

The 14th Annual UE Convention voted to change the national UE Constitution, and increased the National Per Capita tax from 50¢ to 75¢. This increase was found to be necessary by the Convention Constitution Committee after a thorough investigation into the Union's finances. The cost of the National Union's operational expenses had increased over the years, making the increased revenue absolutely necessary. This decision means that each local will pay 25¢ more per member, per month, in per capita tax.

The job of the National Union, to organize the unorganized workers in our industry, is important to all of us. It has a direct bearing on our wage levels and working conditions. The National Union makes it possible to hold a contract with GE and other large companies.

WHAT IS BETTER INSURANCE

Your Union dues is your best insurance. All kinds of insurance can be purchased for protection of life, limb or property. BUT to protect your wages, working conditions and job, your Union is the only protection there is. At the rate of \$2.00 per month, or 47¢ per week, the Union has paid off a few dividends. Look at the following:

- 1937---5¢ increase
- 1938---Union stopped wage cut
- 1941---10¢ increase
- 1942---5½¢ increase
- 1943---step rate adjustment of ¼¢ to 4¢
- 1946---18½¢
- 1947---11½¢
- 1948---9¢ minimum--8% increase
- 1950---10¢

TOTAL of 69½¢ X 40 hours which equal \$27.80 per week increase

- PLUS---7 holidays
- PLUS---Extra vacation
- PLUS---Better pensions
- PLUS---Better hospitalization, sick Benefits and Life Insurance at reduced cost

Do you have any other insurance that has paid these dividends for such a small premium?

THE HEIGHT OF SOMETHING--OR OTHER

You name it, we can't. We don't object to anyone having a different point of view, or campaigning to elect officers, or for or against certain policies. During the NLRB election campaign, however, the objectives and motives of the IUE representatives proved to be anything but constructive. Time usually tells --- and proved all this.

A couple of weeks ago the Union received a letter from a lawyer, the IUE attorney, Scaccia, pointing out that he had a client to whom the Union owed some money. Well, the Union always pays its debts. Our credit rating is tops, and we informed the attorney to that effect. On Nov. 2, 1950 Milton Danko (elected president of IUE) came to the UE office and collected for lost time as a UE steward for the period of 11/21/49 through 12/1/49, a total of 16½ hours at approximately \$1.86 per hour. This was a total of \$30.74. We know that during this time, while he was a UE steward, he was really representing the interests of another organization and working for a secession move from UE. At that same time the IUE leaders had petitioned the Company to hold up our check-off and went to the Courts and froze our funds. These actions of the IUE cost our local Union approximately \$75,000 and during that period it was difficult for us to operate. However, we paid Danko lost time rather than become involved with endless litigations and more expense. Time has proved the IUE contract to be inferior to the UE contract. The GE workers know they would have gained more if it were not for the IUE split. We should once again take note of all this, and remember it has been a costly experience for all of us.

INJURED WORKERS WIN MORE THAN \$15,000 IN COMPENSATION

During the last two weeks in October UE Local 301's lawyer appeared in Compensation Court for 147 UE injured members. Most of these workers won continued compensation on a weekly basis while they were disabled. Fourteen workers won final awards amounting to a total of \$15,253.93. Seven other workers were also offered final awards which they refused to accept. In these cases, the UE lawyer will argue their cases to get increased awards.

ACTIVITIES COMMITTEE

The Executive Board approved a request from the Activities Committee to hold a Christmas party for the children of Local 301 UE members again this year. Tickets will be printed and distributed to the shop stewards. The tickets will give the purchaser a chance on a television set, and will also entitle the bearer to a gift at the party.

The Union is trying to arrange for the use of Mt. Pleasant High School for this occasion.

2nd SHIFT WINNER

The winner of the pen and pencil set was R. Carrienter, Milling Machine group; Bldg. #285. The sale of tickets was to offset cost of 2nd shift social meeting held at Union Headquarters.

NOTICE - SHOP STEWARDS

Don't forget the 1½ hrs. per week paid by the Company in processing grievances. Have foreman give you yellow voucher. Vouchers should be in Union Office not later than Monday following the lost time.

ELECTRICAL UNION NEWS

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

DECEMBER 21, 1950

ELECTION OF OFFICERS

The annual elections for officers of U.E. Local 301 took place at Union Headquarters last Thursday and Friday. The polls were open 30 consecutive hours; however, only 1258 members availed themselves of the opportunity to vote. It was true that it was an off year without the usual furor and name-calling which has accompanied the Union's elections for the past several years.

Last year approximately 3800 members voted even though there was no contest for some of the offices. However, other pending issues such as the holding up of the dues check-off and the NLRB election petition by the I.U.E. created considerable interest.

The annual elections are very expensive to the local Union, requiring transportation of the voting machines, pay for the city election custodians, printing, lost time for the election committee, etc. The cost this year will be approximately \$3,000.00.

The Election Committee gives the following as a partial report on the elections for 1951:

OFFICE	BLDG.	NO. OF VOTES	OFFICE	BLDG.	NO. OF VOTES
<u>President</u>			<u>Business Agent</u>		
Wm. J. Kelly	273	1061	Leo Jandreau	-	1059
<u>Vice-President</u>			<u>Sergeant-at-Arms</u>		
Joseph Mangino	77	1027	O. Phillips	285	299
<u>Recording Secretary</u>			<u>Guide</u>		
John P. Green	66	879	Troy Snipes	46	306
Roy Lash	273	277	Kurt Huening	273	81
<u>Asst. Recording Secretary</u>			<u>Trustees</u>		
Frank D'Amico	53	974	Joseph Whitbeck	69	401
<u>Treasurer</u>			Harold Simpson	28	321
Henry Kaminski	76	889	E. Lubarda	17	307
Paul Hacko	273	220	Floyd Thomas	CAP	222
<u>Chief Steward</u>			Thomas McGrath	52	210
James Cognetta	52	624	Michael Riggi	77	155
Dewey Brashear	89	297	L. Myers	77	126
Walter Kniffen	273	18	E. Zych	Airport	125
			Frank Diehsner	60	115
			John Pettinger	CAP	100
			Salvatore De Pietro	273	85
			Julius Weissman	273	73

The annual elections for shop stewards was held Tuesday, Dec. 19th. The election of the Executive Board will take place the early part of January.

CHILDREN'S XMAS. PARTY

The annual UE Local 301 children's Xmas. party will be held at the Mont Pleasant High School Auditorium on Saturday, Dec. 23, 1950.

The Activities Committee contemplates a large turnout and in order to accommodate everyone, it was necessary to arrange for both a morning and an afternoon program. The shop stewards have had tickets for sale, the proceeds of which will be used to offset the cost of the party and also entitle the purchaser of each ticket to participate in the drawing for a 16" floor model television. The drawing for the television will take place at the afternoon session of the party.

TIME -- PLACE

- 11:00 a.m. - Mont Pleasant High School (orange passes)
- 2:00 p.m. - " " " " (white passes)

1. Each adult will be admitted by showing green purchased ticket.
2. Children must have pass which entitles them to one toy, candy, nuts and fruit. Passes can be obtained by those who purchased tickets from the shop steward or Executive Board member.
3. The children's passes are in two colors: white & orange; orange passes for morning program only; white passes for afternoon program only.

The end of 1950 shows some progress for Schenectady GE workers; however, the gains would have been more substantial if the GE workers on a company-wide basis had not been split by the IUE-CIO. Nevertheless, the solidarity of the membership of the U.E., along with the experience of 14 years in dealing with the GE Company, won us a renewal of our contract, with improvements and an increase in wages. For the first time the GE workers are protected by a contract covering pensions and insurance. Among the more important improvements in the Pension Plan are the \$125.00 minimum monthly pension guarantee, the vested rights after 20 years of service and the minimum disability pension of \$80.00 per month. The insurance benefits in existence under the previous plans are substantially improved in the new insurance plan and the contributions of the employees are reduced considerably. The Pension and Insurance Plans will run for five years with the right to reopen after one year to negotiate improvements and the right to strike if no agreement is reached.

Wages were increased 10¢ an hour bringing the minimum rate for common labor to \$1.29 per hour and the minimum job rate for women to \$1.20 per hour. Skilled trades received an additional 5¢ per hour. Approximately 4,000 day workers in the Schenectady Works received the additional 5¢.

An extra holiday was also gained this year, making seven paid holidays each year.

The Contract runs for two years until Sept. 15, 1952. However, the agreement provides for a wage reopener each six months, with the first coming up on March 15, 1951.

Schenectady GE workers have done fairly well through their Union again for another year. The record shows that it pays to belong to the U.E.

ORGANIZING DRIVE

The annual drive for new members will start on or about January 1st. The shop stewards will be supplied with mimeographed forms and will be requested to list every employee working in their groups.

The forms will be delivered to the Union office to be checked against the membership records. After this is done, the forms identifying the Union members will be sent to each steward and he will be requested to contact the non-members and ask them to sign an application.

There is no legitimate excuse today for a GE worker in the factory not to be a member of the Union, with the exception of approximately 200 ex-members, who are either on the expelled list or recorded as undesirable. All workers get the benefits won through the Union --- all workers should join and do their part.

GRIEVANCES

Unlike other unions, the work of Local 301 U.E. does not cease after contract negotiations. Taking up grievances for members constitutes a major part of the Union's work.

During 1950 the 450 shop stewards took up many grievances with the foreman to whom they are assigned. Some stewards average one or more cases each week with the foreman. Many cases are settled between the foreman and the steward on a verbal basis with no record made of it. However, 1500 cases were recorded in the shop between the steward and the foreman in writing for the year 1950. Those cases that cannot be settled with the foreman are generally referred to the Executive Board of the Union and management. These numbered approximately 700 for the year 1950.

Along with the service to our members on the day to day problems in the shop, keeping their wages and working conditions intact, the Union gives Workmen's Compensation protection by employing a full time attorney to represent our members in Compensation Court. Last year the Union provided representation in 750 cases in Compensation Court at no cost to the members involved.

WM. REA FUND

The collection of money for the Wm. Rea Fund fell short of the committee's expectations. The total amount collected to date is \$2,995.33.

The committee acted to give Mrs. Rea \$200.00 to tide her over the holidays.

The committee held a meeting last night with Attorney Leon Novak to consider drawing up a plan to establish a trust fund, which would give the fullest protection to the children and the widow. The Rea Committee is requesting that any collections that may still be outstanding be turned in to Union Headquarters so that a final accounting can be made.

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<u>Asst. Recording Secretary</u> Frank D'Amico	53	974	<u>Trustees</u> Joseph Whitbeck Harold Simpson E. Luberda Floyd Thomas Thomas McGrath Michael Riggi L. Myers E. Zych Frank Diehsner John Pettinger Salvatore De Pietro Julius Weissman	69 28 17 CAP 52 77 77 Airport 60 CAP 273 273	401 321 307 222 210 155 126 125 115 100 85 73
<u>Treasurer</u> Henry Kaminski Paul Hacko	76 273	889 220			
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