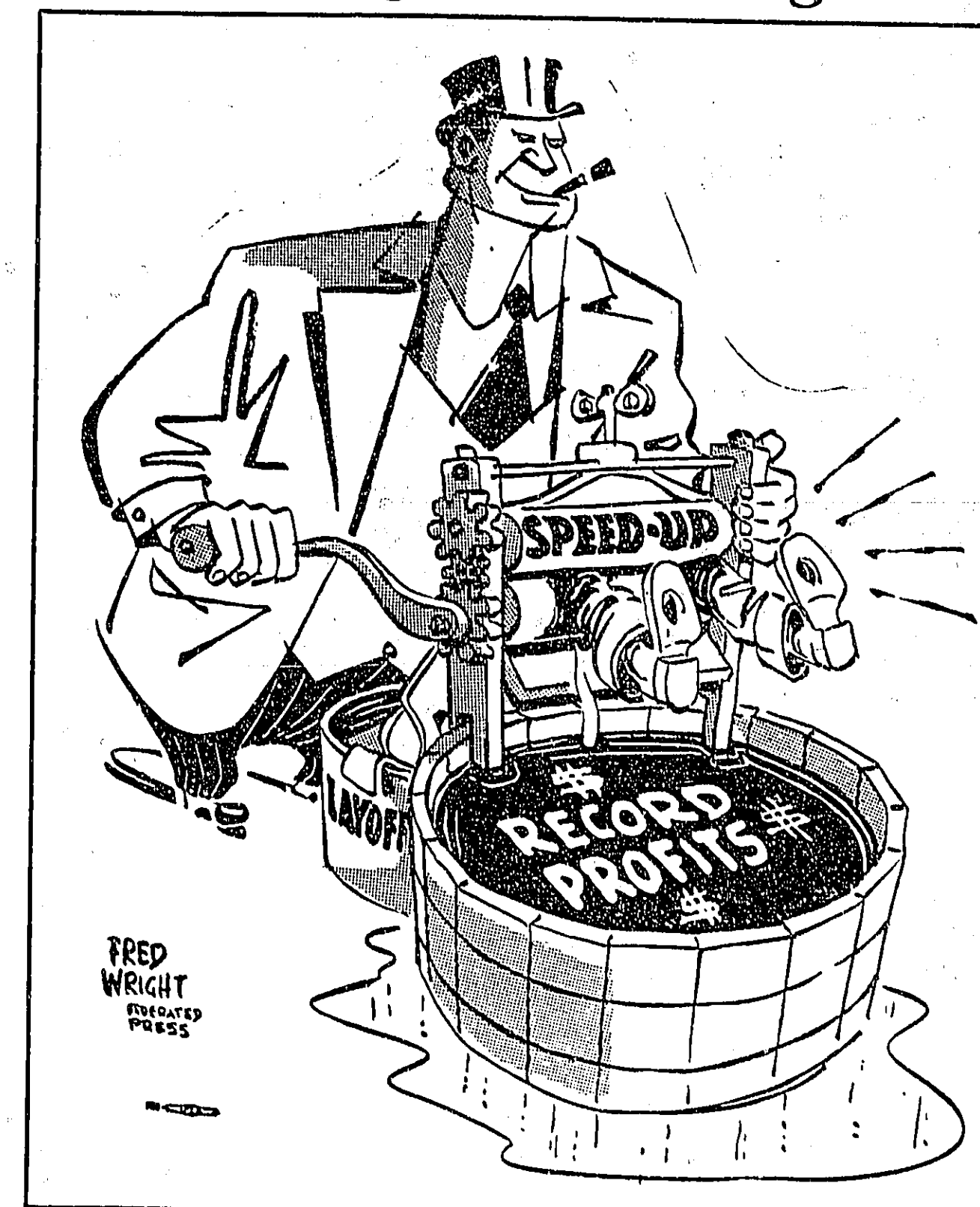
Contract Provision

Art. XI, Section 1 of the contract provides that:

"In the case of employees who are laid off from their regular jobs for lack of work, every effort will be made to transfer them to related jobs of equal or higher value."

Workers who are laid off or put on temporary "rotation" are reminded to register for unemployment insurance on their first day of unemployment. The only time

Through the Wringer



Burnison Threatens Local Understanding

In spite of the contract, James Burnison of top GE management told Leo Jandreau recently that he would order the Schenectady management to stop paying a change of shift premium for a change recognized locally. This type premium has been paid under a local understanding. The contract provides that local understandings are to remain in effect unless changed by mutual agreement.

For nearly four months Local 301 has been processing the claims of 57 workers in Induction Motors to change of shift premium. They were changed from regular first or second shifts to 7 to 7 shifts.

