

## New UE-GE Pact Would Mean 8c to 13c Pay Hike for Most Local 301 Members If OK'd

The new agreement arrived at between the company and UE will provide Schenectady GE workers with wage increases ranging from 8c to 13c an hour. This boost will equal approximately 5.76% of current rates. Therefore many piece workers, whose earnings exceed

### Pact Improves Health And Hospital Benefits

The considerable improvement in the various health and hospitalization aspects of the contract is one of the best features of the new agreement between UE and General Electric.

The first major improvement is a \$2.50 weekly raise in the sickness and accident benefits paid to GE workers. However, it is in various provisions of the hospitalization clause that the greatest number of improvements are made. The present allowance of \$100 for special hospital services (anesthesia, extra nursing care, etc.) is supplemented by a company agreement to pay 75% of the next \$2,000 in special services.

Physicians' hospital fees would be paid in part for the first time. The pact allows \$3 for each hospital visit (no more than one a day) up to a limit of \$175.

Maternity benefits are also raised by approximately 50% in the new agreement with the allowance for a normal delivery going from \$100 to \$150.



Our survey shows plenty of housing... Trouble is we have too many people.

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### Contract Analysis

Under the UE constitution, the recently concluded agreement with General Electric must be ratified by the members. Local 301 members will act on the pact during the general membership meeting on Oct. 6. In order to provide everyone with a complete picture of what they will be deciding on, the EU News in the next two weeks will attempt to present detailed analyses of as many phases of the settlement as possible.

## Accord Runs for One Year With Renewal Provisions

The new pact is a one-year agreement with provisions for modification and renewal for another 18 months. In addition, there is a wage reopener after six months.

### GE Drops Attack On UE Safeguards

There are no strings attached to the agreement between UE and GE. One of the most important developments which made successful conclusion of the negotiations possible was the management's decision to withdraw its demands for "certain modifications."

These modifications would have given management the right to take disciplinary action, presumably including dismissal, against workers taking part in so-called unauthorized stoppages. In the light of the experience of other unions with management attempts to destroy contract protections, UE negotiators felt that this was a GE effort to open the door to a similar process. They also believed that GE would use such a provision as an excuse to get rid of active union members when it wanted to.

Another withdrawn company proposal would have made local seniority supplements superior to the national UE-GE plantwide seniority agreement. This would have given management a weapon with which to attack the seniority protections of one group of GE workers after another without the union having the ability to make a united fight against such attacks.

It was just such company attempts to modify existing contract benefits that forced workers in International Harvester, General Cable, Nuttall Westinghouse and many other companies to take strike action.

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### Report Next Week

Next week's EU News will carry complete details of convention decisions as reported by the UE Local 301 delegation.

The short-term contract was one of the chief bargaining aims of the union, which was determined to resist company efforts to tie GE workers down to a long contract. Such contracts have proved to be invitations for company speedup, and also have made it impossible for working people to maintain their standard of living in the face of rising prices.

Under the modification provision, not very different from that which made possible the negotiation of this accord, the union can serve notice of its intention to modify the contract between July 15 and Aug. 15 of next year. This will set the collective bargaining machinery into motion.

If the contract is not terminated by either side by its anniversary date, Sept. 15, 1953, then it will automatically renew itself until April 1, 1955.

### Better Machinery

Several improvements in the grievance machinery are made possible by the UE-GE agreement.

One of the most important of these is the clause which permits shop stewards to accumulate their hour and one-half weekly lost time allowance over a month. In this way, a steward who does not lose any time in the first week of the month, but who has a grievance which requires three hours of lost time the following week, will be able to take all the time required at company expense.

The company also agreed that in some cases, third level grievance negotiations, now always conducted in New York City, will be transferred to the locality in which the grievance originates. GE also set up procedure for periodic review of New York level grievances which UE felt were not being properly handled.

