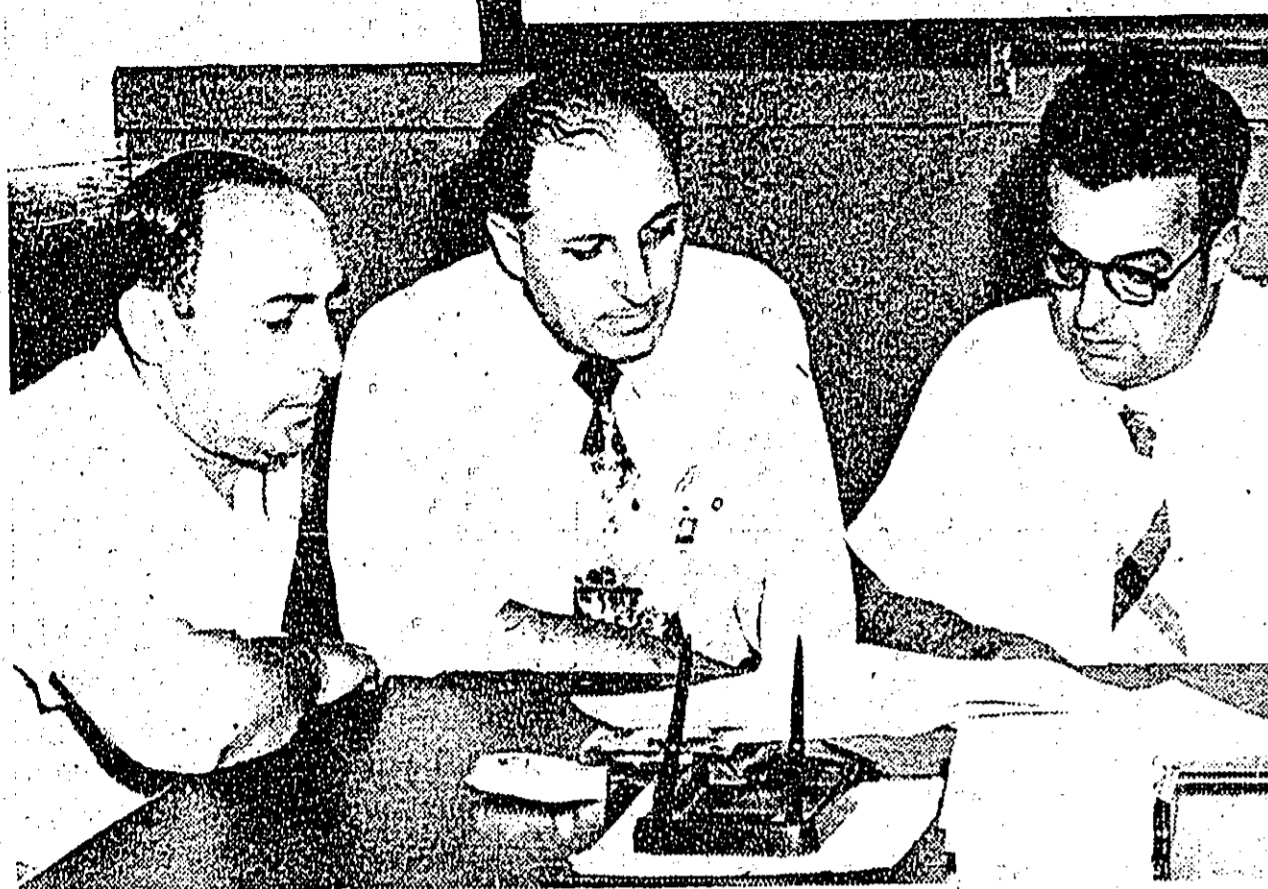


# Study of Pact Modification Proposals



**SCHENECTADY REPRESENTATIVES.** Board Member Fred Pacelli, President James Cognetta and Business Agent Leo Jandreau are the UE Local 301 representatives on the union's GE Conference Board which drafted the proposals analyzed on this page. Cognetta is chairman of the board.

The UE General Electric Conference Board, which groups together UE locals in GE plants throughout the country, has drafted a series of contract modification proposals which are designed to be submitted to management for negotiation.

Because these important proposals will be submitted to Local 301's membership for approval at the August 4 membership meeting, the EU News devotes this entire page to an analysis of their contents.

These proposals are in the fullest sense the product of the democratic thinking of every UE member working for GE. Many of them originated with Local 301 members at meetings held by shop stewards and board members throughout the Schenectady works.