The Schenectady management contested the right of the former first shift workers to a change of

it is useless to register in a calendar week (Monday to Sunday) in which a worker has worked four days or earned \$24 or more.

shift premium, but agreed generally that the workers changed from the second shift would be paid the premium. However, the Schenectady management claimed that it would be too big a job to go back over records a year or more old to figure out all the back pay due.

When the grievance case was argued at the New York level, Burnison expressed indignation that any change of shift premium had been paid for this type change. He said he would order Schenectady management to stop such payments. UE will take the matter to arbitration.

To Collect Awards

Members who signed up new members during the Feb. 15 to Apr. 15 period of the membership drive may collect their dollar awards Tuesday at the union office. The payments will be made from the initiation fees received in the check-off.

Local Backs Program for GE Contract

The proposal to reopen the national GE contract to negotiate an over-all increase of \$500 a year per employee, in higher pay and other benefits, was unanimously approved by the 301 membership this week. The program was unanimously recommended by the GE Conference Board of UE locals.

Joseph Dermody, secretary of the GE Conference Board, said that the shorter work week with no cut in pay is a vital part of the union's program.

"It is possible to produce a good standard of living by working less than 40 hours," he said. "And it will help solve unemployment."

Dermody pointed out that although GE profits are the highest ever, "no gain whatsoever is being made by GE workers. In fact the purchasing power of the average GE worker is \$11 less a week now than it was Jan. 1, 1945."

Quotes Wilson on Wages

He said that January, 1945, was a good basis for comparison in view of the famous statement GE President Charles E. Wilson had made in October, 1944.

"Charlie Wilson told the public then," Dermody recalled, "that after the war was won there would be every reason why take-home pay on a 40 hour week should be equal to the higher levels of earning that prevailed during the war."

The union will have to rely on its own efforts to make this prediction come true, Dermody pointed out.

Must Mobilize Strength

"Unless we mobilize our resources we'll make no progress toward a higher standard of living."

Dermody urged that UE members fight to see that GE sets up an adequate pension and welfare system.

"The \$500 program is not just something to ask for," Joseph Turkowski, national UE representative, told the meeting. "It is something you are entitled to. It is something you must fight for it."

(Continued on Page 3)

HIGHER PAY MEANS MORE SALES and MORE JOBS

Wilson Gets Award For Program He Hits

The Works News May 13 ran a two-page story about GE President Charles E. Wilson receiving an award from the American Veterans Committee for his work as chairman of the President's Committee on Civil Rights.

But in his speech accepting the award, Wilson undermined basic recommendations of the Committee for laws against discrimination.

"I don't think we can ever legislate our way out of color and racial discrimination, out of unfair unemployment practice, or out of religious bigotry," he said.

That is the line of all the Congressmen who oppose civil rights legislation.

Did the AVC know that Wilson and GE have opposed the union and veterans' rights in many forms, including service record, apprenticeship credits, vacation and upgrading.

Company Backs Down On Dispensary Issue

Rather than submit the matter to arbitration, the General Electric Company last week agreed to pay for all time lost by two Schenectady workers in attending the company dispensary. Through the final grievance procedure on the New York level GE had insisted it would pay the men only for time lost on the day they reported to the dispensary. Both were kept overnight and lost time the next day too.

When UE demanded that the cases go to arbitration, GE reversed its stand. This is not the first time recently that the company has backed down in preference to submitting a clear-cut contract issue to arbitration.

In one case, involving a Building 16 worker, Shop Steward Wilbur S. Haywood and Board Member Joseph Kelly took part in the grievance sessions in Schenectady. In the other, involving a Bldg. 17 worker, Shop Steward Edmund Calleo and Board Member Sidney Friedlander participated.

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More Shop Stewards Take Oath of Office



Newly elected shop stewards taking oath of office May 3 at the opening of the stewards' meeting: left to right, V. R. Wood, Building 84; G. W. Goodspeed, 49; A. J. Articulo, 285; C. E. Palmer, 59; W. J. Rochford, 10-C; J. S. Singleton, 60 and Louis Bonaquisto, 15.

Union Gets Back Pay For Promoted Worker

It took a lay-off alarm for supervision in Building 285 to notice that it had classified a machinist wrong for months past. The outcome was a 5½-cent raise with six months' back pay, through union action.

The group under Foreman P. R. Tolley was surprised to notice that at a time of coming lay-off Tolley suddenly decided the man was a B machine repair man and not a machinist on production. The machine repair job carries the higher rate. The union sent a grievance through to Building 41, requesting back pay. The case was referred back to the shop, where the settlement was negotiated by Shop Steward Charles J. Carbin, assisted by Board Member Sam Scott.

Higher Wages Vital To the Whole Nation

The struggle of the working people to raise wages is more than a drive for a decent standard of living for their families.