ELECTRICAL UNION NEWS

# REGISTER TODAY and TOMORROW ELECTRICAL UNION NEWS

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

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Friday, October 3, 1952



Sunbury, Pa.—For the second time in as many years, the workers of the big Westinghouse plant here have crushed an IUE-CIO raid. The vote in an NLRB election was UE—991; IUE-CIO—385. The majority of the 1,600 workers in the bargaining unit are married women, and the key issue in the election campaign was the IUE's complete sell-out of the seniority rights of married women in the Westinghouse plants where it has bargaining rights. The CIO tried to obscure this issue with its usual red-baiting and smearing. This was the second big UE victory in Westinghouse during the month of September. Previously, UE had rolled up a two to one victory over a company union in an election involving the 1,700 salaried workers at the company's Essington (Philadelphia) plant.

Honolulu—An agreement reached between the International Longshoremen's and Warehousemen's Union and 26 big sugar plantation operators brought an 11c hourly wage increase to 19,000 sugar workers.

Chicago—1,400 UE members employed at the West Pullman plant of the Ingersoll Products Division of the Borg-Warner Corp. went on strike after the company had sought to cut rates by up to 20%.

Akron—More than 5,000 CIO rubber workers went out on strike last week at the Goodyear Aircraft Corp. plant. The strike followed a union refusal of a 10c hourly increase offered by the company. The workers had been without a contract since Aug. 8.

Cincinnati—UE Local 766 has won a major victory against the attempts of the Wesche Electric Co. to force them to work without a contract. The UE members won this victory on the picket lines. A 10-day strike was called to force the company to sign and put into effect an agreed-upon pact providing a substantial wage increase.

## Record Crowd Turns Out for Big Field Day, Lured by Full Program, Sun and Top Prizes

A crowd of close to 5,000, the largest ever to attend a UE Local 301 Field Day, took advantage of beautiful Indian Summer weather Sunday, to enjoy themselves at Columbian Park. For 12 hours, from 11 a.m. to 11 p.m., the festivities were in full swing with union

### UE Routs AFL Raiders in Cable NLRB Ballot

General Cable workers in Rome swept away a major roadblock standing in the way of a settlement of their 18-week-old strike last Friday when they crushed a raid of the AFL electrical workers. The crusher was applied in an NLRB election won by UE Local 331 by a vote of 639 to 491.

Throughout this week, UE negotiators were in session with management in New York in an effort to reach a settlement of the walk-out which began in Rome, Los Angeles and Emeryville, California on June 1. As long as the AFL strikebreakers were in the picture, management refused to negotiate.

However, once the corporation realized that there was no way to split the workers—and they tried everything in the book—they changed their minds about bargaining.

members, their families and friends watching a Little League baseball game, a wrestling match, and stage acts, as well as playing carnival games and eating and drinking prodigious quantities of hot dogs, hamburgers, pizzas, ice cream soda pop and beer.

Everything on the food and drink list was sold at cost, so that a hot dog or hamburger with all the works went for a thin dime.

A major portion of the interest was centered on the 29 big prizes which were awarded just as night fell. Eight of these prizes went as gate awards, while the other 21 were included in a general drawing for which anybody who bought tickets was eligible.

The biggest single piece of loot, a \$400-plus G.E. refrigerator-deep freeze combination, went to William Thomas of Building 28. Other prizes and the winners in the general drawing were:

An automatic washer—Clyde Wood, 11A Parkview Ct., Troy;

an electric ironer—Charles Rose of Bldg. 28; a television set—Bernard Moczulski, 943 Davis Terrace.

Also a vacuum cleaner—E. Razewski, 659 Lansing Street; a portable radio—Charles Hotchkiss, 95 Division Street; a floor circulator air conditioning unit—Donald May, 16 Beech Street, Gloversville; an electric blanket—William Jansen, RD5, Arbor Avenue; a clock radio—V. Salvino, Bldg. 273; five gallons of white paint—Germanus Lesniewski, 2032 Chepstow Rd.; and an electric mixer—L. Marongelli, 205 Van Voast Street.

Also a machinist's tool box—Madalene Porto, 339 Schenectady Street; a pressure cooker—V. Liburdi, Bldg. 40; a complete fishing tackle box—Elcanor Parslow, Middleburg; a toaster—Joseph Pidgen, RD Lydia Street; a sandwich grill—A. and D. Savage, 29 Jefferson.

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ALL PRESENT. A part of the huge Field Day crowd of nearly 5,000 which packed Columbian Park on Sunday is pictured in front of the pavilion at which the hot dogs, hamburgers, pizzas and lots more were on sale. The crowd was the largest ever to attend a field day celebration in Schenectady. (More pictures on page 4)



## New UE-GE Accord Tightens Fringes

Some important improvements in the vacation clauses of the contract were agreed upon by General Electric management and the UE negotiating committee. These improvements generally apply to vacation benefits for workers who fall ill. They include the following provisions:

If a worker is out ill and returns to the shop prior to his department's vacation shutdown, he shall receive full vacation pay at the time of the shutdown.

If the worker returns after the shutdown, his vacation shall be paid after only one month at work. However, if the worker is unable to complete one month's work before the end of the year, he shall receive vacation pay anyway.

In case a worker is scheduled for an individual vacation after a shutdown, he shall receive his vacation pay at the time he goes out.

The seniority safeguards of the pact were also extended. A new contract clause provides that a worker who desires a change of shift shall notify the foreman. Such notification will guarantee the worker the next available opportunity on the shift desired, with length of service in regard to others making the same request the determining factor.

The company practice of not giving workers who are out ill their old jobs back will be virtually barred under the new pact.

On the key problem of pensions, the union is determined to force management to agree to pay the social security increase to all pensioners. Since the contract specifically provides for at least one set of negotiations on this issue, UE will work toward developing a wide fight against any cheating on the already low living standards of men and women who are no longer able to work.

## More Pact Details

Last week, the EU News devoted a full page to analyzing the new agreement reached between GE and the UE national negotiating committee. This week, the article on the left continues this analysis.

## Union Urges All to Register To Vote Today and Tomorrow

UE Local 301 will campaign today and tomorrow, as well as next Friday and Saturday, to get every one of its members to register to vote in the November election.

Registration will be particularly important in union towns like Schenectady, with all national candidates undoubtedly watching the figures from such communities carefully. A big labor registration would go a long way toward strengthening the candidates who have taken forthright stands in opposition to Taft-Hartley and other anti-union legislation, and for civil rights, decent social security laws and the many other measures supported by labor.

In order to turn out as high a UE vote as possible, the union will make use of a sound truck at the works entrances to remind the GE workers of the importance of registration. All stewards are also

## Members Meet Monday For Vote on GE Contract

All-important contract ratification and election of UE Local 301 delegates to the District Three Council will be features of Monday's union membership meeting.

The October meeting will be divided into two sessions, with the second shift meeting at 1:00 p.m., and the first and third shifts convening at 7:30 p.m.

The union leadership was particularly anxious to have a big turnout for the membership meeting in order to assure a completely democratic decision on the big question of contract ratification. The members will have every opportunity to express their views on the agreement reached between the union and GE, as well as to ask any questions that they have, before they are asked to vote.

The election of the union's delegates to the District Three Council, which groups together representatives of 35,000 UE members in upstate New York, is also regarded as highly important. The district governing body meets at least four times a year, and its decisions affect all locals in the area. At the present time, William Stewart of Building 273 is vice president of the district.

## Miners Win Pact

The majority of southern soft coal operators Tuesday signed a contract with the United Mine Workers paralleling that won by the UMW from the northern operators.

## ON THE JOB

Bldg. 17: Charles Vartanessian has been subject to discrimination in the issuance of jobs and setups on index work. The union demands an end to this discrimination by assigning this operator to work on jobs over 42" O.D.

Supervision is using two material handlers to operate cranes in Bldg. 15 and the workers operating shears have to do their own material handling. The union demands that the two material handlers be recalled to their jobs in the main bay and that an additional crane operator be assigned to Bldg. 15.

An adjustment in price is demanded for the index jobs requiring use of a clamp-on fixture to compensate for the additional work involved.

Bldg. 22: Janitors and window washers correctly protest the use of transportation workers to move office equipment after 4 p.m. This work has always belonged to the protesting groups and the union demands an end to management's use of truck drivers and helpers to infringe on the overtime of the janitors and window washers.

Bld. 24: M. Gregoire and V. Sarapilio believe that the work they are performing, which involves the repairing of potentiometers, belongs in A classification. The union demands that these two workers be properly rated.

Bldg. 46: On Aug. 22, the evaluating committee of Bldg. 41 evaluated the Amplidyne Tachometer

TC100 test job and gave it a D classification. The union believes that this classification is much too low and results from an incomplete study of the job. A proper evaluation is demanded.

S. Sille has been the victim of continuous intimidation by Foreman Link. On numerous occasions the worker has asked for an upgrading, but when a dispatcher's job was available at the beginning of the year, it was given to a man with less service. Link has gone to great lengths to fabricate a story charging that Sille was frequently absent from his job without reason. On top of these false charges, he has transferred this worker from the first to third floor in order to be able to keep him under constant vigilance. When the steward informed Link that a written grievance was to be filed, the foreman retaliated by giving Sille a warning notice. This kind of intimidation and coercion is intolerable, and the union demands immediate correction of the situation.

Bldg. 52: Although John J. Steuervald is entitled to upgrading, a new man was hired as a chipper grinder, a job for which Steuervald is completely qualified. The union demands a management investigation.

Bldg. 60: Earl R. Martin has been subject to discrimination and has been publicly humiliated without good reason in front of his fellow workers by Foreman Crabb. The union demands such practices

Thousands of grievances are handled 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.

be stopped immediately.

The group working on the TG190 believes that supervision should assign a B assembler to repair and return apparatus. Currently, a C assembler is being used although the job requires considerable trouble shooting. The use of a B assembler in the future is demanded.

The test group on the MK 35 3" 50 power drive job feels that the skills required on this job are at least equal to those demanded on the G3, G4 and TG190 jobs, all of which now have A classifications. The union therefore demands upgrading of the complaining group from B to A.

Bldg. 107: Painters' group is protesting the assignment of masons to do their work. Only recently, the company has said that there was mason's work available. The union demands the masons be given work in their own classification.

## ELECTRICAL UNION NEWS

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ELECTRICAL UNION NEWS



OKAY, SO IT'S SAFE... THEN WHAT ARE THOSE BUZZARDS HANGING AROUND FOR?

## Plan No Action on Dues Before Polling Everyone

Although a majority of workers in the shop have indicated their approval of the proposed 50c dues raise, no action will be taken until the opinions of as close to 100% of the membership of UE Local 301 as possible are known.

The canvas, now being conducted by means of a written petition on which members can vote either for or against the dues raise, has only reached about half of the union's nearly 17,000 members. In a discussion of the problem last week, the executive board pointed out that many stewards have not yet met with and polled their groups. They were urged not to delay this action.

The UE method of canvassing every member was decided on because there is no hall in Schenectady big enough to hold our entire membership. It was therefore felt that a department by department poll was the most democratic means of learning what the members want.

This type of union democracy is in sharp contrast with the policy of some unions of raising dues either arbitrarily or by convention action. For example, the steelworkers at ALCO were boosted to \$3 a month dues by convention ac-

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## Convention Adopts Fighting Program on Every Key Issue

Taken as a whole, the resolutions passed by the UE national convention make up a fighting program for a democratic union. The convention took forthright stands on wages, conditions, political action and all of the other key issues facing its membership.

The wage issue was naturally among the most important under discussion. The resolution passed unanimously by the convention stressed the need to expose to the public the employers' gangup against the working people. The role that the wage freeze plays in this plot will be stressed in order to show that it is ridiculously unfair for wages to be frozen while profits and prices are allowed to skyrocket.

The fight for full job and pay equality for women and Negro workers will be intensified in the next year. Discrimination against workers on account of race, nationality or sex is a corporation weapon to keep all wages down and to divide the workers. This weapon must be destroyed.

In order to strengthen our fight for full equality, the union pledged to rid itself of any traces of discrimination so that all members will have equal opportunity to rise to posts of leadership within the union.

In the field of political action, the UE made it clear that it would back no party but would test every candidate by the same yardstick—what is his or her stand on the key issues affecting the working people? Repeal of Taft-Hartley stays on the top of the list of political goals of labor, as does passage of a fair employment practices law.

## Carey's Democracy—'To Hell with Members'

Jim Carey's complete flouting of all rules of democracy was underlined this week by the events surrounding the IUE-CIO strike threat against General Electric.

On Sunday, the largest IUE unit in the GE chain, Local 201, which represents the workers in Lynn, voted overwhelmingly against strike action and to accept the company contract offer. Several other IUE locals took similar action.

On Monday, Carey's conference board met and announced that it had authorized strike action "unanimously." Questioned about the failure to pay any attention to the voice of the membership, the Carey spokesmen said that the action of the conference board was binding because the decision was on a national contract. Local autonomy, which is the governing rule of UE, is completely absent in the IUE dictatorship setup.

In Schenectady, the IUE membership at the Knolls wasn't even given a chance to take a vote. Instead, IUE "leaders" merely announced that they "unanimously favored a strike."

Before the Lynn vote, Carey said that he would resign rather than accept the company's offer. Right now, it appears that Carey will resign rather than heed the will of his owner ship.

At this point, there are probably plenty of IUE members who think that this resignation wouldn't be a bad idea.

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## IUE Pays Price

Jim Carey is bragging of the IUE-CIO contract with Westinghouse, but the facts are if IUE had gained the same pact as UE got from GE, it would have cost the company an additional \$5 million.

The average IUE member in Westinghouse got 2c to 6c less an hour in wage increases. Carey made no improvements in pensions or insurance.

This heavy price was paid for two holidays next year, the same two holidays UE will have a chance to negotiate for at the beginning of the year.

Full story next week.

## Scab Drive Fails To Dent UE Lines

A desperate attempt by International Harvester President John McCaffrey to organize an expedition of scabs to break the UE picket lines fell flat on its face as not more than 60 of the more than 30,000 strikers responded to the boss' "call to duty."

McCaffrey flew into Chicago from Europe and called luncheon and dinner meetings of the foremen where plans were made to organize scabs.

But last Monday, when the big push through the picket lines was scheduled, the police who were to escort the scabs through the picket lines far outnumbered the handful of would-be strikebreakers.

Even the anti-union Chicago newspapers, which had given big play to the move, had to admit its complete failure.

## Field Day

(Continued from Page 1)  
son Street; and a mantle clock—Patsy Candela, Bldg. 60.  
Also a steam iron—August F. Valcav, 1200 Third Ave.; a glass fly rod—C. Cannaughy, Bldg. 273; a room heater—George Witza, 2637 Hamburg Street, and a kitchen clock—Gertrude F. Sindoni, 837 Perry Street.

Winner of the top gate prize, a beautifully equipped Black Panther bicycle, was Mrs. Grace Tabor of 248 Duane Avenue. Other gate prize winners were George Dijon, Judy Schaffer, Michael Alois, Douglas Cadran, Mrs. Bernice Radie, Mrs. Edward Summers and Peter Muscanelli.

Friday, October 3, 1952 • 3

UE LOCAL 301  
**MEMBERSHIP MEETING**  
2nd SHIFT  
Monday, Oct. 6, 1952  
1:00 P.M. (before work)  
1st and 3rd SHIFTS  
Monday, Oct. 6, 1952  
7:30 P.M.  
Local 301 Hall  
Erie Blvd. & Liberty St.