These proposals were then brought to the July General Membership meeting and incorporated into one set of suggestions submitted by the three 301 members on the Conference Board, James Cognetta, Fred Pacelli, and Leo Jandreau. A similar procedure was followed in other locals.

The union must serve notice of its intention to modify the contract before August 15. Within 15 days of the receipt of this notice by GE management, negotiations will begin for the entire chain.

Bargaining will continue until the anniversary date of the contract, September 15. If no agreement is reached by then, the union will have the right to take strike action. Such action, of course, would require approval by the membership through a secret ballot conducted in the works.

## Pension, Seniority and Lost Time Modifications Proposed

Among the many important questions to be taken up in the contract modification talks will be that of pensions. The UE-GE Conference Board has drafted a new pension plan

which would provide pensioners with an income of \$100 a month in addition to social security. The present plan provides \$125 a month including social security.

Tightening of seniority protections is also on the list. One of the proposals calls for application of seniority to upgrading in much the same way as it is applied to layoffs. A national agreement providing plantwide seniority is also suggested as is giving full weight to seniority in granting shift preferences.

The question of lost time for union work is dealt with in a proposal to fully compute lost time in pension credits and deductions.

## Aim to Improve Holiday And Vacation Clauses

Improvement in both vacation and holiday clauses will be demanded of GE management in the forthcoming negotiations.

The Local 301 vacation proposal was incorporated into the Conference Board proposals. This calls for starting vacation credits immediately upon employment of a worker with one day of vacation allowed for every two months worked up to one year.

The proposal also calls for two weeks vacation after one year, three weeks after ten years and four weeks after 20 years.

A considerable portion of the proposed holiday clause also originated with 301. This clause provides for eight paid holidays for all workers with no strings attached. The guaranteeing of eight holidays would eliminate the practice by which the company has been able to get out of paying holiday benefits in cases where holidays fall either on workers' days off or during vacations.

The suggested modifications would also eliminate the discrimination against continuous operation employees in holiday benefits. These employees would get the same holidays as other workers, with triple time pay for those they have to work.

### Ask Union Shop

The UE negotiators will go into contract modification bargaining with GE determined to win the union shop.

This demand is based on the knowledge that the union shop will mean a stronger union to win better contracts and to handle everyday problems in the shop.

UE members also know that the union shop will end the free-riding racket by which a small minority escapes the responsibility of paying dues to maintain the union, but at the same time takes all of the benefits won through the efforts of union members.

# ELECTRICAL UNION NEWS

THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA UE LOCAL 301

Vol. 10 — No. 30.

SCHENECTADY, NEW YORK

Friday, August 1, 1952



Brooklyn — the seven-week-old strike at the American Safety Razor Corp. plant ended last week when management agreed to a new contract with UE Local 475 providing a four cent an hour wage increase retroactive to May 1, a completely company-financed welfare and insurance plan and vacation improvements. But perhaps the most important aspect of the victory for the 1,200 workers was ASR's management's agreement to respect seniority, job security and anti-speedup provisions in the contract. The company's attack on these clauses was the chief cause of the walkout.

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Washington—The United Mine Workers have served a 60-day contract termination notice on soft coal mine operators. If a new contract is not reached by then, the UMW will be free to strike under its traditional "no contract, no work" policy.

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Orange, N. J.—United action by UE Local 407 has forced the Edison company to reinstate Mrs. Lucille Webster, the first Negro skilled worker in the instrument division of the Orange plant, with eight months back pay. The fight was won after the local membership had heard the facts in the case, decided the firing "for poor work" was a frameup and ousted a shop steward who had testified for the company in an arbitration hearing. The arbitrator's decision completely supported this position.

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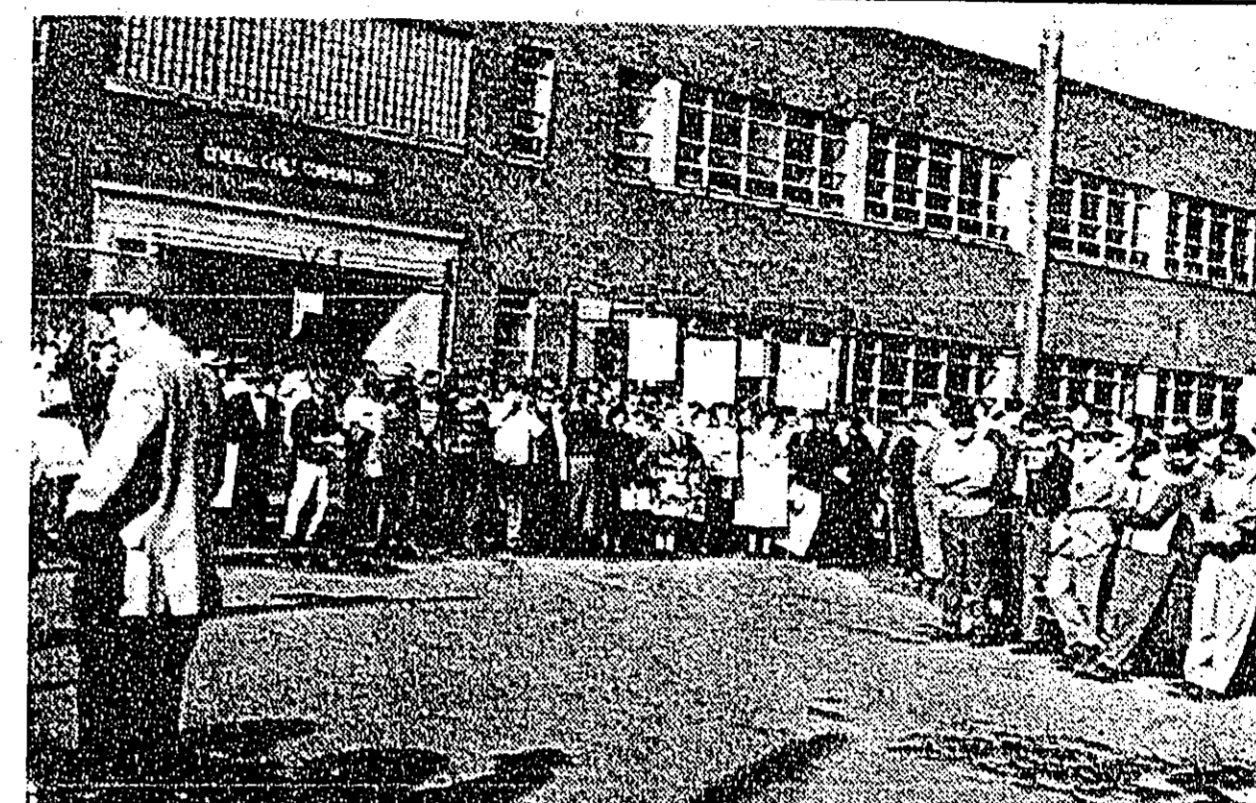
San Francisco—AFL window cleaners won a new contract with a 10 cent hourly wage increase for all workers.

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Mt. Clemens, Mich.—UE Local 932 has forced the Ironrite Co. to reinstate with back pay of \$850 a worker who was fired for refusing to work without safety gear.

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Chicago—The Order of Railway Conductors called off a strike against the Pullman Co. last week after it won a new contract calling for a wage increase of 12½ cents an hour retroactive to January 1, 1951. The strike had been scheduled for July 29.



**CABLE STRIKERS.** This picture of the UE Local 331 picket lines around the General Cable plant in Rome emphasizes the solidarity of the strikers. UE Local 301 is circulating a petition for support and making a collection to bolster the strikers.

## Launch Petition Backing General Cable Strikers

A petition of support for the 1,300 UE Local 331 members who have been out on strike against the General Cable Co. in Rome since June 1 will be circulated throughout the Schenectady works during the coming week.

## UE Urges GE Increase Payment to Pensioners

Raises of from five dollars to \$8.60 a month in pensions to retired workers have been urged on GE and other companies having contracts with UE throughout the country. These raises would be designed to conform with the recent increases in social security benefits voted by Congress.

The present UE contract with GE provides for a pension of \$125 a month including social security. A contract modification demand would establish a new pension of \$100, not including social security.

### Rejoining Union

A number of requests have been received by the business office of the union and by board members and shop stewards on the part of people who have dropped out of the union and now want to resume membership.

Under the Local 301 constitution, all such persons must pay full back dues for the period during which they were out of the union. The Executive Board has no power to waive this rule which could only be changed by a two-thirds vote of the membership.

The petition will be accompanied by a financial collection for the strikers. This action is in line with measures approved by the Executive Board and the last General Membership meeting. It is also in response to the personal appeal for aid made by a committee of three strikers who visited the Schenectady local last month.

The General Cable workers hit the bricks two months ago after the company had sought to jam 60 contract changes down their throats. These changes would have ended seniority protections, given the company a clear road for unlimited speedup and actually cut wages and prices in 41 different ways.

Since walking out, the Cable workers, who are united with 800 striking employees in the company's two California plants, have received wide support from the other unions in Rome, as well as from the community as a whole. Locals of the AFL machinists, the CIO autoworkers and the independent Mechanics Educational Society of America have backed them with collections and picket line delegations. Almost all of the city's small merchants joined together to buy a newspaper ad backing the strikers.

## Vote Monday On Contract

UE Local 301's membership will have the opportunity to make final changes and to put their seal of approval on contract modification proposals at the General Membership meeting Monday.

The meeting will be held in two sessions, with the second shift getting together at 1:30 p.m. and the first and third shifts at 7:30 p.m., in the union hall. The agenda at both sessions will be headed by a report on the proposals drafted by UE General Electric Conference Board.

The proposals include a demand for a 15 cent hourly wage increase, the union shop, improved vacation and holiday provisions and pension increases. If an agreement is not reached on the proposals before the anniversary date of the contract, September 15, then the union will have the right to take strike action.

Two proposals not originally adopted by the conference board will be placed before the Monday membership meeting. One would give workers who are forced out of work due to compensation cases the same bump rights as laid off workers, and the other would provide for paid sick leave. Both of these proposals were brought into the last General Membership meeting when contract proposals were originally discussed, but were accidentally omitted from the suggestions sent to the conference board.

The omission was called to the attention of the Executive Board Monday night, and it was decided there to present them to the membership for approval.

### Reject Carpet Pact

The strike of employees of the Mohawk and Bigelow-Sanford carpet mills in Amsterdam continued through its eighth week after Mohawk workers overwhelmingly rejected a proposed settlement which would have provided only a seven cent wage increase.

The CIO textile workers turned down the contract recommended by their leaders by a vote of 1,628 to 676. The workers are demanding a 25 cent hourly increase and protection against speedup.

# IUE Pittsfield 'Leader' Beats Up Laid Off Man

Unable to answer the workers' demands to stop layoffs at the Pittsfield General Electric works in any other way, IUE-CIO leadership has turned to outright hoodlumism.

Two incidents of IUE-provoked and executed violence marked the past week in Pittsfield. In one case, a 150-pound, 52-year-old laid-off man was beaten while handing out UE leaflets. His assailant, IUE-CIO local Vice President Litano, weighs 230 pounds.

Litano and other IUE pic-cards attempted to stop a group of UE people from handing out leaflets

which completely exposed the CIO union's role in collaborating with management to lay off close to 3,000 GE workers. Litano started making a series of obscene anti-Semitic remarks directed at Harry Green, who is Jewish.

Green, a veteran of two World Wars, was finally provoked and he and Litano went around the corner. After several minutes of stand-up fighting, Green slipped to the ground on a gravel incline. Litano promptly fell on Green, kicking and punching him around the face and body with a heavy brass ring.

Before disgusted GE workers were able to pull the IUE "leader" off, he had broken Green's nose and severely injured him around the eyes.

These outbreaks of violence emphasized the growing sentiment on the part of Pittsfield workers to throw out the organization which has condoned the designation of layoffs of up to 13 weeks as "temporary."

By calling long-term layoffs temporary, the company does away with seniority and transfer provisions and written notice.



BETTER HURRY UP AND ORDER BEFORE OUR PRICES GO UP AGAIN...

## Cost of Living Reaches All-Time High on Index

The cost of living for American families reached a new high in June according to the index of the U. S. Bureau of Labor Statistics. The BLS index, which UE has shown greatly underestimates actual living costs, mounted to 189.6 per cent of the 1935-1939 average.

The new figure was three-tenths of one per cent above the May figure and a shade higher than the previous mark, set last December.

Right on the heels of the publication of this new figure came the news that the government was upping price ceilings on almost all ham and pork cuts by as much as eight cents a pound.

Wages remain frozen.

## Dems Again Vote on Pact

The Democratic Party is still for repeal of the Taft-Hartley, at least as far as their 1952 election campaign is concerned.

The labor plank adopted by the Chicago convention was virtually identical with that on which President Truman won election in 1948. Since then, the Democrats have been in power for four years, during which they controlled Congress as well as the White House, but nothing has been done about doing away with the T-H law.

The new Democratic platform speaks of new labor legislation in general terms, abandoning the goal of outright return to the Wagner Act. Such a return is generally recognized by labor spokesmen as the only practical way of restoring the New Deal policy of encouraging free union organization and collective bargaining.

On the issue of civil rights, the Democrats adopted a compromise obviously designed to please the Dixiecrat wing of the party. At the same time as it condemned discrimination with words, the platform made a low bow to the states righters' contention that the issue of fair employment practice and Jim Crow was one which had to be settled on a local level.

## Executive Board in Meeting With Male on Speedup Drive

The problem of management's new speedup campaign was brought to a head Wednesday afternoon when the entire UE Local 301 Executive Board met with GE Schenectady

## Big Steel Forces Price Boosts Through Strike

The settlement in the 53-day-old steel strike announced this week conclusively proved that the near-record walkout was provoked by the big steel corporations as a method of blackjacking the American people into higher steel prices.

However, the 600,000 CIO steelworkers won some substantial gains through their solidarity. Included were a 16 cent hourly pay boost retroactive to March 1, six paid holidays with doubletime for holidays worked, shift premiums of six and nine cents an hour for second and third shifts, halving of the dime North-South pay differential, and what the newspapers have been calling a modified union shop, but which actually is nothing more than maintenance of membership.

The so-called union shop provision provides that all current union members must remain in the USW-CIO for the life of the contract except for a 15 day escape period at the end of the contract term. This is virtually the same as under the old contract. However, in addition new employees must sign union membership applications, which they then may cancel in from 15 to 30 days after they start working by writing a letter to management.

In so far as the economic gains won, the new contract enables the good part of organized labor. UE any many other unions have had almost all of the benefits won by this strike for the past five or six years.

Works Manager Lewis Male in Building 45.

The meeting was held too late for details to be included in this issue of the EU News. However, a complete report will be made to the Monday General Membership meeting and will be carried in next week's paper.

This get-together was demanded by the union after evidence piled up that a speedup was being instituted in many areas of the works. This speedup involved combining of jobs, forcing people to work outside their normal job classifications and changing methods on some jobs.

Departmental meetings of UE members have been held throughout the works to discuss the problem. During these meetings, the overwhelming majority of the workers voted to adopt the recommendation of the Executive Board, which was that no one work outside of the limits of his job as clearly defined under the contract.

One of the purposes of Wednesday's meeting with Male was to inform supervision of the strict policy adopted by the Local 301 membership and to warn GE that no speedup attempts would be tolerated by the union.

The speedup problem was brought to the attention of the union through numerous grievance dockets which indicated a clear works-wide pattern was developing. The problem was particularly sharp in Building 77, where many layoffs have resulted from combining of jobs in recent months. Management pleas of lack of work were refuted by figures which showed that production levels had been maintained despite the reduced working force.



**BLOOD DONOR.** Edward Nailor of Control makes his contribution to the blood bank established to assure residents of this area of an adequate supply of free blood for emergencies. Nurse Mary Garcia makes the donation completely painless while Activities Committee Chairman Bucky Philips waits to give his pint.

## Change Field Day Date, Plan \$1,500 in Prizes

A new date has been set for the UE Local 301 Field Day, and plans are being made to award approximately \$1,500 in prizes to persons buying tickets for the big event.

The new date is Sunday, September 28. Originally the Field Day had been set for Labor Day, September 1, but many persons had objected to the selection of a holiday. The field day will be held at the Columbian Park.

Among the proposed prizes discussed at Monday night's Executive Board were refrigerators, television sets, deep freeze units and washing machines. At least 10 such prizes will be given away to ticket holders, according to present plans.

Tickets are to be sold at 50 cents each. This will cover admission to the field day, as well as making the holder eligible for a prize. Persons who buy tickets but do not attend field day will still be able to win any of the awards.

The Activities Committee which is planning the event needs more help in its work. Union members who are interested should contact Chairman Bucky Philips through the union office.

## Liberties Group Meets

The continuations committee of the Tri-Cities Civil Liberties Committee met Tuesday night at UE Local 301 Hall. Professor Arthur Levy of Rensselaer Polytechnic Institute acted as chairman. The group was set up at a conference on Labor and Civil Rights this spring.

## Cut Differential in Women's Rate

After a 15 months battle, UE Local 301 has won a major victory in the direction of gaining equal pay for equal work for women workers.

The victory was gained in a long grievance fight involving women workers working on electronic panels in Building 81. These women had been receiving up to 32 cents per job less than men doing similar work. The prevailing differential on the job was about 22 cents. The grievance victory reduces the differential to about a dime.

The women involved had a top base rate of 57 cents in 1946. A War Labor Board decision and negotiations increased this to 70 cents, with men doing closely related work receiving a base of 92 cents.

The new price established as a result of the grievance moves the women's rate to 82 cents. Local Treasurer Helen Qpirini, who was the steward handling the case, pointed out that even this new price did not satisfy the union since it was determined to wipe out all pay differentials based on sex. However, she described the new classification as a long step forward.

UE LOCAL 301  
**JOINT MEETING**  
Members & Stewards

**2nd SHIFT**  
Monday, Aug. 4, 1952  
1:30 P.M. (before work)

**1st and 3rd SHIFTS**  
Monday, Aug. 4, 1952  
7:30 P.M.

**Local 301 Hall**  
Erie Blvd. & Liberty St.

## UE ON THE JOB

Bldg. 46: R. Lighthall has been performing his instrument assembly job satisfactorily for the past 10 years. His knowledge and skill accumulated over this period rate more than the B classification he has. Upgrading to A classification with proper wage rate adjustment is demanded.

Charles McBride has spent six of the 11 years during which he has been in GE employ on instrument assembly. His work has always been completely satisfactory. He correctly feels that upgrading from B to A classification and a proper rate adjustment is on order. Such action is demanded.

Bldg. 49: V. Augugliaro, A. K. Taylor, R. Beach and A. Klymkov believe that the work they are performing has A classification in assembly erection. They therefore demand this upgrading and proper rate adjustment.

Bldg. 52: John Winorski, a crane follower still on Class B progression was sent home after refusing to work under a Class A crane. His refusal was based on the belief that he was not yet qualified to handle the work he was asked to do, and also was in conformity with company policy in regard to endangering the safety of other workers. The supervision action

was therefore completely unreasonable and arbitrary. Payment for time lost as a result is demanded.

Henry Krywy and Martin Egan protest the price for shearing points one-half inch by 35 inches by 104 3/4 inches on SO 214-6784, drawing 153-D-782-2. They have found that it is impossible to cut these for 25 1/2 cents since only two pieces are cut from a stock size sheet 84 inches by 144 inches. A proper price adjustment is demanded.

Bldg. 60: Robert Kerley performed 35 hours of work in one week, 16 hours of which was extra work. His foreman offered to pay only 10 1/2 hours extra work. Shop steward R. Schaffer notified the foreman that this would be accepted only under protest and a written grievance docket demanding the other five and one-half hours would be filed. The foreman immediately reversed his decision and refused to pay any extra work. Full payment of the 16 hours extra work is demanded.

Bldg. 69: V. Jackson is classified as a set-up man on spot welding. It has been the practice that when one or more operators are asked to work Saturday, Jackson is also asked to do this overtime. However, on July 19, several operators

Thousands of grievances are nanaled by UE Local 301 each year at all levels from the steward up to final appeal in New York City. To keep members posted, we shall each week list some of the grievances that have not been settled at the steward-foreman level and have been referred to the executive board-management level.

were asked to work but Jackson was not and the foreman instead used a lower classification man who was not familiar with the set-ups. The union regards this as outright discrimination and demands this practice be stopped immediately.

The present job rate for wire and bench assembly is \$1.29. However the union feels that the following jobs require much greater skill than is paid for in the rate: 7006, 7008, 7009, 7010, 7107 and 7108 size 0 and 1 miscellaneous forms. A job evaluation and rate adjustment is demanded.

Bldg. 77: The group working under Foreman Palmatier charges Chemical supervision with trying to introduce new departures in job

classifications by assigning additional duties to various occupations, increasing work loads, and compelling men to work on jobs outside their classifications solely for the purpose of cutting groups to half their work force. In this particular case, there is an attempt to eliminate three of the six workers in the group. This is deliberate speedup and we demand it be stopped immediately. Furthermore, in order to put its speedup program into effect, supervision has been calling "informative meetings" of various groups during which deliberate attempts to create confusion among the workers are being made. This is a contract violation under Article VI (2). The union demands an end to this practice as well as to the actual speed-up.

The paint and glyptal section demands that city water be supplied in their wash room since the nature of the work makes a daily shower necessary.

Bldg. 89: A. Shear believes that the work he is required to do is beyond that defined under common labor-inside. He therefore demands upgrading with a proper rate adjustment.

Bldg. 269: Walter Madelone is classified as a welder-hand arc and gas with a job rate of \$1.875. The union contends that his work requires a higher classification, specifically that of special hand arc and gas welder. A proper adjustment is demanded.

**ELECTRICAL UNION NEWS**  
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA (UE)  
Local 301

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