When that struggle is successful, it means that the buying power of the people is raised.

And that buying power means good business for everyone.

Steelworkers to Seek Wage Increase in '49

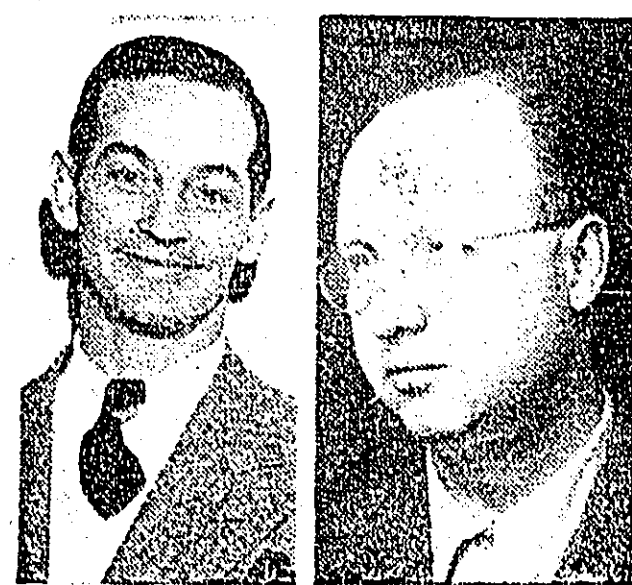
The United Steelworkers, CIO, has announced it will seek higher wages, social insurance and pensions in its 1949 bargaining program. The wage proposals will include a demand for a guaranteed minimum weekly wage for each week worked.

JOIN THE UNION

Bought Your Ticket Yet for Field Day?

The Activities Committee has asked that every shop steward complete selling his first book of field day tickets by May 31. Many stewards have already sold two, three or more books. Tickets are 50 cents each.

A 1949 Studebaker sedan is the big prize which will be awarded at the outing June 19 at Hans Grell's



La Bombard Belgrave

Grove, 2300 Albany St., Schenectady. Gordon Belgrave is chairman of the committee and Edward J. La Bombard, Jr., co-chairman.

Shreve Sees Recession As 'Relief' to Millions

Earl O. Shreve, former GE vice-president who has been president of the U. S. Chamber of Commerce for two years, made quite a statement recently about the business recession. He said it "brings overdue relief to millions of consumers."

How about the laid-off GE workers? It looks as though it will bring them relief too,—on the relief rolls.

Board of Supervisors Dodges T-H Question

The Schenectady County Board of Supervisors side-stepped the Taft-Hartley issue May 10 by deciding that taking a stand on national affairs was not in its jurisdiction.

Business Agent Leo Jandreau told the board that it was very much the business of the supervisors to speak out on matters affecting the welfare of the people of Schenectady. He said that under the Taft-Hartley Law GE has imposed speed-ups and that grievances have piled up. What happened at Ford can happen in Schenectady, he warned.

President Frank Kriss also urged the board to take a stand for Taft-Hartley repeal.

William Mastriani, 301 Executive Board member, declared, "This is no threat—but we will remember in November."

Five supervisors went on record as individuals for Taft-Hartley repeal: John W. Dalton, 13th Ward; Edgar A. Smith, Fourth Ward; R. Eugene Male, Second Ward; Anthony Mack, Ninth Ward, and Jesse G. Smith, 12th Ward.

Ranger Workers Beat UAW Raid

Workers at the Ranger-Tennore Company, New York City, have beaten an attempt of the United Automobile Workers, CIO, to raid UE. They voted 2½ to 1 against UAW in a Taft-Hartley election.

UE, which was not on the ballot, campaigned for a "No" vote. The day of the election, management stopped production long enough to get the workers together and advise them to vote for UAW. But they weren't fooled.

301 Fights Boost in Bus Fare at Hearing

Members of the 301 Transportation Committee spoke against the Schenectady Railway Company's request for a five cent bus fare increase at a Public Service Commission hearing May 13 in Schenectady. A. Frank Geiler, bus company president, claimed the company would go out of business in 30 days unless it can boost the fare.

Executive Board Member Joseph A. Mangino, Transportation Committee chairman, read a statement for the union pointing out that a fare increase would be a wage cut of several dollars a week for Schenectady families. The statement criticized the bus company for failing to provide decent transportation and called for a return to the rate of three fares for 25 cents. It declared that responsibility for the difficulties of the bus company cannot be placed on the Transport Workers Union or their wage demands but were caused by the company's inefficiency and its refusal to meet the needs of the community.

President Frank Kriss, who asked for a return to the three-tokens-for-a-quarter fare, said, "When GE workers are faced with lay-offs and four days a week, what do they read in the papers? 'Mr. Geiler says he has to have more money!'"

Board Member Fred Pacelli predicted that workers would form car pools again instead of using buses if the fare is raised. Board Member Willard Kuschel also attacked the application for the fare boost. Shop Steward Virginia Murphy, Building 53, the fifth member of the Transportation Committee, was unable to attend the hearing because of illness.

The Transportation Committee was reorganized recently following the resignation of the former chairman, Morton F. Lewis, who has left Schenectady.

52,900 More Jobless Reported in N. Y. State

Factory employment in New state continued its downward trend in April, with a drop of 52,900 workers from March, according to the State Labor Department.

Nearly all textile industries and iron, steel and non-ferrous metals industries reported reduced employment.

In Schenectady 2,605 unemployed workers were registered as of May 6, compared with 2,583 Apr. 30.

Fun for the Whole Family
at
301 Field Day, June 19

Board Member
Joseph A.
Mangino,
chairman of
the 301
Transportation
Committee,
reading a
statement
opposing
any increase
in Schenectady
Railway
Company
bus fare at
Public Service
Commission
hearing
May 13



Local 301 Approves Contract Proposal

Continued from page 1

reverse the trend in GE today. With six plants closed down and 17 on short time, the company is getting the highest production on record from its workers and running up the highest profit it has ever made."

Turkowski warned that GE has "a planned, systematic program of rate-cutting and speed-up." He said there is an understanding among company officials that they will keep grievance cases, which are piling up tremendously, from going to arbitration.

"If the union insists on arbitration," he said, "then they'll go to court to try to stop them."

The report on the GE Conference Board proposal was made by President Frank Kriss.

Business Agent Leo Jandreau supplemented the report with an appeal for "the utmost unity behind this program."

Although the vote at the Conference Board was unanimous, he pointed out, "certain people are leading disruption in this union on the very eve of negotiations."

"You can't say unity and join disrupters at the same time. You have to get into the fight for this program with both hands and feet."

Jandreau urged the membership to line up solidly behind the program. He stressed the importance of the shorter work week in bettering the conditions of GE workers.

A number of members spoke on speed-up, rate-cutting, lay-offs and transfers in their departments. The only way to stop these things, they said, is through a real fight for the contract program.

State UE Conference Takes Action On Unemployment and Legislation

Representatives of UE locals of New York state held an unemployment and legislative conference in Albany Saturday, with 301 Business Agent Leo Jandreau presiding.

The conference unanimously approved a program for fighting unemployment. It also unanimously adopted a national legislative program and proposals for improving New York state's workmen's compensation law. It condemned Governor Dewey's phony disability insurance law.

"Neither the state nor federal legislature has done anything to meet the needs of the unemployed," the conference declared.

"Legislation supported by UE was totally ignored by the 1949 New York State legislature. Congress refuses even to act on the \$25,000,000 deficiency appropriation so that the unemployed may be properly serviced by the USES offices."

The conference pointed out that the Democratic 81st Congress has been in session for four months and that "its record is as bad as the Republican 80th Congress."

Bad Record of Congress

"The plight of millions of unemployed is ignored. Civil rights legislation has been scuttled. The real estate interests have been handed a gold mine in the enactment of a phony rent control bill. The Taft-Hartley Law is still on the statute books . . .

"The blame cannot be placed solely on the Republican and Democrats, when on Apr. 29 only 37 Democratic Congressmen voted for outright repeal of the Taft-Hartley Act and restoration of the Wagner Act."

The conference warned that "too many labor leaders have relied on back-room deals and sell-out compromises which have encouraged Congress and the Administration to forget their election promises." The national legislative program

adopted by the conference called for: repeal of Taft-Hartley and restoration of the Wagner Act, adequate measures to cope with the unemployment situation, effective rent control, improved social security, enactment of effective civil rights legislation and defeat of thought-control bills such as the Mundt-Ferguson bill.

Fight Against Unemployment

To combat unemployment the conference urged that UE members press for: a \$25,000,000 deficiency appropriation to finance the USES offices; a shorter work week with no reduction in pay, extended coverage for unemployment insurance benefits and increased benefits, a substantial wage increase, a public works program at union rates, \$1 an hour federal minimum wage law, improved social security benefits, a Fair Employment Practices Committee to prevent discrimination, developing of local union service centers to assist the unemployed, extension of veterans' benefits, and the calling of national and state CIO unemployment conferences.

In addition to Jandreau, 301 members attending included President Frank Kriss, Gordon Belgrave of Building 17, Emory Pasco of Building 66, and Board Members Stanley Bishop, Sidney Friedlander and William Mastriani. 301 Attorney Marshall Perlin also was present.

UE ON THE AIR
Presents
Arthur Gaeth
radio news reports
10 P.M. Monday
W X K W Albany
UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA