OUR COUNTRY'S DEFENSE

Look at the situation. Our nation is engaged in deadly struggle with Communist Russia. The war work being done in Schenectady GE is a vital part of our nation's effort to defend itself from Russia's Communist aggressors.

We know that history repeats itself. We know that UE was barred from secret atomic energy work. We know that war work here now is secret and critical to America's defense.

Our Government has no choice but to bar UE from secret war work. Our Government will have to outlaw UE from Schenectady GE because the Government has to protect the security of our country from its enemies.

UE has been barred from one type of secret war work.

UE WILL BE barred from ALL war work.

IUE-CIO ORGANIZING COMMITTEE MEETING
WEDNESDAY, 2 P.M., AT 202 CLINTON STREET
HEAR JAMES B. CAREY
IUE-CIO President

Vote American Vote IUE-CIO

X

IUE-CIO Local 301

SCHENECTADY GE WORKERS TO VOTE IUE-CIO FRIDAY

Schenectady General Electric workers on Friday, September 14 will return to the ranks of organized American labor by voting IUE-CIO, they will discard the discredited, weak Communist UE.

IUE-CIO is the leading union in the electrical, radio and machine industry. IUE-CIO represents more than 50,000 GE workers—more than two to one greater than UE.

Perjury of Matles, Emspak to Lose UE Its Certification

Labor Today

Left Wingers On Spot as GE Workers Ballot

By NELSON FRANK

Three IUE General Electric employees in Schenectady who voted in a recent Labor Relations Board election on Friday were themselves used as witnesses to press Communist sympathizers to vote against the union.

The three were among the 500 International Union of Electrical Workers and the National Labor Relations Board, which represents the workers currently.

But two of the three, among the five pollsters, were United Electrical Workers, representatives of the workers currently.

But two of the three, among the five pollsters, were United Electrical Workers, representatives of the workers currently.

A third, not voting, was a representative of the Communist-dominated United Electrical Workers, which represents the workers currently.

The three were used as witnesses to call their attention to the anti-Communist campaign of the union and as witnesses to the vote in subsequent IUE-CIO elections.

For the past two years, GE has been the subject of the United Electrical Workers, and the union has been identified as Communist. In addition to the many cases of plant-wide elections, GE workers are being used to identify the electors.

Congress has refused to answer questions about its own and its fellow-workers' association with the Communist-dominated United Electrical Workers, which is under federal investigation.

UE-CIO NEWS

"In Union There Is Strength"

NEW YORK WEEKLY-TIMELINE AND SUNDAY, SEPTEMBER 13, 1931

IUE-CIO sets the pattern in GE negotiations. IUE-CIO's contract last year won wage increases of 19 to 25 cents for GE workers plus 64 cents in other contract gains. IUE-CIO won the 9 cent escalator raise on March 15th. IUE-CIO is right now negotiating a new contract with even greater gains for GE workers.

The savings of the non-Communist affiliates's lobbies signed by Julius Kamczak and James J. Neilsen.

When UE-CIO certification is withdrawn from that line because its national officers failed to comply with the law—consider the predilection of UE members without union protection of any sort, helpless before the giant GE corporation, UE members will find themselves in this position because of the Communist activities of so-called UE leaders.

The issues—union with the majority of GE workers; union with the main stream of American organized labor; contract gains through a militant, non-Communist IUE-CIO; guarantee of certification and continued certification because IUE-CIO is pro-American, not pro-Russian.

VOTE AMERICAN VOTE IUE-CIO

BE FIRST

VOTE FOR THE FIRST IUE-CIO
UE'S COMMUNIST ACTIVITIES ARE PROVED IN THE RECORD

UE Is Guest Sponsor For the Daily Worker

"My Communism No Concern Of JE Members," Emspak Says

Jul. 25, 1951. "Emspak, Comrade Juniper of the Communist Party who graduated from the University of Illinois, has publicly said the members of UE have no right to question his affiliations with the Communist Party," Emspak thinks more of his political abilities than he does of his union abilities. "He is a means to an end, not an end in itself."

FROM THE RECORD

When Emspak appeared before the House Un-American Activities Committee December 5, 1949, he was asked:

"Q. You don't want the average union member to know anything about the Communist affiliations of the union may have, if they do have such affiliations?"

"Mr. Emspak: I don't care, and that is not the concern of the membership."

UE Members Have No Rights

Emspak believes and says publicly that the members of UE have no right to question his Communist affiliations. He says UE members have no right to know that he sat on the Communist Party's last state board which kicked Communist Party Leader Earl Browder out of the Party.

"EMSPAK DOESN'T TRUST UE MEMBERS"

"QUESTIONS ABOUT MY COMMUNIST ACTIVITIES BORE ME," MATLES SAYS

James I. Matles, Communist director of organization of UE and the man who places Communists in key spots in the UE, told the Congressional Committee in 1949 that questions about his Communist Party activities and his acts of treason bore him and tired him.

Matles was asked:

"Q. Are you acquainted with the fact that that organization (International Workers Order) is cited as Communist and subversive by the Attorney General of the United States?"

"Mr. Matles: I am not interested in that."

SAMPLE BALLOT

Vote American -- Vote IUE-CIO
UE Claims IUE-CIO GE Shop

The Business Machine & Office Appliance Mechanics

The Business Machine & Office Appliance Mechanics

The Business Machine & Office Appliance Mechanics

UE Supports Subversive CRC

The Communist Civil Rights Congress is one of the first organizations to receive contributions from the dues fund of UE. Districts and locals are pressured by the Committist leaders of national UE to donate the sympathizers' money to the Communist Civil Rights Congress.

The CRC is on the Attorney General's list of subversive organizations. The CRC put up the bail fund for Gerhard Ederk who then failed to bail in Communist East Germany. UE sympathizers' money contributed to the CRC was seized by the CRC to allow this international criminal to escape trial for his treasonable activities.

The CRC is now barred from putting up bail for arrested Communists because it is no longer legal to use money from UE funds as bail for their release. The CRC claims it is out to protect civil rights but it has never put up a cent of bail money for any but arrested Communists.

CRC claims it is not subversive but it has never put up a cent of bail money for any but arrested Communists. CRC members are being questioned by "Civil Rights Congress to Communities Rights Congress, UE and CRC believe that freedom should mean freedom only for Communists to carry on their subversive activities for Russia.

UE-CIO Contract

UE-CIO has given up the right for higher wages and other contract improvements.

The signatures of the UE-CIO ruling clique would be dry on a contract today if it wasn't for the fact that they would be exposed before all UE membership at the vote of the election and before UE members throughout the country.

That's the meaning of the UE-CIO's announcement yesterday that it is willing to continue its present contract with UE and is, at the same time, ready to settle for $2.50 or $4 a difference of 8 tenths of 1.

This means a sellout of UE workers who need a substantial across-the-board wage increase to meet higher prices and taxes.

This means a sellout for all day workers whose weekly earnings were the same. It means a sellout of the unemployed women workers. It means a sellout for skilled workers whose rates are any way out of line.

It means an improvement in pensions, insurance, holidays, vacations.

It means that all UE-CIO is interested in is the dues check-off. The "Labour" UE-CIO!

A vote for UE is a vote for the sellout of UE workers.

Because of the desperate efforts by UE-CIO, the UE-CIO leaders have arranged for the lifetime of UE leaders, sellers and buyers, to deviate situation from UE politics. The UE-CIO signed the bond yesterday when it let slip over their shoulders the fact of the sale. The UE-CIO, if the bond was not sold out, would order a court hearing for sellers and buyers on a date conveniently set for sometime after the Labor-end election. That was yesterday. Fine, we will count.

A vote for UE is a vote for the UE contract for the solid gains of 15 years, for higher wages, better conditions, for a union based on real and full control.

VOTE UE LOCAL 301
IUE-CIO has given up the fight for higher wages and other contract improvements.

The signatures of the IUE-CIO ruling clique would be dry on a sellout contract today if it wasn't for the fact that they would be exposed before all GE employees on the eve of the election and before GE workers throughout the country.

That's the meaning of the IUE-CIO's announcement yesterday that it is willing to continue its present contract with GE and is, at the same time, ready to settle for 2½ or 2½; a difference of 8 months of 1½.

This means a sellout of GE workers who need a substantial across-the-board wage increase to meet higher prices and taxes.

It means a sellout for all day workers whose weekly earnings are too low. It means a sellout of the underpaid women workers. It means a sellout for skilled workers whose rates are way out of line. It means an improvement in pensions, insurance, holidays and vacations.

It means that all IUE-CIO is interested in is the new check-off. The "Mighty" IUE-CIO! A vote for IUE-CIO is a vote for the sellout of GE workers.

Because of the desperate crisis in IUE-CIO, the ring-leaders have arranged for the blinding of union leaders, Matlack and Kaspar, to divert attention from GE betrayal. The IUE-CIO blagged its head yesterday when it let slip over their loudspeakers that the Grand Jury, sitting for the anti-labor Tipt-Hartley Board and the NLRB, would order a court hearing for Matlack and Kaspar on a date conveniently set for three months after the Schenectady election. That was yesterday. Few will be fooled.

A vote for UE is a vote for the UE contract for the solid gain of 1½ US years, for higher wages, better conditions, for a union based on rank and file control.

VOTE UE LOCAL 301

IUE-CIO NEWS "IN UNION THERE IS STRENGTH"

IUE-CIO Sticks By Its Demands In GE

IUE-CIO abated a General Electric strike which the company has been promoting throughout the country. The company has been sponsoring strike talk in efforts to frighten its employees.

IUE-CIO's conference board in the GE chain Wednesday firmly rejected the company's unacceptable offer and demanded resumption of negotiations until the company meets the union's demands.

IUE-CIO 9-Point Demands

IUE-CIO is sticking by its just and reasonable demands:

- 4 CENTS AN HOUR MINIMUM AS PART OF 2½% OFFER.
- COST OF LIVING ADJUSTMENT EVERY 3 OR 4 MONTHS.
- 3 WEEKS VACATION AFTER 15 YEARS.
- UNION SHOP.
- STRONG ANTI-DISCRIMINATION CLAUSE, INCLUDING SEX.
- IMPROVED PROGRESSION SCHEDULE.
- BETTER SENIORITY PROVISIONS.
- ASSUMPTION BY COMPANY OF 2% PENSION CONTRIBUTION OF EMPLOYEES.
- WAGE REOPENER MARCH 15, 1952.

IUE-CIO Backs Its Demands

IUE-CIO makes no fancy promises or dreams up demands like UE's $500 package that can not be realized. IUE-CIO's proposals are realistic and just. IUE-CIO is backing them up in current negotiations.

VOTE IUE-CIO - Vote for Bread and Butter
READ AND COMPARE

UE Lost Cost of Living Adjustment
UE Lost Union Security
UE Lost Profit Sharing Plan
UE Lost Majority of GE Workers

IUE-CIO Won Majority of GE Chain
IUE-CIO Won Gains for All 1950 Contract
IUE-CIO Won 9¢ Cost of Living Gain in March
IUE-CIO Is Now Negotiating for New Gains

While UE Dwindles and Dies, IUE-CIO Goes Forward to New Victories and Greater Gains for All GE Workers.

Schenectady GE Workers Need Union Protection
Offered in GE Only by American IUE-CIO

Be First - Vote For The First On The Ballot

\[
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X & & \\
IUE-CIO & & \\
Local 301 & & \\
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VOTE AMERICAN
VOTE IUE-CIO

U.S. MOVES AGAINST UE

Government Takes First Step in Decertifying UE

US Judge Sylvester Ryan has been requested by the US Attorney to order James Matles and Julius Emspak and two other Commies to answer questions put to them before a Federal Grand Jury investigating ESPIONAGE (SPYING) and SUBVERSIVE ACTIVITIES.

It is reported from New York that Matles and Emspak even refused to admit the signatures on their phony non-communist affidavits were theirs.

Next step would be for the National Labor Relations Board to wipe out UE certification, thus cancelling all of UE's certifications and contracts. THE UE CONTRACT WITH THE GENERAL ELECTRIC COMPANY BECOMES NULL AND VOID WHEN UE IS DE-CERTIFIED.

The commie company unionists have gone too far in lying to our government. Now they are reap ing their harvest.

GE WORKERS! VOTE IUE-CIO FOR A REAL HONEST, TRUTHFUL, MILITANT TRADE UNION. GET RID OF THE LIARS.

PROTECT THE GAINS WHICH CIO WON FOR ALL GE WORKERS.

VOTE IUE-CIO
IUE-CIO Offers
Unity With Majority of GE Workers
Return to Family of CIO
Greater Gains from GE Company
End to Communist Domination
End to Machine Politics in Schenectady GE

UE OFFERS
Communist Domination
Weak, Independent Organization
Submission to Powerful GE
Isolation from American Labor

FRIDAY'S BALLOT IS SECRET
No UE Hoodlums Can Dictate Your Vote

IUE-CIO
LOCAL 503

VOTE AMERICAN—VOTE IUE-CIO
VOTE IUE-CIO

VOTE AMERICAN--VOTE IUE-CIO

Be First - Vote for the First Union

READ AND COMPARE

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Schenectady GE Workers Need Union Protection Offered in GE Only by American IUE-CIO
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IUE-CIO NEWS

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- 4 CENTS AN HOUR MINIMUM AS PART OF 3½% OFFER.
- COST OF LIVING ADJUSTMENT EVERY 3 OR 4 MONTHS.
- 3 WEEKS VACATION AFTER 12 YEARS.
- UNION SHOP.
- STRONG ANTI-DISCRIMINATION CLAUSE, INCLUDING SEX.
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VOTE IUE-CIO --- Vote for Bread and Butter

UE's Perjury Is Costing NLRB Certification
UE's LEADERS ARE HEADING TO JAIL FOR SUBVERSION
IUE-CIO Sets Pattern In GE;
Winning New Gains Right Now

UE WAS BARRED FROM SECRET ATOMIC WORK;
UE WILL BE BARRED FROM ALL DEFENSE WORK

Vote American
Vote IUE-CIO
Be First -- Vote For The First -- Place Union

ISSUED BY IUE-CIO LOCAL 301
An Invitation to GE Workers

Unite With Fellow Workers

GE workers in Schenectady wish to destroy the UE machine which rolls through the Schenectady plant with the help of management. We see how the machine works in the shop where stewards can’t push a grievance for a dissatisfied but can tell you the winning horse in the six at Jamaica at the drop of a hat.

SCHENECTADY GE WORKERS WANT THE UNITY AND STRENGTH THAT IS THEIR RIGHT AS ONE OF THE BIG THREE IN THE GE CHAIN. THEY WANT UNITY WITH THE MAJORITY OF THEIR FELLOW GE WORKERS WHO NOW BELONG TO IUE-CIO.

Unite With CIO Unions

UE is weak, independent and discredited. It is unable to represent the economic interests of its few remaining members because it is too busy promoting Communist Party activities.

IUE-CIO is a part of the family of CIO in which Schenectady GE workers won their gains over the years. It was in CIO that GE workers attained the strength and security that they are now losing because of UE’s inability to deal with the company.

UE is about to lose its NLRB certification because Matlès and Empea paid perverts themselves when they signed non-Communist affidavits.

CIO OFFERS STRENGTH, UNITY AND THE MAINSTREAM OF THE AMERICAN LABOR MOVEMENT. IT WAS IN CIO THAT SCHENECTADY GE WON ITS GREAT GAINS AND IT IS IN CIO THAT SCHENECTADY GE BELONGS TODAY.

Unity Means Strength
IUE CIO ATOMIC WORKERS
WAGE INCREASE

The September cost of living is 1.6%. This is an increase of 1.0% over March 15th, 1991, entitling the Century Electric workers in IUE-CIO plants to a 1.0% increase in weekly wages effective September 15th, 1991. This, combined with the 2.6% wage increase brings average money value of National Agreement to 5.6 cents per hour.

To compute the raise you have coming, simply multiply your present rate by 1.0% and add the result to your present hourly rate.

The question that has been frequently raised by the employees in KAPL is "When will we receive our raise in pay?" To answer this important question, the following pertinent facts must be known by all of us:

1. The IUE-CIO negotiated wage increase is over the ceiling, as set by Wage Stabilization Board.
2. The IUE-CIO and CIO must obtain W.S.B. approval.
3. The W.S.B. was petitioned ten days ago by the IUE-CIO and CIO for approval.
4. Upon approval by W.S.B., all the employees in the IUE-CIO bargaining group will receive a pay increase averaging 6.4 cents per hour retroactive to September 15, 1991.

There has been a malicious rumor circulating through KAPL, stating that a number of the Electrical Department had informed the guards on the third shift that a man was sleeping on the job.

The union checked this rumor very carefully and found that this rumor was an out and out lie. The union has total confidence in the good faith and fairness status that these men are at their proper status in our ranks, although we cannot state as much for those in other groups.

The union met with management and had a lengthy discussion regarding the two-much lay-off imposed on the employee that was caught sleeping on the job. The following facts were presented to management but to no avail.

1. The man was ill, and since adequate medical attention is not available on the "off-shifts", he did the next best thing and took
   a short rest.
2. It is a matter of general knowledge, that even the lowest criminal in this country is given a trial and hearing before
   sentence is passed.

1. A two-week lay-off is too harsh of a penalty to impose on a family "breadwinner".

It isn't too late for management to commute the severe penalty that was imposed against this man. The union will continue to fight any injustices against our members.

Executive Board
Local 301 IUE-CIO
The New GE Contract—
A Victory And A Challenge

A Message From
IUE-CIO PRESIDENT, JAMES B. CAREY
TO ALL GE WORKERS
The New GE Contract—A Victory And A Challenge

Dear GE Worker,

This is a report to you on the new GE contract and what it means to us.

The new agreement signed on October 16, 1961, between the IUE-CIO and the General Electric Company marks, I believe, another notable victory for the GE workers. The 25% general wage increase with a $1000 per year minimum, an extra 10 cents an hour minimum, a cost-of-living increase to be paid off as of September 16th, together with the three weeks paid vacation after 15 years, represents a package worth over $500,000,000.

This brings us to the point where the IUE-CIO should consider this a victory, not only for the workers at GE, but also for all workers everywhere. This agreement is a victory for the working class, not just for the workers at GE.

In addition to the direct money gains, the IUE-CIO improved existing benefits and policies in the following ways:

- The new clause requiring the company to arbitrate IUE-CIO demands can be extremely important as a weapon to win better settlements of grievances on an industry-wide basis.
- The inclusion of the words “equal pay” in the anti-discrimination section will help prevent discrimination against women.
- The standardization of grievance procedures will make settlement of grievances faster.
- The revision of the progressions schedule will add an additional premium for hourly and salaried employees who maintain good attendance and work well.
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In the face of all this, we believe that GE workers can take pride in our accomplishments.

But there remains a second point to be made. The new contract is a victory for the working class, not just for the workers at GE.

In conclusion, the new GE contract is a victory for the working class. It is a victory for all workers everywhere. It is a victory for the working class.

The majority of workers in our industry, with the exception of General Electric, are covered by union security clauses—either by Union Shop or maintenance of membership.

Most of the workers in our industry have stronger provisions protecting seniority on layoffs, rehiring, promotions, transfers, etc.

The vacation and holiday provisions in terms of the amount to be paid, pro-rata and other conditions are more liberal in most contracts in our industry than with GE.

Most companies in our industry and in other industries provide fully paid pension and liberal insurance and health programs.

GE still requires its employees to pay 2% to 5% of their wages for their pension.

We should have a profit-sharing program and Employment Security Funds to tide us over temporary layoffs, to provide severance pay that many other companies give their workers.

These provisions—are of vital importance to GE workers—could easily be provided by this fabulously wealthy corporation. GE recently announced that it is investing $500,000,000 in new equipment, that it will finance out of its own profits. This $500,000,000 is exactly the amount that the unallocated profits MIGHT HAVE INCREASED since 1946, even after the payment of liberal dividends. A substantial part of this $500,000,000 is what we would have received if the company and the UG had not lost the profit-sharing program in 1947 for hourly work-ers (after permitting it to be obtained for executives).

GE should feel a deep sense of shame that companies one-hundred times as large and with only a fraction of its wealth provide medical and security benefits superior to that of GE.

We could have struck to get more of our demands. Louison Fahs, GE Vice President in charge of Employee Relations, was urging us to strike. In defiance of his national defense responsibilities, he was warning us not to strike.

The GE, which in its campaign had played an outright anti-labor—frightening people against a possible walkout—was turned completely and asked the company to attempt to provoke a strike.

While we have accepted this agreement with its substantial gains, we must let you know that we are not wholly satisfied with the progress made. It is our pledge to GE workers that we will continue to fight not only until all of our 99-day program has been achieved but also until we make the benefits in the GE contract superior to those provided by other companies as they should be.

As officers, national and local, as stewards, as rank and file members, while we can take pride in what we have won, we must all share the responsibility for not having won more. GE gave us only what it thought we were able to get from it by our strength and fighting power.

We have seen clearly that the justice of our demands and the ability of the company to provide them are not the considerations which guide GE’s present management. After all this GE negotiators expressed themselves as completely uninterested in the improved standards other companies have given their employees or their “ability to pay.”

Despite all the slick propaganda issued by GE to its workers, this company will give you exactly what you are able to wrest from it by the strength and unity and determination you demonstrate.

On March 15, 1962, this new contract will be reopened on wages. Make no mistake about it, there will then be a battle over our pay. Just as there was a struggle all summer to win the contract we now have, in September 1963 there will be an inevitable struggle over the terms of a new contract and the revision of the pension and insurance program.
We must begin our campaign for these continued advances new by every GE worker fully understanding the issues.

We must understand in what ways our contract is inferior to those covering hundreds of thousands of other IUE-CIO workers in our industry.

We must understand the glibness and the dishonesty of the propaganda issued by GE's Employee Relations Department.

We must understand that the company is determined to do everything possible to help the UAW survive so that it can attack us at crucial times when we are fighting for our rights. The experience of the last year-and-a-half has repeatedly proved that UE has simply become a camp follower of GE with no militancy and no independent program to justify its existence.

We must make sure that every GE worker in our plants becomes a member of IUE-CIO. The company watches our checkoff list as an indication of the change in our strength. Every "free rider" becomes a source of weakness to all of us.

We must all become active in our Local meetings and fight for policies that are dedicated to advance the real interests of the workers in our industry.

Once these facts are shown to us, we must support them with unity and determination.

We must be on the offensive against the Company/GE company, which is becoming more and more open.

We must understand that the company is seeking us out actively and that it will utilize every possible weapon to assert its own standards and conditions.

Let the gains we have made in the last year be an encouragement to us as a sign that we are on the right track.

Let the gains we have made be a challenge to us.

Let us never fall back in this struggle until every GE worker has the wages, working conditions, protection and dignity that he deserves and that the company can provide.

Sincerely yours,

James B. Carey
President

INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS—CIO

724 FIFTEENTH STREET N. W.
WASHINGTON 6, D. C.
The Company yesterday at a hearing conducted by the National Labor Relations Board at the Schenectady Post Office, agreed to a consent election.

The election will involve all the non-exempt laboratory assistants employed by the company at the Knolls Atomic Power Laboratory of the U.S. Company, located at the Knolls, Alplaus, Niskayuna and Peak Streets, Schenectady, N.Y., excluding professional employees (classified as research associates, research assistants, student engineers, engineers, and student assistants) guards and supervisors as defined in the act.

All non-exempt Laboratory Assistants that are on the company payroll to November 30, 1951, will be eligible to vote in the election. This means that all new employees hired by the company after that date will not be eligible to vote.

ELECTION DATE: SET FOR THURSDAY DECEMBER 13, 1951.

On Thursday December 13, 1951, the polls will be opened at the following places and time in order that everyone will be provided an opportunity to cast his ballot.

**KNOLLS VOTING AREA**

**PRIVATE DINING ROOM**

**TIME**

7:00 A.M. to 9:00 A.M.

12:00 P.M. to 6:00 P.M.

Laboratory Assistants working on third shift will start voting at 7:00 A.M. and those working on first shift will start voting as soon as they come in to work, or at the end of their shift.

**FARE STREET VOTING AREA**

**TIME**

**DATE ROOM**

**RECEPTION ROOM**

9:30 A.M. to 10:30 A.M.

Laboratory Assistant in Fare Street will vote between the above named hours.

**ALPLAUS VOTING AREA**

**TIME**

**GUARD HOUSE**

11:30 A.M. to 12:00 NOON

This is the opportunity you have been waiting for.

1. **JOB SECURITY**
2. **JOB PROMOTION**
3. **JOB DESCRIPTIONS**

All Laboratory Assistants will automatically be protected by the IUE-CIO and U.S. National Agreement upon certification by NLRB.

VOTE IUE-CIO

Laboratory Assistants
Organizing Committee
ATTENTION LABORATORY ASSISTANTS

UNFAIR LABOR PRACTICE

The following are excerpts from the Taft-Hartley Law. Save for future reference.

Sec. 8-A of Taft-Hartley Law: 1. Discharge of any worker for testifying or filing charges under the Taft-Hartley Law. 2. Refusal to bargain collectively with a union which has been certified as a bargaining agent for the employees.

The NLRB has frequently found violations of law in firing an increase in wages to forestall union organization.

Plant rules affecting union activities must be based on the principle that time outside working hours can be used by an employee as he wishes, even if he is on company property. For example, a rule forbidding union solicitation by an employee on his own time is invalid unless special circumstances make the rule necessary to maintain production or discipline. Even a rule, forbidding union solicitation during working hours, is invalid if it was adopted to discriminate against the union.

Here are a few examples of what has been held to be unfair labor practices:

Employees may not pay either on the union activities of employees or on the activities of a union representative seeking to organize employees.

If a company makes life so unpleasant or hazardous for an employee because of his union activities that he resigns, the employee is entitled to reinstatement with back pay. This includes content of the transfer of workers to less desirable jobs, the firing or working

Privileges extended employees may not be withdrawn because a union has started organizing activities or won an election; nor for hourly wage basis detained and the like. No one may not be denied, discharged or otherwise disciplined for wearing or refusing to remove

After the election of December 19th, 1951, the laboratory assistants will be given the choice of becoming members of IUE-CIO Local 301, or the choice of having their own local if they so desire.

JOIN IUE-CIO!
VOTE IUE-CIO!
NOTICE TO LABORATORY ASSISTANTS

Your management would like you to know what happened today at the scheduled NLRC hearing relating to laboratory assistants.

As you recall, in August the UHECG filed a petition asking for an election among laboratory assistants. Because the group sought by the union was an indefinite one which apparently did not include all of the people in the laboratory assistant group, the Company felt the NLRC should spell out a definite election group.

At a conference today prior to the scheduled hearing, the Company agreed to go along with an election which would include all laboratory assistants. The election agreement clearly defined the group eligible to vote and assured all laboratory assistants a chance to vote as to whether they want to be represented by the IUE or not. In addition, the Company is complying with recent NLRC instructions which recommend the holding of consent elections in preference to contested proceedings before the NLRC, for security reasons.

There are two things we should like to draw to your attention in connection with the election:

1. Every laboratory assistant is entitled to and should vote in the election because the only votes that count are those which are actually cast.

2. Each laboratory assistant must make up his or her own mind as to whether he or she wishes to be represented by the IUE or not. Your ballot is absolutely secret and no one will know how you vote.

Vote as you think best—but be sure to vote.

Complete details of the election will be furnished you later.

Date of election: December 13, 1951

W. H. HILTON, JR.
General Manager

E. H. KINGDON
Technical Manager
The membership of local 301 have a serious question to decide in the coming N. L. R. B. election to determine the bargaining agency that will represent you.

The two main contenders are the U. E. (including independent unions and the I. U. E. C. I. O. as an affiliate of the Congress of Industrial Organizations). Let us look at the record of U. E. unless independent.

Former affiliate of the C. I. O. expelled at the National C. I. O. Convention in November 1949, because of its complete and absolute domination by the Communist party.

This was a most significant historical event, because we have the most effective body began the Communist party in removing their principal base of operations in this country.

When we realize that in the Eastern States of Europe where they were completely dominated by the Communist party and are now under the complete domination of Soviet forces, they are in these very countries the first step in the Communist goal was accomplished through the trade union organizations.

This is an important fact to remember, because if you vote for U. E. you are casting a vote to belong to:

1. An independent (officially union dominated completely by the Communist party) in effect a branch of the party.

2. A union whose leaders have failed miserably to provide the type of leadership necessary to bring the benefits to the workers in our industry comparable to that of workers in other industries.

The average rate of pay in our industry is $1.44 per hour. If one were $1.70, it would be $1.07. The average hourly rate for all durable goods industries combined is $1.81. The electrical workers' average hourly wage is therefore $1.33 below the average hourly wage rate for all durable goods industries.

Let's look at the record of a group of U. E. locals covering employees in the Sperry Corp., who have opposed the leadership of U. E. and did not permit them to add in negotiations.

LOCAL 425 I. U. E. C. I. O.
Average rate of pay $1.44 per hour.

LOCAL 480 I. U. E. C. I. O.
Average rate of pay $1.28 per hour.

No paid holidays.
No string attached.

1 day for each month of employment.
Employed for 10 months entitled to full vacation.

Hospitalization Insurance, including Surgical, Accidental, Sickness.
Life Insurance paid $0.50 per month.
50% participation by members in divided refunds.

Accident & Sickness Insurance provides $40.00 per week in case of death.

In case of illness, one week paid by Company whether you use it or not.

Parole plan that provides at any age 65 approximately $200.00 per month including Social Security at present average rate. These are just a few of the benefits contained in the above contracts. Compare this with your U. E. contract. Do you have these benefits? We know you have not. There is a reason why you should.

You will never obtain these under the U. E. Contract Model.

What happened to the $500.00 Xmas package? It was opened and found completely empty. We know that the U. E. workers didn't get anything despite negotiations by U. E. for many months.

Despite their belief of setting patterns we know that they do not cross the rest of the interests of the C. I. O. in the initial package of 1947 cents.

Therefore, in the face of these facts, what would be a vote for U. E. mean? It would be a vote for a weak, weak, weak, union and consistent subject. It would be a vote for redundancy, for double work on our part, with only benefit to U. E. It would be a vote for the ruin of your company. It is a vote for the company, a vote for the company, for the workers. It is a vote for the company, for the workers. It is a vote for the company, for the workers. It is a vote for the company, for the workers. It is a vote for the company, for the workers. It is a vote for the company, for the workers. It is a vote for the company, for the workers.

At the Organizational Convention of the U. E. C. I. O., in Philadelphia, November 27th, 1949, you were given a program of what you can be proud. The delegate to this convention did not waste your money, he distributed $200.00 packages, timely and clearly they notified the employees that the days of dues and regulations and political tricks were over. They put themselves and the people they represented on record for positions, adequate insurance, and a program for job evaluation which would bring to the electrical workers the same high level of earnings now except by trades reaching the same goal and effort. The organized C. I. O. affiliate shown by these delegates gave complete assurance that the standards would not be raised. The U. E. C. I. O. provided that no officer can be elected EXCEPT BY POPULAR REFERENDUM. No major action will be taken until it is voted on by ALL THE MEMBERS! Our union will be run by OUR members, not by any outside organization. We will make the decisions and 50,000 members of the C. I. O. will support the plans of reasonable labor to separate YOU from the millions of workers banded together for YOUR protection.

Vote IUE
Stay CIO
After numerous queries from the members of Local 301, it was found necessary to make our position known with regard to the Teamster Strike. Primarily, it must be understood by all the members of Local 301 that the National Agreement between the UMW and the U.S. clearly states that there will be no work-stops, strikes, etc., unless the steps in the grievance procedure have been exhausted. In the case of the Teamster Strike, it is clearly a dispute between the Teamster A.F.L. and the U.S. Company, but unfortunately the IUE is indirectly involved, due to the "respecting" or "non-respecting" of existing picket lines. There are many in the IUE who feel ashamed for having crossed the picket line, but it is evident that the A.F.L. Steamfitters and I.U.E.-A.F.L. were leading in their support of one of their affiliates, the Teamsters A.F.L. The IUE is pleading the plant so that none of its members perform work that is normally done by the Teamsters.

The Grievance Committee met with management on Friday October 16, 1931, and protested the cancellation of Saturday's work. The IUE stated that it appeared to be a case of "pitting" one union against another. Management claimed that this was not the intent. Shortly after this meeting, management stated that a letter would be issued to the employees explaining that this cancelled day would be made up in December. The IUE-CIO Local 301 must keep a "hands-off" policy in the dispute between the Teamsters and the Company. We cannot advise the "respecting" or "non-respecting" of picket lines. What our action an individual takes is strictly his or her business, although they are not expected to expose themselves to abuse or threats of physical violence.

WELDING DEPARTMENT:

Last week G. Williams a welder was questioned by Supervision about the amount of work performed by him while working with the Steamfitters at Push Street. It was very obvious that he was "shunned" by J. Ridges a so-called good union man and A. Phillips, of the Steamfitters Department, in order to cover themselves. The welders wish to make public the following statement:

"No one boss (P. B. Tuttle) and he will tell us what we are to work on. While working with other departments we will be warned. We will cooperate with all service groups and work with them not under them."

IUE-CIO Local 301
Executive Board
IEU
CIO
ATOMIC WORKERS
COMPANY CONSENTS TO ELECTION

The Company yesterday at a hearing conducted by the National Labor Relations Board at the Schenectady Post Office, agreed to a consent election.

The election will involve all the non-exempt laboratory assistants employed by the company at the Knolls Atomic Power Laboratory of the G.E. Company, located at the Knolls, Albany, New York, and Peak Street, Schenectady, N.Y., excluding professional employees (classified as research associates, research assistants, student engineers, engineers, and student assistants) guards and supervisors as defined in the act.

All non-exempt Laboratory Assistants that are on the company payroll to November 30, 1951, will be eligible to vote in the election. This means that all new employees hired by the company after that date will not be eligible to vote.

ELECTION DATE: STH FOR THURSDAY DECEMBER 13, 1951.

On Thursday December 13, 1951, the polls will be opened at the following places and times in order that everyone will be provided an opportunity to cast his ballot.

KNOLLS VOTING AREA
PRIVATE DINING ROOM
TIME
7:00 A.M. to 9:00 A.M.
4:00 P.M. to 6:00 P.M.

Laboratory Assistants working on third shift will start voting at 7:00 A.M. and those working on first shift will start voting as soon as they come in to work, or at the end of their shift.

PEAK STREET VOTING AREA
TIME
DARK ROOM AND RECEPTION ROOM
9:30 A.M. to 10:30 A.M.

Laboratory Assistant in Peak Street will vote between the above named hours.

ALPNAUS VOTING AREA
TIME
GUARD HOUSE
11:30 A.M. to 12:00 NOON

This is the opportunity you have been waiting for:
1. JOB SECURITY
2. SICK PRESCRIPTION
3. JOB DESCRIPTIONS

All Laboratory Assistants will automatically be protected by the IBEW-CIO and G.E. National Agreement upon certification by NLRA.

VOTE IBEW-CIO
Laboratory Assistants
Organizing Committee
CAN YOU AFFORD $15 A WEEK NON-UNION DUES??

UNION WORKERS PAY UNION DUES.
NON-UNION WORKERS PAY NON-UNION DUES.
WHO PAYS THE MOST?

The U.S. Department of Labor reports that unorganized white collar workers pay at least $15 a week, or $780 a year for the privilege of not belonging to a union.

$15 a week...less than 50¢ a week. Unorganized white collar workers receive an average of $19.50 in weekly earnings while unionized factory workers average $65 a week.

UNLESS YOU CAN AFFORD $15 A WEEK NON-UNION DUES
JOIN IUE-GO11!
VOTE IUE-GO11!

12/5/51
Laboratory Assistants
Organizing Committee
IUE
ATOMIC WORKERS

LABORATORY ASSISTANTS

In a letter of December 7, 1951, which was sent to each Lab.
Assistant, Management states that on December 13, an election will
be held to determine whether you wish the IUE-CIO to act as your re-
presentative or whether you would prefer to continue to discuss your
problems with Management directly and individually as in the past.
This letter also states that the U.S. Company has provided the em-
ployee with identical company benefits, whether or not they have
chosen to bargain through a union.

Don't be misled by the above misleading statements. It is a
known fact that in Unity there is strength and divided we fall. It
is true that all Union organised workers have been granted by all
the employers, but when it comes to pay raises effective on the date
of classification changes, the Laboratory assistants have to wait six
to nine months or a year, while the organized hourly employees receive
pay raises effective on the date of classification changes.

VOTE YES on December 13th.

IF YOU WANT....

1. A just and reasonable organisation dedicated to the purpose of
   raising the status of Laboratory assistant to his or her rightful
   position in the laboratory organisation.

2. Open and frequent discussion with your supervisor in regard to
   your job and future with the company. The incumbent of the
   position above does not give an individual any opportunity to
   correct himself in the performance of his job. It is used pri-
   marily to thwart a raise or change in classification when it is
   due.

3. Automatic progression in the grades thru Class 9.

4. An actual scale comparable with the highest skilled
   organized workers of the lab. While the top rate for Lab.
   assistants is $2.50 per hour, to the knowledge of this committee no one
   receives higher than $2.00, among the regraded workers many are making
   the top rate in their classification. Ten of twelve workers are making
   top rate for their group.

5. Job description so that people doing work for above their class-
   ification will be adequately compensated for doing same.

6. Additional compensation for Lab. assistants who are acting as
   head.

7. Job protection.

8. Supposition needed.

In the filing of our petition to the NLRB it was impossible
to ascertain your classification, progression schedule or any other
pertinent facts about your job. At Pack Street, two years ago one
of our union members was given as far as we know the position of group
classification. Immediately following the filing of our petition
we informed members were held to explain the existing system.
If the simple fact of filing a petition can bring about the acqui-
ssion of written word information our organisation can certainly
bring about other badly needed forms in the administration of the
Lab assistants.

VOTE YES on December 13th. Remember your ballot is ABSOLUTELY
confidential. If you have any question regarding the formation of
the assistants organisation for the purpose of collective bargain-
ing, contact the committee.

O.C. SIEBENS

Organizing Committee
Lab. Assistants, IUE-CIO

2/11/51
A Discussion of Election Issues

First let us clear up a controversial issue that has been misrepresented by management. A yes vote does not commit you to compulsory unionism in the IUE-CIO. After today's election, the laboratory assistants will have the opportunity of joining the IUE-CIO's local union or the opportunity of forming their own local union. This decision will be made following today's election.

The real issue that is to be resolved today is whether or not the laboratory assistants wish to have collective bargaining as designated under the National Labor Relations Act of 1937.

Remember a majority voting yes merely allows the laboratory assistants the opportunity to join a union, if so desired. To vote no would deny yourself and your fellow laboratory assistants the basic right to organize for the common welfare. You would certainly not deny a fellow citizen the right to join a social or civic organization. Would you then deny him the right to join a labor organization?

If the majority votes yes, and this seems to be the expected result since the organizing committee has counted approximately 100 persons with affirmative intentions, the laboratory assistants will automatically be covered by the contract of IUE-CIO and G.I.A.

Also remember that we're dealing with Big Business. The individual can not readily bargain on his own. He needs a Big Union to match the size of Big Business.

Can you truthfully vote NO?

VOTE IUE-CIO

VOTE YES!

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
OFFICIAL SECRET BALLOT

FOR EMPLOYEES OF
General Electric Company - Schenectady, New York

This ballot is to determine the collective bargaining representative, if any, for the unit in which you are employed. If you spoil this ballot return it to the Board agent for a new one.

MARK AN "X" IN THE SQUARE OF YOUR CHOICE

Do you wish to be represented for purposes of collective bargaining by:

INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS, CIO, LOCAL 3017

YES [ ]

NO [ ]

LABORATORY ASSISTANTS
ORGANIZING COMMITTEE IUE-CIO

12/13/31
IUE-CIO WISHES
YOU A MERRY XMAS AND
A PROSPEROUS NEW YEAR
TO ALL OUR MEMBERS!

The results of the IUE-CIO, supervised election of December 13th, 1931, showed 77 Laboratory Assistants expressed their desire for collective bargaining representation and 115 voted against such representation. The excellent election turn-out of the Laboratory Assistants indicates the interest shown in the election and the members voting for collective bargaining showed that there was cause for this action.

We hope that management will not adopt the attitude that "The Laboratory Assistants have been put in their place", but that management will strive to correct the unrest which brought about the petition for an election, so that we may work together under favorable and harmonious conditions.

We want to thank all those who participated in the election; management and the voting Laboratory Assistants especially to those who took an active part in the campaign and openly expressed their ideas.

A quote from a recent issue of the Chemical Union Star's, "To be free is fitting for all those who so vividly expressed their thoughts, "Every man who is proud of his right to say what he chooses wishes he had the courage to do so".

Laboratory Assistants
Organizing Committee

The IUE-CIO congratulates the Laboratory Assistants for their efforts shown in the election of December 13th, 1931, and assures the Laboratory Assistants that the service and support of the IUE-CIO will be available to them at their convenience.

The Executive Committee of the IUE-CIO Local 301 wants to make clear to the members its position on the arrangements for the working schedules for the I.A.S. The union emphatically rejected the company's proposal for the 20-hour working week, stating that the employees who wished to work until 7:30 P.M. were being deprived of their right to earn a full day's pay. The union has filed a grievance alleging the company's violation of the National Agreement Article V, Section 3 (a).

Last Tuesday the members of the I.A.S. were given a ballot with a choice of nine candidates for N.A.S. Directors instructing the members to vote for six (6) and that the ballots were to be returned by the following day. The ballot itself was clearly a "limited ballot", as the members thereon did not participate in the nomination of candidates. A revision of the present rules and by-laws of the N.A.S. is definitely mandatory in order to make this a democratic organization in which the workers have a full voice and are not treated as "second class citizens".

Executive Board
IUE-CIO Local 301
To Membership of the IUE-CIO Local 301.

Your dispute regarding subletting of contracts at the Knolls is now in the hands of the President of the International Union. James B. Carey.

Mr. Carey and Chief Council Ben Sargsian have been in contact with Chairman Oscar Smith of the IUE Dispute Panel requesting their intervention in this vital matter.

The result of this discussion was the recommendation by Mr. Smith that the union contact Mr. Anderson, the AEC Representative at the Knolls and that he would clarify the operating policies at the Knolls. The local officers contacted Mr. Anderson and he assured us that he would meet with the union representatives, at the company's request, and would be only too willing to answer our questions.

Mr. Anderson stated it is now the policy of the AEC to handle all contracts for all construction and new installations.

Information given us by Mr. Anderson shows that the General Electric Co., has not been giving us a true picture of their responsibility at the Knolls.

The AEC Washington office indicated that they would explore the possibilities of issuing the word to our people.

This information is contrary to all information given to us by the company.

In view of this evidence it is only to clear us the role played by the C.I.O., in this dispute.

If the company has given the union a true picture of the AEC policies, this new change would not have been necessary. Instead, the C.I.O. by misleading and overwise answers to the questions raised by the employees instituted a strike.

In view of the certainty of a nation-wide steel strike and the effect it will have on industry in general and particularly the C.I.O., we can foresee serious layoffs in the Atomic energy plants.

Our reasons for anticipating layoffs were based on the following quotation from a letter to C.I.O. Management from L. Calame dated April 8, 1952:

"A steel strike by Wednesday seems practically certain as we go to press. Then it comes, here is the company's overall plan:

1. All overtime will stop immediately.
2. Cutting off, fabrication and assembly will continue as long as work is in process can be kept in balance. This should be about two weeks on an average across the country, but our situation will differ greatly by location.
3. When work in process can no longer be kept in balance, some finishing and final assembly operations may continue only if the item is critical, but all cutting up and intermediate finishing operations will cease. This is for the obvious reason that continuing some operations until badly unbalanced has proved to produce such a tangle that more total production is lost, and more men hours of lay-off result, than when the shutdowns and startups take place under conditions where the distribution of material over the whole process has been kept more normal.

In view of the above statement and local management's petty concern for not pleasing with the union, substantiates our belief that the company prefers to have the people out on strike in order to deprive them of unemployment insurance and relieve the company of the responsibility of laying off their employees.

The protest registered by the members of Local 301 has served its purpose and has focused national A.E.C. attention on General Electric's indifference of their employees welfare.

The International President, James B. Carey and your local officers therefore urge the members to remain to work with the assurance that everything possible will be done by the International and local union to bring this dispute to a satisfactory conclusion.

Sincerely yours,

Jack H. Ruano, President,
Vincent E. Dray, Chief Shop Steward,
E. Callender, Steward.

IUE-CIO Local 301
ATOMIC WORKERS

PROCEEDINGS OF NEGOTIATIONS BETWEEN IUE-CIO AND GE

Pursuant to written notice dated February 26, 1952, sent to General Electric Company by the International Union of Electrical, Radio and Machine Workers—CIO, in accordance with Article XII, Part I, Agreement, representatives of the company and the union met in the offices of the company in New York City on March 5, 1952. Mr. Samuel A. Boulware, a Vice-President of the General Electric Company, was the principal representative for the company, and Mr. James N. Grady, President of IUE-CIO, headed the Negotiating Committee for the union.

The IUE-CIO presented to the company its proposals calling for:

1. A cost of living increase equal to the increase in living costs for September 15, 1951—March 15, 1952.
2. A revision of the 8% incentive system to factor into the base rate the wage increase which has taken place since 1948. At present there was an increase of 4% every 2 years, and the earnings.
3. A 1/2% on hourly fund to make a start in providing equal pay for equal work.
4. A 1/2% on hourly increase for skilled workers and a 1/2% on hourly increase for bonus for daywork and clerical workers who are not on incentive.
5. An immediate agreement to reestablish a profit-sharing program and to set up a joint committee to develop a plan.
6. An Employment Security Fund to provide compensation for layoff workers and for insurance pay.
7. Absorption by the company of the 25 of their wages that 03 workers now pay for their positions.
8. An effective "no discrimination" clause which would include the word "sex".

On March 10, in order to make sure that the position of the Union was fully understood and to solicit a responsive reply, President Grady sent Mr. Boulware a letter, making the following points:

The cost of living increase was the least important of the Union's demands. In any event, it was merely designed to ensure that the worker's standards do not deteriorate. It does nothing to solve the problem of inequities which have accumulated in 03 wage payments in the last eleven years. Nor does it give workers a proper share in the increasing production nor in the profits they help to create.

The union proposed that the cost of living be paid and get that matter out of the way so that we could concentrate on the more important issues.

NEGOTIATIONS ON MAY 5.

A new twist was given to the company's proposals at this meeting. The company stated:

1. The cost of living increase of 1.03% was its initial offer and the union must accept it as closing out the entire reopening. The company refused to permit an agreement on the 1.03% as being simply the cost of living part of the reopening, and then to go on to discuss other wage issues.

2. The effective date of this cost of living increase would not be March 15, but would be the date on which it was signed. In contrast to this the company provided its non-union employees with the cost of living increase effective March 5th.

Continued in next edition.

IUE-CIO Local 301
Executive Board
The pitiful wage offer made by G.E., amounting to only 1½% has now been further restricted by the Company in a highly provocative manner. The Company demands as a condition of even giving this 1½% increase that the Union accept it as final settlement of our wage reopening, furthermore, that the effective date, instead of being March 15th, would be the date of acceptance.

The Company officials told us that the only people who wanted a further wage increase were "the people in this room"—meaning the negotiating committee. The meaning was clear—the rank and file workers, according to the Company, did not want one.

John Callahan IUE-CIO Conference Board Chairman, challenged the company to a jointly conducted secret ballot of all G.E. employees to see if this were true. The Company officials declined to accept. It is up to your membership to inform the G.E. officials whether they are correct—that only the negotiating committee wants a further wage increase, and that the rank and file members are satisfied.

The decision as to what the Negotiating Committee shall do is clearly up to our membership.

The Executive Board of IUE-CIO Local 301 is therefore calling Special Plant Gate Meetings on Tuesday May 13th, 1952. A full report on progress of negotiations will be made by Vincent Delany and Jack Suarez. A secret ballot vote by membership will then be conducted. The purpose of this vote is to instruct your Local Conference Board delegates on the instructions he is to give the Conference Board in New York on May 17th, 1952. It is important that all attend the meetings and cast a ballot.

The Second Shift employees will vote at Union Headquarters at the regular scheduled meetings of 12:15 P.M. and 1:15 P.M.

The Third Shift employees will vote at Union Headquarters, commencing at 7:30 P.M., Tuesday May 13th.

SCHEDULE FOR MEETINGS

KNOLLS II — Tuesday May 13th at 1:00 P.M.
PLACE: Parking Field

MPLANE — Tuesday May 13th at 2:15 P.M.
PLACE: Parking Field

PARK ST. — Tuesday May 13th at 3:15 P.M.
PLACE: Parking Field

ATTENTION: You must be present to vote. You must be a member in good standing.

UNION ALL ATTEND!

Executive Board
IUE-CIO Local 301
Dear Uncle "Millie":

(Not to be confused with Uncle "Millie" of T.V. fame or Uncle Millie of race-track fame).

This is in response to your anti-labor and highly slanted letter of May 19, 1955. You state that a little over one-third of the employees represented by the IUE-CIO voted on "strike action." For your information the result of the secret ballot vote that was conducted by a membership elected "committee" was 220 YES, 97 NO. Also, for your information we have 160 dues-paying members.

We deplore the inaccuracy of your figures, but understand that you have no way of determining the actual number of people that participated in the vote.

By now, our members have all received their copies of your letter of instructions, (a la Bullware) on how you would like to run our union.

We hope they were not unfortunate enough to have read it at the dinner table.

It is very evident that you are far from pleased with the reporting of events at the Knolls by the local newspapers and the news services.
It is very evident that you do not care to expose your malicious and slanderous attacks on our union to the honest and propagandise-wise editing of the city editors. Instead, you chose to invade our homes with union busting propaganda.

According to you Mr. Milton, our members did not have an honest and representative vote because we did not let all hourly employees vote. You contend that all employees be allowed to vote regardless of whether they belong to the union or not, anticipating that the few non-union members would throw the vote your way.

Mr. Milton, are the employees allowed a vote on the G.M. Board of directors, when special dividends and bonuses are voted to the Executives of G.M.?

In telling our members of your generous offer to allow them to vote within the plant, you resorted to your usual half-truths.

You did offer to let them ballot in the plant. This you did the day before the strike vote was to be taken, but not before you had attempted to scare us out of such action and not before you had realized that a strike vote could be conducted to the company's advantage.

You did not mention the strings that were attached to your generous offer. That, would not have been company policy.

If we had accepted this kind offer, it would have resulted in the following curbs on the legal rights of the union members:
1. The officers would not be allowed to speak to the membership regarding the reasons for the need of a strike vote nor the application of such authority.
2. Our members would not be allowed to ask questions.
3. The union members and officers would be effectively gagged.
4. We would cast our ballots under the critical stares of supervision.
5. We would not be able to select our "election committee", as this would constitute a meeting, and of course the company could not agree to that.
6. We would not be able to challenge the votes of members not in good standing nor those of non-union members as this would defeat your purpose.

The membership would have a company controlled strike vote—not a union vote.

A perfect example of your version of democracy is your captive audience meeting to be held Friday.

How many employees do you think would attend this meeting if you were to hold it after hours, with no compensation?

In recent months some of the publicity resulting from the Union's collective activities at the Enola, has caused you and your associates considerable embarrassment (as the truth in such cases usually does). It seems that your integrity and infallibility was badly shaken.

In reply to your expression of concern as to whether our membership is getting all the facts in this and other important issues, we have but this to say.

No member in good standing is barred from the membership meetings.

All groups are fully represented at the Executive and Shop Steward Councils.

Members are represented by their officers (officers elected by them and not by Uncle Milton) at all levels of the IUE-CIO.
The members are all capable of reading our leaflets and the newspapers.

Mr. Milton, if you will recall the events of April 7th and 8th, resulting from the company's attempt to prevent the union officials from obtaining the true facts concerning the "lotting" of contracts and the future security of your employees, you will find that the company alone was guilty of withholding the truth from the employees.

If the company had given a true picture of their part in the issuance of contracts to outside contractors, the word shoppers of April 7th and 8th would have been staved. Instead, the U.E. company by misleading and obviuous answers to the questions raised by the employees, ignited a strike.

We refer you the findings of the meeting held between A.S.C.--
IUE-CIO and the U.E. on April 13th and April 22nd, 1952. This report on the U.E., have not been disputed by either the A.S.C. or G.A.

From the findings of the past few months, it has become quite apparent to the employees and the public, that while there is no indication of an "Atomic Pill" having been assembled at the Enola, there is considerable evidence that the type of "pill" found beneficial to leuka and gardons has reached the mass production stage.

To should also be more kindly towards you, Mr. Milton, because you have done an excellent job of supporting your reason for the strike vote.

We stated to our membership that if they gave their negotiating committee the authority to strike--it would be used first as a strike prevention. As it would make the company aware of the feeling of the members and the company the membership's punishment of Milton attempted to begin in good faith. Feels that you, Mr. Milton, attempted to hinder in your letter. A letter that is an insult to the membership's intelligence.

The company up to now has moved the IUE-CIO to strike and has tried to give the impression that a strike or the threat of strike would not change their attitude.

Any man reading your letter can see that you and the company are very much concerned over the division of the membership of Local 301 to support the negotiating committee.

You would have our membership believe that you do not want a strike for their sake.

We ask you Mr. Milton, what have you and the company done to prevent a strike--other than your attempts at union busting.

With regards to your concern for the employees lost half-hour of pay and production lost Monday, may we remind you that the hourly 6 hour loss in pay and production hundreds of dollars in profit sharing since the DM-UA wedding of 1947.

In N.Y. Company officials told us that the only people who wanted a further wage increase were "the people in this room" meaning the negotiating committee. The meaning was clear--the rank and file workers, according to the Company, did not want one.

The IUE-CIO Conferences Board challenged the company to a jointly conducted secret ballot of all 92 employees to see if this were true. The company officials declined to accept.

THE OFFICERS OF THE IUE-CIO CHALLENGE YOU, MR. MILTON, TO AN OPEN DISCUSSION OF ALL ISSUES, THIS CHALLENGE TO BE FIELD IN A PUBLIC MANNER VIA TELEVISION OR RADIO, AT A TIME AND PLACE MUTUALLY AGREED UPON.

SIGNED:
Jack R. Sayers
Vice-President
Vincent M. Bally, Chief Shop Steward
Atomic Workers IUE-CIO Local 301
CONTINUATION OF PROGRESS OF NEGOTIATIONS

The company filed a petition on April 15, 1952, for 1.0% cost of living adjustment covering 175,000 employees. Not only non-union, but all union employees would be covered by said petition. The company did this without consultation with us. Furthermore, there is no 1.0% regulation that permits a company to petition for a wage adjustment for union employees prior to negotiating with the union.

Our negotiating committee presented to the company our proposal in the form of two wage petitions, either of which could be signed jointly by the company and the union, and submitted to the Wage Stabilization Board in addition to the cost of living increase.

Petition No. 1, would call for a general wage increase and would be used if the company insisted that only a general wage increase was possible under our reopening.

While the crossed petition did not indicate a specific cents figure it was built on the following points:

a. To enable 90 employees to enjoy the average of 2.5% yearly increase in real earnings since 1946 that American workers are entitled to, would require a 12c an hour increase.

b. To give 50 workers the benefits from their 1.25% increase in productivity since 1946 would require a 5c an hour increase.

c. To enable 50 workers to enjoy the same percentage increase in wages as were obtained by workers in electrical machinery, and other manufacturing industries since 1950, would require a 3-1/2c an hour increase.

The average of these increases was 12.0c an hour.

Petition No. 2, could be submitted to the head of the specific individual groups such as the unskilled workers, women workers, skilled workers, other non-skilled, married employees, etc.

The total range between 9.9 and 11.3c per hour.

The final tally of the vote of Tuesday May 13th was:

For taking positive action 201
Against action 32

The IUE-CIO conference board on May 16th unanimously voted to reject the company's take it or leave it offer of 1.0% and closing of wage re-opener, and voted to intensify the campaign among the 90 workers for the wage demands set forth in the two wage petitions.

The conference board also called for a nation wide demonstration June 17th to protest the company's take it or leave it offer.

The time for these demonstrations will be announced in the near future.

IUE-CIO Local 301
Executive Board

(Union Mimeo)
GE AND WESTINGHOUSE JOIN FORCES TO "REWARD" EFFORTS OF WORKERS

WE ARE AWARE OF YOUR INCREASING PRODUCTIVITY!

WE ARE GOING TO GIVE YOU A RAISE!

AND HERE IT IS!

THERE'S ONLY ONE KIND OF ANIMAL THAT GIVES A CENT!

PLANT GATE RALLY
JUNE 28th, 1952

NOOLL'S II PAKING LOT
PARK ST. PARKING LOT
ALPENA PARKING LOT
TIME: 12:00 NOON

URGE THAT ALL ATTEND!

Executive Board
IUE-CIO Local 301
THE GEORGE H. KING BENEFIT

THE EMPLOYEES OF LIQUID METAL TEST, E.I.-C.I.A.F.L. AND ALPLAURS APPEAL TO YOU IN THE INTEREST OF ONE OF THEIR FALLEN EMPLOYEES, GEORGE H. KING.

GEORGE H. KING HAS BEEN A PATIENT AT THE VA HOSPITAL IN ALBANY FOR THE PAST THIRTEEN WEEKS.

MR. KING'S CHANCES OF RECOVERY ARE SLIM.

HE IS THE SOLE SUPPORT OF HIS WIFE AND HIS TWO CHILDREN.

DURING THESE MANY WEEKS OF ILLNESS, THE KING FAMILY'S HOUSEHOLD BILLS HAVE CONTINUED TO GROW AND IT HAS BEEN NECESSARY FOR MRS. KING TO TRAVEL FROM HER HOME IN SARATOGA TO ALBANY AT LEAST FOUR TIMES A WEEK.

IT WILL BE IMPOSSIBLE FOR THE KING FAMILY TO MAKE A PAYMENT ON THEIR HOME THIS MONTH.

MR. KING'S ONLY INCOME IS HIS $32.00 PER WEEK DISABILITY INSURANCE.

NATURALLY, NO HOME CAN BE MAINTAINED IN A HEALTHY MANNER ON SUCH A SMALL INCOME.

THE PURPOSE OF THIS LEAFLET IS TO INFORM YOU OF THE NEED FOR THIS APPEAL AND ALSO THE MANNER IN WHICH THE COLLECTION WILL BE TAKEN.

ON MONDAY, JUNE 30, 1952, PLANT GATE COLLECTIONS WILL BE TAKEN AT E.I.-C.I.A.F.L., ALLEN'S AND PARK ST., BY THE EMPLOYEES OF LIQUID METAL TEST.

THE TIME OF THESE COLLECTIONS WILL BE FROM 4:30 P.M. UNTIL 5:05 P.M.

THE EMPLOYEES OF LIQUID METAL TEST WILL APPRECIATE YOUR COOPERATION AND ANY AMOUNT YOU WISH TO GIVE WILL BE MORE THAN WELCOME.
The Instrument Mechanics voted today to return to work at the request and only at the request of Federal Mediator John Rooney and there will not be a general strike at the present time.

This will result in a meeting with Federal Mediator John Rooney and the company on July 26, 1952.

The company has been granted two weeks in which to make a study of the Instrument Mechanics' rates and possible corrections in same.

In the event that the meeting on July 26th does not result in a satisfactory settlement, Mr. Rooney assures the Instrument Mechanics that the Davis Panel will intervene.

The officers of the union and the Instrument Mechanics wish to thank the membership for its pledge of support as shown in the following strike vote returns.

Result of vote taken by members of IUE-CIO Local 301 on Thursday July 10th through Friday July 11th, 1952 on the notion:

"The members of the Atomic Workers IUE-CIO Local 301 do hereby vote a general strike in support of the Instrument Mechanics", in the event that the General Electric Company refuses to abide by the findings and recommendations of the Federal Mediation Board or the Atomic Energy Commission Labor Relations Panel.

Result of Membership Vote:

Yea 292
No 87

Absent due to vacations and illness 110.

The officers of the Atomic Workers will keep the membership fully informed on any progress of this dispute.

I.U.E. - C.I.O. LOCAL 301

7/14/52
IUE ATOMIC WORKERS

CIO

A BIG ROUND-UP

Facts, History and Progress of the Instrument Mechanics Case, will be presented to the membership by Jack R. Suarez and Vincent S. Daley.

LOCATION -- Peek Street Parking Lot
DATE: Tuesday July 22nd
TIME: 12:00 Noon

LOCATION -- Alphaus Parking Lot
DATE: Wednesday July 23rd
TIME: 12:00 Noon

LOCATION -- Knolls II West Entrance
DATE: Thursday July 24th
TIME: 12:00 Noon

ATTENTION !!! This informational meeting is open to all.

I.U.E. - C.I.O. LOCAL 301
IUE-310 MEMBERSHIP
ATTEND! ATTENDI ATTEND! ATTENDI ATTEND! ATTEND! ATTEND!
PLANT GATE MEETINGS

KNOX
Wednesday, September 3, 1952
12 Noon

ALPLANS AND
PEAK STREET
September 6, 1952
12 Noon Thursday

HEAR THE TRUTH ABOUT THE "GENTLEMAN ELECTRIC'S" 21--JOB

DIVIDENDS.

"GENTLEMAN ELECTRIC" ENFORCES TO MEET WITH THE UNION WITH
A GUN IN THEIR BACK, BUT DOES NOT HESITATE TO "BROW-BEAT"
EMPLOYEES INTO ACCEPTING THEIR MISERLY OFFER.

LET'S SHOW THE COMPANY THAT WE ARE TOO INTELLIGENT TO BE
HOOGWICKLED BY THEIR "CARRY HUSTLER" TACTICS.

LET OUR ANSWER TO "GENTLEMAN ELECTRIC'S"--"ON ELSE OFFER"

ALL G.E. EMPLOYEES ARE
INVITED TO ATTEND THIS
MEETING:

(UNION MEMO)
ISSUED BY: LOCAL 301 I.U.E. = C.I.O. ATOMIC WORKERS

December 1st, 1952
Recently the company invaded your homes with copies of their propaganda-pamphlet, "Commentator."

The company sought to panic you and your families into bringing pressure on its personnel in order to force them into accepting the company's miserable offer and consenting to their union-busting contractual changes.

Here are the 21 added benefits the company claims they give to you:

1. Guaranteed Retirement Income of $125 a month and up.
   (The company has refused to absorb the 26 employee contribution with the result that the employee retiring at 65 does not receive any of the company's contribution until he reaches the age of 70.)
   (Recently the government increased Social Security benefits by 20 to 25 with the intention of absorbing this portion. The company did not pass this increase on to the employee on retirement, but saw fit to put it in their own pocket. This amounts to $350,000 annually. We classify the action in the same category as that of "spoiling poor boxes.")

2. $25.00 up to $40.00 a week when sickness or accident takes employees off the job.
   (In New York this plan never exceeds the worker's compensation.)

3. Life Insurance—about 1 1/2 times annual pay—$32,000 minimum.

4. Additional $2,000 accidental death benefit.
   (You pay for this insurance. And when you leave the company for any reason you are forced to drop this insurance and you do not receive any cash surrender payments. The company has received such payments.)

5. Up to $700 for hospital room for any one case, plus up to $1,500 for extras.
   (You will pay extra for this service)

6. Up to $175 for surgical bills.

7. Up to $175 for physicians' visits while in a hospital. Total payments will not exceed 93 times the number of days (up to a maximum of $175) for which such hospital benefits are paid.

8. $3.00 per day does not cover a doctor's visit. The union requests an increase to $5.00 per day. The company has refused.

9. Maternity benefits up to $225.
   (This covers approximately 5% of the employees. The wives of the main employees which account for 99% of the maternity cases, receive a significant sum of $60.00. The company does this with reluctance as they feel that maternity benefits should be paid as they feel that childbirth is "self-covered." Is the company advocating birth control?)

10. $11,000,000 unemployment insurance paid for entirely by General Electric.
   (Refund on strike of 1946 ran into millions of dollars.)

11. $11,000,000 Social Security Payments.

12. You pay a larger portion of Social Security. The company wants you to pay for what they pay at all. Again we ask them why they persist in such a policy. The plan for Social Security increase, instead of passing it on the people of which it was designed.

13. $21,000,000 for paid holidays.
(2)

(1) THAT MANY OF THEM THIS YEAR WERE MADE TO FIGHT IN 1953 AS THE FOURTH OF JULY AND MOTHER'S DAY FALL ON SATURDAY. THE COMP.
WILL TAKE ADVANTAGE OF THIS LOOPHOLE TO POOL THE 5,000,000 OF THIS
AMOUNT. THE UNION HAS DEMANDED THAT THE COMPANY GRANT THE EMPLOYEES
GOOD FRIDAY AND ONE OF THE PRESIDENTIAL HOLIDAYS OR CE CELEBRATE
THE ORIGINAL HOLIDAY ON FRIDAY.

(17) $5,000,000 EMPLOYEES AND PENSION PLAN.

THE EMPLOYEES DISCOUNT B.V. FORMALLY 9% ON MAJOR APPLIANCES, IT
IS NOW 25%, MANY MAJOR APPLIANCES CAN BE PURCHASED OUTSIDE THE COMPANY
AT A SMALLER DISCOUNT.

(18) $700,000 MILITARY DUTY ALLOWANCE.

ALL MAJOR INDUSTRIES PAY THIS AND MANY PAY GREATER BENEFITS.
SUCH AS BARTENDER, STANDARD OIL, PHILCO, AND ATTACHMENT, ETC. MOST OF
THESE COMPANIES PAY PREPAREMEST FOR.

(19) $2,000,000 WOMEN'S COMMISSION.

OTHERWISE THEY WOULD BE LIABLE TO CIVIL SUIT, SUCH AS THE NEW
YORK CENTURY MILLION.

(20) ($500,000 K.I.D. OUT FOR SUGGESTIONS AND AWARDS.

EMPLOYEES RECEIVE 3% OF THE S. VIRDAS FOR THE FIRST YEAR. THEREAFTER.
THE COMPANY RECEIVES 9% OF THE S. VIRDAS FOR THE FIRST YEAR
AND 10% THEREAFTER.

THE COMPANY DID NOT TELL YOU THIS.

(1) THE COMPANY PROPOSES TO INTRODUCE A CLAUSE IN THE CONTRACT PERM.
MITTING DISCIPLINARY ACTION. THE FIRST FRACTIONS OF THE UNION, IT'S OF.
LEGAL AND CONTRACT WITH WORK STOPPING.

(2) THE UNION REJECTS THIS. IT WOULD MAKE IT POSSIBLE
FOR DISCIPLINARY ACTION TO DISCRIMINATE AND CHARGE THEM ON THE PRETEND THAT
THEM WERE LABORERS OF THE COMPANY WORKING.

(2) WHERE THE UNION OR ANY OF ITS LOCS OF THE NATION RECOGNIZED AS THE
EXCLUSIVE REPRESENTATIVE FOR THE RECOGNIZED WORKING GROUPS OF THE COMPANY,
THE UNION COURTS AND SUCH RECOGNIZED LOCALS, IF ANY, IN COLLECTIVE BARGAINING.

(1) THIS WOULD MAKE THE APPLIANCES TRANSFERABLE TO THE NEXT UNION WOULD
NOT BE COVERED BY THE NATION REPRESENTATIVE BUT IT WOULD HAVE TO BE
ACTIVATED FOR THE UNION. IT WOULD BE IMPOSSIBLE FOR THEM TO MOVE SOME OF THEIR
EMPLOYEES OUT OF THIS MILLED INTO NEW LOCALS.

WE HAVE A RIGHT ON OUR HANDS, MOTHERS, SO LET'S GET READY WITH THE
TEMPLE TOWERS. SELL 5% OF THE B.V. SPREAD AND BUY 5% OF THE B.V. IF YOU CAN
GET YOUR TOWERS INTO YOUR SHOP, B.T. NO SO. CAN I PASS THEM ON TO
THE COMPANY OF THE EMPLOYEES. THIS IS IN YOUR FUTURE AND YOUR DEFENSE
FUND.

YOU CAN EXPECT A VISIT FROM YOUR I.O.U. C.O. PRESIDENT, JAMES B.
CASEY, IN THE NEAR FUTURE.

PRESIDENT C. O. WILL DISCUSS THE MAJOR ISSUES AND OTHER SUBJECTS OF VITAL INTEREST TO ALL OF US.

Jack R. Suarez, President

Vincent S. Daly, Chief Shop Steward
I.O.U. C.O.
Dear Members:

Regardless of the indifference to the needs of GE employees and consumers as manifested by the U.E., I.A.M. and other so-called unions, the I.A.M. - C.I.O. is continuing to negotiate an equitable agreement with O.E.

While we continue negotiations with O.E. and consolidation service, we must be aware that the tremendous propaganda machine of O.E. both within and outside the plants will be unleashed to an extent never before attempted to disrupt our union.

Therefore, our message of truth, as compared to the company message of lies, must be brought home to every GE worker, every person who lives in our community.

We do not have the resources for limitless ad paid for by the taxpayers. We do not have the O.E. supervisory force, but we do have our own faith and confidence and that of our membership and we will continue to have it as long as we tell them the truth and keep them warned about the company's purpose, lies and tricks.

The U.E. and I.A.M. national leaders can allow their name to be put to a shameful contract without a struggle because they have no principles.

On Sept. 17, 1952, the I.A.M. - C.I.O. negotiating committee recommended that our 7-point proposal be submitted to arbitration and agreed to abide by the decision of such a body.

The union recommended that the panel be chosen from such names as follows:
- Former President of the General Electric Company, Charles E. Wilson
- Gerard Swayne
- Former Vice-President Burroughs; Prince and Bernard Baruch

The company refused.

On Sept. 16, 1952, Local 301, I.A.M. - C.I.O. was granted it's petition for an election to determine what union will represent the toolmakers at the Knolls and Peak St. The I.A.M.-C.I.O. now represents the 40 toolmakers involved.

The election will be held October 15, 1952, with polling places and times as follows:
- The Knolls -- 2:00 to 3:30 p.m., Dining Room "A"
- Peak Street -- 3:00 to 6:30 p.m., Dark Room

A HANDOUT OF INSTRUCTIONS ON STRIKE PROCEDURE WILL FOLLOW!

JACK R. SWEENEY, PRESIDENT -- VINCENT S. DALEY, CIRCUIT SHOP STEWARD
LOCAL 301 I.A.M. - C.I.O.
This is the first edition of "The Lie-Detector" and if the company persists in invading your homes with their falsehoods, it will not be the last.

On September 20, 1952, L.J. Male, Schenectady Works Manager, picked up the "nudge" dropped by the former manager of the Knolls, Mr. Milton, and is attempting to do the job that Mr. Milton bungled. Mr. Male has not profited by the mistakes of Mr. Milton.

Mr. Male is resorting to the same ignominious attack on your union. Evidently, Mr. Male, is a firm believer of the old adage "that if you tell a lie often enough, people will believe you."

What is this job that Mr. Male is undertaking?

It is an attempt by the company to inject into the membership, distrust of each other and of their union officers. It is also a testament to you and your officers, that the Atomic Workers Local 301 I.U.E. - C.I.O., is a militant union and is getting into the company's hair.

Therefore, the company is suddenly deeply concerned about your welfare.

You might ask the company if they were just as deeply concerned about their pensioners when they pooled the five-dollar Social Security increases intended for the pensioners.

You are being criticized for your refusal to quit, as 67 so-called unions have done.

You are being criticized because you recognize the moral obligation of protecting your pensioners.

You are being criticized for your demand for seven paid holidays in 1953. Holidays for which you contribute three cents every hour you work.
IT IS JUST ANOTHER ATTEMPT BY THE COMPANY TO DESTROY YOUR UNION.
THE COMPANY IS ONLY INTERESTED IN DESTROYING GOOD UNIONS. THEY
CAN AMAZING PROFITS WITH BAD UNIONS.

Mr. Malo quoted (as by nancy Vincent S. Deley, Chief Shop
Steward, as saying in a press release "he did not know whether ballot-
ing would be necessary here" at K.A.I.L.

The reason for that statement by Mr. Daley was based on the
possibility that the resolution of the Conference Board might contain
some point not included in the resolution of Local 301 Atomic Workers'
Executive Board and Shop Steward Council.

There is no need for another vote at K.A.I.L. as all points
were covered when the membership was given an opportunity to vote on
the following resolution by Parliamentary Law.

The resolution read as follows:

"That the membership of Local 301 I.U.E. - C.I.O., authorise
the Conference Board and Negotiating Committee to take whatever action
is deemed necessary to bring negotiations to a successful conclusion,
including the authority to strike."

All members were notified by leaflet of the time and place of
plant gate meetings at The Knolls, Alplaus and Peck Street.
Shop Stewards were instructed to get their members out to vote.
Voting also took place at the Knolls, Alplaus and Peck Street,
during the second shift.

The statement by Mr. Malo regarding the number of members voting
is untrue. He would have you believe that only 100 members voted on
the resolution.

The officers of the I.U.E. - C.I.O. challenge Mr. Malo to a
debate on the issue via television, radio or public hall.

The number of members voting at each plant was as follows:
The Knolls, First Shift.................. 131
The Knolls, Second Shift.................. 26
Peck Street, First Shift.................. 21
Peck Street, Second Shift.................. 12
Alplaus, 1st shift and continuous operations........ 277
Total...................................................... 277

THERE WAS NOT ONE DISAPPROVING VOTE.

Of those not participating in the voting, we must apply the
same reasoning the company used in their interpretation of the 600
or one third of the employees who did not bother to fill out and
return the company's recent questionnaire.

The company stated that "We consider these employees as sat-
isfied with the way we do things" and "if these 600 employees were
dissatisfied with the way we do things, they would have returned the
questionnaire and told us so!"

The union feels the same way about the 200 members who are
evidently satisfied with the way we do things and we are positive
that if they did not wish to support their union by striking, they
most certainly would have exercised their privilege of voting NO.

This is a higher percentage than those participating in national
state and city elections.

In national, state and city elections those not exercising
their right to vote are bound by the decision of those voting.
Are we to be criticized for practicing democracy?

No one regrets the indifference of the non-voting members
more than the officers of your union.

Mr. Malo contends that there are 600 employees eligible to vote.
We have 175 members in good standing.

Who are the other 125 employees that Mr. Malo would like to
have vote?

They are 125 non-members. They are eligible to become members,
but until they sign application cards and pay dues they will not have
a voice in the union that you and only you support.

We are all eligible to become shareholders in the company and
any decision this body might reach affects us all, but don't try to
vote as a shareholder meeting until you have purchased some voting
stock.

Your voting stock in your union is your membership card.

It is obvious that you should have a strong voice.

You had a secret ballot on the strike vote in May and the turn-
out was no better than it was with a parliamentary show of hands.

Nor was the result any different.
At our last I.L.U. meeting last week, President Buehler introduced a company sponsored ballot with non-members voting. You voted in May for strike, wage demands, pension, profit sharing, skill trade adjustment and incentive system. On September 3rd and 6th, you voted on these and additional issues such as refusal by the company to pass the Social Security increase to the pensioners, even paid holidays for 1953 and in opposition to the company's attempt to change the language of the contract.

There was not one dissenting vote. Did you ever stop to think why the company is so concerned about your officers not accepting their "generous" offer to ballot within the plant during working hours when they would not allow you to take up a collection for George M. King within the plant and forced the operators of the public address system to appeal to the employees from the highway.

The answer is simple. This company controlled ballot would have benefited the company. The collection for Mr. King would have benefited an employee.

In order to ballot on Mr. Mello's terms, we would have had to agree to the following:

1. We must allow all non-members to vote.
2. We must be able to ask questions of your officers as to the need for a strike vote, (although there was no assurance that foremen would not be allowed to advise you on how you should vote.)
3. You would be compelled by supervision, or as the company would put it, advised to vote whether you served to or not.

At no time are the people of this country compelled to vote. The company is not for little captive employee guidance" meandering. How they want "negative elections".

Let us hope that Mr. Mello will desist from insisting the intelligence of our membership and realize the futility and stupidity of his actions.

Yesterday some misled shop stewards and members, circulated a company inspired petition for another strike vote. We regret that some of our members were duped by the company. After reading this letter we are confident that all sincere union members will recognize the company's hidden motive in regards to your strike vote.

Here again is proof of the urgent need for a local defense fund. Give your Defense Fund Office all the support that you can afford. Use your returns in Pay your shop steward. This is your right.

ATTENTION TOOLMAKERS: To clear up a misconception that is circulating in the machine shop the I.L.U. - C.I.O. Local 301 takes this opportunity to announce that: In the event that the toolmakers vote for the I.L.U. - C.I.O. on October 15th, 1952, the "toolmakers" will not lose any economic gains that they had accepted under the IAM. Instead will be in the position of making additional gains negotiated by the I.L.U. - C.I.O. In the event that the IAM - C.I.O. has not reached a settlement with the G.E. by October 15th, 1952, (which is possible but not probable) the $750 add-on to the wages of the "toolmakers" will then be held in "savings" until the IAM - C.I.O. and G.E. reach an agreement on a new National Contract. In any event the "toolmakers will not suffer any loss in income by voting the I.L.U. - C.I.O. on October 15th, 1952, but instead they will be in a position to enjoy all the gains made under the IAM - C.I.O.

Signed: Jack M. Squires, President

Vincent E. Deloy, Chief Shop Steward
Atomic Workers I.L.U. - C.I.O.
Local 301
WESTINGHOUSE HAS DONE IT—WHY NOT GENERAL ELECTRIC?

IUE-CIO has just signed a new contract with Westinghouse that puts the richer and more profitable GE to shame.

This Westinghouse contract was agreed to without any company blitzkrieg or deals with the Communist-UE leadership, or company ultimatums.

It shows what can be done by good will and real collective bargaining.

This Westinghouse-IUE-CIO agreement stands in contrast with the shameful sellout of the GE workers by the UE leadership.

HERE IS THE COMPARISON OF THE IUE-CIO-WESTINGHOUSE AGREEMENT WITH THE GENERAL ELECTRIC OFFER

<table>
<thead>
<tr>
<th>Conditions</th>
<th>Westinghouse</th>
<th>General Electric</th>
</tr>
</thead>
<tbody>
<tr>
<td>Present straight time wages (with shift differential)</td>
<td>$1.92</td>
<td>$1.75</td>
</tr>
<tr>
<td>Proposed wage increase</td>
<td>7.5 to 13c—wage reopening in 6 months.</td>
<td>6.8 to 13c—wage reopening in 6 months.</td>
</tr>
<tr>
<td>Effective date</td>
<td>At termination of old contract. No delay in effective date.</td>
<td>On signing of contract. Company delay in settling saves company money.</td>
</tr>
<tr>
<td>Holidays (under the old contracts workers would lose Memorial Day and July 4th as paid holidays in 1953, because they fall on Saturday)</td>
<td>Will substitute two other holidays to guarantee 5 paid holidays.</td>
<td>Refuses to substitute two other holidays. Will give only 5 paid holidays in 1953. (Rates to GE workers 1127 an hour.)</td>
</tr>
<tr>
<td>Pensions and Insurance</td>
<td>Reopening in January 1953 for necessary improvements including taking account of problem of passing through to old age pensioners the increase in Federal social security benefits.</td>
<td>Insists on closing discussions for 3 years (reopening only by mutual consent) which would deprive needy old age pensioners at 135 a month of Federal social security increases and other necessary improvements.</td>
</tr>
<tr>
<td>UNION Shop</td>
<td>Agrees to extension of union shop to all IUE-CIO locals.</td>
<td>Calls union shop &quot;un-American&quot; and refuses to even discuss it seriously.</td>
</tr>
</tbody>
</table>

Why shouldn’t the GE workers keep abreast in their wages, holidays, pensions, union security and other benefits?

The September 13 "deal" between GE and the Communist-controlled UE was not only a sellout of the UE’s members but an attempt to blitzkrieg the IUE-CIO membership. That blitzkrieg has failed.

The GE story that “57 or 60 unions have signed up” is a hoax since IUE-CIO has more people in GE than all “60 unions” combined.

THE NEXT STEP IS UP TO GE—TO STEP DOWN FROM ITS UNTENABLE POSITION AND MATCH WHAT WESTINGHOUSE HAS GIVEN.

THE GE CONFERENCE BOARD OF IUE-CIO MEETS ON OCTOBER 1 TO TAKE WHATEVER ACTION IS NECESSARY TO BRING THIS COMPANY TO A SENSE OF ITS RESPONSIBILITIES.

WESTINGHOUSE HAS DONE IT—WHY NOT GENERAL ELECTRIC?

INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS-CIO

734 15th STREET, N.W., WASHINGTON 5, D.C.

PEN 109

SEPTEMBER, 1952
IUE

ATOMIC WORKERS

CIO

ATTENTION: ALL SHOP STEWARDS AND MEMBERS

ATTENTION:

STRIKE PROCEDURE

In the event that the company continues its provocative attitude toward union proposals and employees welfare and a strike is necessary, the following procedure will apply:

It is the duty of all officers and members to report to the picket lines at the beginning of the strike.

All shop stewards and officers are automatically designated as "picket captains" and must shoulder the responsibilities of such. Assignment of pickets and picket captains on a four hour basis will be determined by individual preference where possible.

It is imperative that the picket lines be fully manned at all times.

A meeting of the shop steward council and executive board has been called for Saturday, September 30, 1955 at union hall, 7:30 p.m. It is of utmost importance that all members are represented by their stewards and officers.

Any officer or shop steward failing to attend this meeting without sufficient reason shall be answerable to his membership.

This is necessary as the officers and shop stewards have the responsibility of keeping their members fully informed on all issues.

Committees must be formed as follows:
- Committee for supervision of picket lines
- Committee for publicity and picket signs
- Committee for refreshments and entertainment of pickets
- Committee for transportation of pickets
- Committee for membership welfare

As to the effectiveness of this strike, we must again "put our confidence in General Electric Co. products, and assure you that this will be a good strike as it is a product of the CIO."

Support the Atomic Workers, Local 301 Defense Fund. It is for your benefit alone.

Jack R. Suarez, President — Vincent S. Daley, Chief Shop Steward

Local 301 I.U.W. — C.I.O.
Dear Members:

Your delegates to the Fourth Annual Convention of the IUE-CIO were amazed at the lack of news coverage by the area local newspapers and the distortion of facts in the little publicity given to such a newsworthy event.

The local press implied that your International President, James M. Carey, claimed an affirmative vote on the 25c per-capita tax resolution only to be overruled by the delegates and that the per-capita tax increase was defeated.

Here are the true facts:
The first vote on the per-capita tax resolution was held by a parliamentary show of hands by over 700 delegates. The resolution was carried by a large majority, but a motion was made from the floor that a roll-call vote be held.

A vote by roll-call gave each local represented one vote for each one hundred members and thus gave some locals anywhere from one to 113 votes.

This type of vote gave additional voting power to some of the larger locals who wished to continue the defense fund contributions by members instead of the payment of per-capita tax.

The result of this vote was 1121 Yees and 1068 Ns.
The resolution was then re-committed and was then re-proposed as a 15c per-capita tax increase with continuation of the voluntary defense fund.

The result of this vote also by roll-call, with some locals obtaining was 1376 Yees and 770 Ns.

A referendum vote will be held by the membership of all locals on November 11, 1952 for ratification of this constitutional amendment.

All delegates at the convention recognized the need for additional financial support for the international, but there was a difference of opinion as to the method of obtaining such support. This was finally resolved with the above result.

We of Local 301 are well aware of the local assistance we receive from the International, financially, physically and morally.

Saturday October 26
Steelworkers Hall, 1140 Clinton St.
7:00 P.M. to 10:00 P.M.
"Organized Labor and the Fight Against Discrimination"

Speakers:
Al Hartnett — Director of Civil Rights Committee—IUE-CIO
Theodore Brown — Int., Rep., Brotherhood of Sleeping Car Porters—APW
Frank C. Shanes — Dir., Civil Rights Comm.—United Steelworkers CIO
Russel Allen — Int., Education Dir., Brotherhood of Papermakers APL
Herbert Hill — Labor Relations Asst., National NAACP Staff

All Members are requested to attend this meeting.

Recently Vice-President Boulevarde made another of his ignominious statements when he contended that he considered "the IUE a greater threat to national security than the communist U!J."
As usual this statement backfired causing much embarrassment to Mr. Boulevarde.

This time it was not only your union putting the lie to Mr. Boulevarde’s statement but the New York Times, Fortune Magazine and The Saturday Evening Post pointed their editorial fingers at Mr. Boulevarde and took him to task.

The following is the editorial that appeared in the New York Times, Friday October 16, 1952:
The resignation of James B. Carey, president of the International Union of Electrical Workers (IUE), from three Government security groups in protest against the award of defense contracts to the General Electric Company focused attention on the vital problem of defense plants.

Four years ago the Atomic Energy Commission handled the problem of Communist infiltration effectively. It directed the U.N. to withhold recognition from the United Electrical, Radio and Machine Workers, now a rival to Mr. Carey's organization, having been ousted from the C.I.O. on charges of following Communist party policies.

But in 1949, G.E. was discussed and again the U.N. was informed that the A.E.W. would not be recognized unless the U.N. was willing to endorse the Communist party, and the U.N. was asked if it would agree to describe the party as 'anti-Fascist.'

Since then a Senate Labor subcommittee has gathered the viewpoints of employers, unions, public officials and others on the problem of Communist-dominated unions in defense plants.

Therefore, as the A.E.W. noted, after evaluating Government evidence offered testimony about the U.N.'s activities and afforded this union ample opportunity to clear itself, so can the A.E.W. Department and other government procurement agencies take prompt steps to compel withdrawal of union recognition by contractors from plants dealing with the U.N. and unions similarly situated.

Assistant Secretary of Defense Coolidge has advised the Senate Labor subcommittee that if his department took the 'severe attitude' that no contracts would be placed with contractors who had facilities where alleged Communist-dominated unions happen to be collective bargaining agents, it might prevent no other alternative than to pass up the only qualified producer of important military items.

This may be partially true concerning some future contracts. But where contracts have already been let, as in the case of the A.E.W. and General Electric, what objection can the Defense Department and other government procurement agencies have to notifying the contractors that they must refrain from bargaining with the Communist-dominated unions? Certainly proof of the U.N.'s adherence to the pre-Communist line available to the A.E.W. is also available to other Government agencies. It is not enough to reply, as the National Labor Relations Board did advise him, that a certificate otherwise valid issued to a union under that (First-Sterling) Act cannot be withdrawn or voided simply on the grounds that the union involved presents a security risk.

Withdrawal of the recognition of such unions at Government behest is nevertheless a short-term approach to the problem. A more satisfactory solution might be an amendment to the labor relations law barring employer recognition of Communist-dominated unions, just as it now bars recognition of company-dominated labor organizations.

The Fair-Harley provision requiring union officers to sign affidavits that they are presently not Communist party members has proved ineffective. Several scores of cases referred to the Attorney General by the N.R.B., in which such affidavits were signed by union officials, were found to be insufficient. The N.R.B. has nevertheless continued to pursue those cases in the Department of Justice. Perhaps Attorney General Mr. McGrory might exert them off and investigate the loophole which permits a man to 'play it safe' from the Communist party one day and seek thereafter to obtain a governmental imprimatur on his status as a legal bargaining agent for employers.

Forum Magazine October 1952, had the following to say about Mr. Soule:

In its October, 1952 issue refers to the September, 1950 'Plague on Both Your Houses' advertisement of OB. You may remember that period as the time not only of the struggle in the CIO between the Communist and non-Communist forces, but also when the CIO was asking to break up the Communist control over world labor in the world, and whom the Marxist plan was being sabotaged by Communist labor the world over including here. Yet the OB ed declared at that critical period:

"We do not think being termed an 'anti-Communist' in the case of one or a 'terrorist' for the Communist Party in the case of the other makes any difference."
Fortune calls this an "astounding advertisement" and then goes on to speculate with soft words that "Saline DE has retreated somewhat this bold position, nevertheless it has maintained a certain disingenuousness regarding the DE." According to Wobetr "disingenuousness" means "not frank and candid, namely or unworthily artful, deceivingly simple." What Fortune is saying is that Bouwens has been trying to pretend that he doesn't know the facts and is attempting to deceive the American people on the question of the character of the DE leadership.

Thus, at the Senate Committee hearings on Communist unions in May of this year, "Fortune" goes on to say, "DE's Bouwens said that there was no way of telling from the activities in the plant which unions were Communist-dominated and which were not."

Yet, after a prodding and tonguing by the Senator Committee members on his evasiveness, Bouwens finally confessed, after the DE has been in DE plants for 12 years, that "strong presumption" that DE was Communist-controlled. He later repeated that statement on a TV program "Man of the Week."

Thus, there seems to be no doubt, despite Bouwens' reluctance to admit it completely, that he knows that DE is Communist-controlled. And knowing that, he knows that the leaders of DE are men whose first loyalty is to a foreign power—a power which is the enemy of our freedom and democracy. And yet to have the fantastic situation that, with DE having $2 billion of defense contracts for that struggle, it yet allies itself with the enemies of our nation.

We refer you to this week's Saturday Evening Post for its article on communist unions. It will reach the half today. It is a very complete story on the communist activities in the Bohemian area. It is the result of several months of research in this area by the author, Lester Volle, Saturday Evening Post staff writer.

It has been necessary for the Defense Fund Committee to postpone the drawing for the raffle until the membership meeting of November 11, 1952. As returns have been far from satisfactory.

We appeal to the membership to recognize their responsibility in this matter and request that they support this fund to the utmost.

Remember, that this fund is for your benefit and it will only be a success because you have supported it.


ATTENTION TOOGLERS!

If you wish to perpetuate the dignity that now exists between the toolholders and the machinists, and if you believe in inactive and free riding unionists—Vote IUVE.

If you believe in unity with your fellow machinists, shop employees and your fellow employees in other IUVE-L.I. occupations, and if you belong in a union that will fight for the rights of its members regardless of the effort—Vote Local 301 IUVE-L.I.

BE RIGHT—VOTE IUVE-L.I.

Jack H. Suarez, President
Vincent S. Deady, Chief Shop Steward
Atomic Herbors Local 301 IUVE-L.I.
AYOCHE WORKERS LOCAL 301
IUE-CIO

The following is the report of the I.U.E.-C.I.O.-C.S. Conference Board on the proposed terms of settlement of their negotiations with the General Electric Company.

1. A wage increase equal to the percentage increase in the cost of living (based on the BLS old Series) between September 15, 1951 and either September 15, October 15 or November 15, 1952 on the option of I.U.E.-C.I.O.

2. A wage increase of 2 1/2¢ with a 3¢ minimum.

3. The above increases would be effective October 15, 1952. In the event that I.U.E.-C.I.O. chooses either the October 15 or November 15 Index, application would be made immediately upon the signing of an agreement for approval of the 2 1/2¢ by NEL and would be paid as soon as approved.

4. A reopening on pensions, the date to be fixed by mutual consent prior to September 1, 1955.

5. A reopening on wages in March, 1953.

6. The agreed-on contractual and insurance provisions.

7. A termination of the contract on September 15, 1953.

8. Contractual Changes--A 50¢ increase in Health Benefits retroactive to September 15, 1952.

A. Increments Progression

An hourly paid employee on daywork who is classified in a specific grade such as A, B, or C--of any of the above listed occupations shall be progressively increased to the job rate of such specific grade such employees will progress one step at the end of such six-month period, starting with his classification in such specific grade.

Occupations covered are limited to the following: Tool and Die Maker (including Jig, Fixture, Noodle and Instrument Maker and Diesinker); Electrician; Carpenter; Plumber-Steamfitter; Millwright; Rigger; Tinsmith; Structural Iron and Steel Worker; Painter and Mason.

B. Vacations

If the employee's absence was due to illness or injury, the following procedure will apply:

Such employees who return to work prior to the vacation shutdown will be paid the vacation allowance for which qualified before the time of the shutdown, where no shutdown is scheduled or where such employees return after the vacation shutdown, they shall work for one (1) month and then be eligible for their vacation allowance unless scheduled for vacation later in which case they shall be paid at the time of their vacation. Any such employee re-employed too late or who works during a period of one month in the calendar year will be paid his vacation allowances and may have a portion of the time considered as the vacation to which he is otherwise entitled.

C. Transfers

An employee who desires a transfer to another shift may so advise his Foreman in writing with a copy to the Personnel Department. All openings occur in his department on work for which he is presently qualified, consideration will be given his request along with others in accordance with his relative seniority. Such transfers, however, shall not take precedence over the normal upgrading of qualified longer service employees. Exceptions to the above may be made in certain special cases by mutual consent.

D. Reduction or Increase in Force

An employee with continuity of service out due to illness for a period not exceeding one (1) year who returns to work shall be re-employed on his former job providing he is able to perform the job and normal seniority provisions apply.
Article XII, entitled "Union and Local Representatives and Stewards," shall be amended by substituting the following Section for Section 3 (a) (1):

During each fiscal month, the number of weeks in such General Electric fiscal month multiplied by 40 hours per week for these stewards whose names and sections have been furnished to the Company pursuant to the provisions of Section Thru hereof, while engaged in presenting grievances at Foreman level pursuant to the provisions of Article XII, Section 3.

Where any plant is regularly scheduled on a forty-eight hour per week basis, the above allowances will be based on 2 hours per week.

Payment to stewards will be made on a weekly basis within the above limits.

We, the Executive Board of Local 310, wish to express our thanks to the Stewards and members for their support during these negotiations.

We believe firmly, by all the evidence we have seen and by the actions followed by GE in the past few years, particularly in the last year, that GE is engaged in a drive to weaken and nullify the free and aggressive trade union in its plants. GE's purpose, as directed by Louis B. Howlett, is not only to do this for the narrow and selfish purposes of the corporation itself, but equally important to try to prove to corporation officials unaware that the policy of "Soulwariam" as applied to labor relations is successful and should be copied.

We have talked to many people who know Howlett and his goals, and they are all agreed that his aim, endorsed by the GE management, is to weaken unions in America. And to do this, he is using GE as his base not only to spread his gospel, but also to demonstrate that he can accomplish this goal within GE itself.

His method in GE is to make sure first that there is no pre-dominant union that can effectively challenge the management. That means that when a union gets too strong it must be weakened and prevented from growing. Thus IU-CIO as a strong union has to be weakened.

The second method is to convince workers in unorganized plants that they gain nothing by being in a union. This will be done by demonstrating that only one offer is made to union and non-union locals alike and that offer must be accepted.

The third method is to play off the unions against one another. This is done by getting the smaller and weaker locals to accept an offer and then gradually building up pressure upon the stronger ones to also accept, until the really strong ones such as IU-CIO can be isolated in the workers' mind in the public mind and as a whole.

We have seen in the past year how all these methods have been used. In addition, GE went further and created its collective agreements with US to draw it into this right now and get US tied up its own forces to try to police the IU-CIO membership.

GE did not hesitate to use the Communists who control US. GE is willing to do whatever it may be the right thing to destroy free trade unions.

GE is therefore determined to enforce its own definition of collective bargaining, a definition that would kill bargaining. While we don't suppose that GE at present would dare to try to smash unions completely, it can try to make them so ineffective that they would be better than having no union, GE has in Schenectady Main Plant just what it wants—a "union" presumably controlled by Communists who dare not be militant. But, in reality, the union is controlled by a combination of Communist, company stooges and members racket agents. To the world there is a "union" in the plant. But in effect it is a company union.

We are absolutely convinced that we have a solid basis on our hands, with GE having the same objectives as the Russians have for the free world—our weakening and eventual destruction. We simply must realize this and adjust our present and future strategy to meet that situation.

Unless we do we will be overwhelmed by a combination of company and Communist US forces.

J.W.E.—D.J.O., Executive Board
The following is the report of the I.UEC-O.C.I.O.-C.F. Conference Board, on the proposed terms of settlement of their negotiations with the General Electric Company.

1. A wage increase equal to the percentage increase in the cost of living (based on the U.S.A. old series) between September 15, 1951 and either September 15, October 15 or November 15, 1952 on the option of I.UEC-O.C.I.O.

2. A wage increase of 2½% with a 3½¢ minimum.

3. The above increases would be effective October 15, 1952. In the event that I.UEC-O.C.I.O., chooses either the October 15 or November 15 date, application would be made immediately upon the signing of an agreement for approval of the 2½% by WBB and would be paid as soon as approved.

5. A reopening on wages in March, 1953.

6. The agreed-on contractual and insurance provisions.

7. A termination of the contract on September 15, 1953.

8. Contractual Changes--A 50% increase in Health Benefits retroactive to September 15, 1952.

A.--Ingrade Progression
An hourly rated employee on daywork who is classified in a specific grade--such as A.G. or G.--of any of the below listed occupations shall be progressively increased to the job rate of such specific grade. Such employee will progress one step at the end of each six-month period, starting with his classification in such specific grade.

Occupations covered are limited to the following: Tool and Die Maker (including Jig, Fixture, Model and Instrument Maker and Diesinker); Electrician; Carpenter; Plumber; Sheetfighter; Millwright; Riggers; Tinmith; Structural Iron and Steel Bucker; Painter and Mason.

B.--Vacations
If the employee's absence was due to illness or injury, the following procedure will apply:

Such employees who return to work prior to the vacation shutdown will be paid the vacation allowance for which qualified at the time of the shutdown, where no shutdown is scheduled or where such employees return after the vacation shutdown, they shall work for one (1) month and then be eligible for their vacation allowance unless scheduled for vacation later in which case they shall be paid at the time of their vacation. Any such employee re-employed too late to work a period of one month in the calendar year will be paid his vacation allowance and may have a portion of the time considered as the vacation to which he is otherwise eligible.

C.--Transfers
An employee who desires a transfer to another shift may so advise his Foreman in writing with a copy to the Personnel Department. As openings occur in his department on work for which he is presently qualified, consideration will be given his request along with others in accordance with his relative seniority. Such transfers, however, shall not take precedence over the normal upgrading of qualified longer service employees. Additions to the above may be made in certain unusual cases by mutual consent.

D.--Reduction or increase in Forces
An employee with continuity of service out due to illness for a period not exceeding one (1) year who returns to work shall be re-employed on his former job providing he is able to perform the job and normal seniority provisions permit.

(OVAR)
Article XII, entitled "Union and Local Representative and Steward", shall be amended by substituting the following Section for Section 3(a)(1).

During each fiscal month, the number of weeks in such General Electric Fiscal month multiplied by 16 hours per week for each steward whose name and sections have been furnished to the company pursuant to the provisions of Section Three hereof, while engaged in processing grievances at Foreman local pursuant to the provisions of Article XII, Section 3.

Where any plant is regularly scheduled on a forty-eight hour per week basis, the above allowances will be based on 2 hours per week.

Payment to stewards will be made on a weekly basis within the above limits.

We, the Executive Board of Local 301, wish to express our thanks to the stewards and members for their support during these negotiations.

We believe firmly, by all the evidence we have seen and by the actions followed by GE in the past few years, particularly in the last year, that GE is engaged in a drive to weaken and make ineffective any true and aggressive trade unions in its plants. GE's purpose, as directed by Joseph Boulware, is not only to do this for the narrow and selfish purposes of the corporation itself, but equally important "soul-warsism" as applied to labor relations is successful and should be copied.

We have talked to many people who know Boulware and his goals, and they are all agreed that his aim, endorsed by the GE management, is to weaken unions in America. And to do this, he is using GE as his base not only to spread his gospel, but also to demonstrate that he can accomplish this goal within GE itself.

His method in GE is to make sure first that there is no predominant union that can effectively challenge the management. That means that when a union gets too strong it must be weakened andaproved. Thus IWU-CIO as a strong union has to be weakened.

The second method is to convince workers in unionized plants that they gain nothing by being in a union. This will be done by demonstrating that only one offer is made to union and non-union locals alike and that offer must be accepted.

The third method is to play off the unions against one another. This is done by getting the smaller and weaker locals to accept an offer and then gradually building up pressure upon the stronger ones, until the really strong ones such as IWU-CIO can be isolated in the workers' mind and in the public mind as a "holdout."

We have seen in the past year how all these methods have been used. In addition, GE went further and created its collective agreements with GE, to draw it into line at the right moment and to get GE to use its own forces to try to panic the IWU-CIO membership.

GE did not hesitate to use the Communists who control GE. GE is willing to do what many short-sighted, selfish employers have done--to use any forces whether they be Fascists or Communist, to destroy true trade unions.

GE is therefore determined to enforce its own definition of collective bargaining, a definition that would kill bargaining. While we don't suppose that GE at present would dare to try to smash unions better than having no union, GE has in Schenectady Hein Plant just what it wants--a "union" presumably controlled by Communists who dare not be militant. But, in reality, the union is controlled by a combination of Communists, company stooges and numbers racket agents. To the union there is a "union" in the plant. But in effect it is a company union.

We are absolutely convinced that we have a "cold war" on our hands, with different but the same objectives as the Russians have for the free world--our weakening and eventual destruction. To simply meet and adjust our present and future strategy to meet that situation unless we do we will be overwhelmed by a combination of company and Communist forces.

I.W.R. C.I.O. Executive Board
It's Time For A Change!

If you want a real "LOCAL" Union...
If you want "MONEY" in the treasury...
If you want to pay "LOWER" dues...
If you want "MORE MEMBERS" in your Local...
If you want a "STRONGER UNION"...
If you want "REAL REPRESENTATION"

If you want the above, which is part of our platform, then VOTE FEBRUARY 10th for the following slate of officers:

President — FRANK MEIER
Business Agent — JOHN McNAMARA
Vice-President — BILL MORRISON
Treasurer — HAROLD HODSON
Trustee — ALAN COOPER

* * *

After mentioning at the last membership meeting (2nd Shift) that we intended to run a clean campaign and hoped the opposition would do the same, for the good of the Union, the expected happened! BLACK LETTERS ... just like the Black List that was printed when some fed-up Union members quit! This was to be expected — but we will continue to carry on a clean campaign. We were promised a mailing list at that meeting, but to date we have received none.

MEMBERS 'Remember' this will be a TWO YEAR TERM!! If we are elected, we will clean house. All books and records will be checked by an auditor and reports will be given. We promise you an honest and fair administration to represent you.

PLEASE Vote our ticket STRAIGHT, so this can be done.

NO PLEDGE MONEY was EVER COLLECTED. This pamphlet was paid for by the Candidates... On the Candidates time and the paper, too, was paid for by the Candidates.
At the regular Monthly Membership meeting held on March 10th, 1953, the following resolution was approved by the membership:

Resolution on Schenectady Payroll Tax

WHEREAS, One of the primary reasons for the American Revolution was taxation without representation, and
WHEREAS, Our forefathers resisted and were finally successful in defeating this vicious practice, and
WHEREAS, The majority of the workers employed in the G.R. Company and American Locomotive Company, live outside the City and County of Schenectady, and
WHEREAS, The Schenectady City Council is attempting to "push" through a bill in the State Assembly, which would give Schenectady the right to tax the earnings of all those employed in Schenectady, and
WHEREAS, The G.R. Company has recently announced that their 1953 profit was 9.6% greater than the previous year,

THEREFORE BE IT RESOLVED, That the Schenectady City Council be urged to explore the feasibility of increasing the tax on profits of Big Business, namely G.R. and other industries of national scope situated in Schenectady County,
BE IT FURTHER RESOLVED, That the membership of IUE-CIO Local 301 condemn the proposed Payroll Tax and urge the workers to send statements in support of this resolution to their representatives in the N.Y. State Legislature, and
BE IT FURTHER RESOLVED, That copies of this resolution be sent to Governor Thomas E. Dewey and Mayor Archibald Wemple, and Oswald Heck,
BE IT FURTHER RESOLVED, That active support of this resolution be solicited from the IUE-CIO International, District 3 of IUE-CIO, the State CIO and all other bona fide Labor Organizations,

(Upon unanimously approved by membership of Local 301 IUE-CIO on March 10, 1953.)

We therefore, urge all members of the IUE-CIO to send statements to their representatives in the State Assembly and State Senate condemning the Schenectady city Council's proposed Payroll Tax. We welcome the support of non-members and those interested.

Write to the following representatives in the State Senate and State Assembly:

STATE ASSEMBLY

D. Cody Hartwig, (D) 119 no Corneal Road
Illingerlands
James J. Ke Quinns, (D) 373 Turkey Rd.
Glebe
Joseph R. Younglove, (R) 14 Hoosac St., Johnstown
Peter D. Delessandro, (D) 124-8th St., Watervliet
Gilbert T. Sealy, (R) Burnt Hills

STATE SENATE

Thomas H. Brown, (R) 349 Saratoga Court, Troy
John L. Gutender, (R) 100 Broad street
Oswald Heck, (R) 1245 Union street
William J. Heid, (R) RD No. 1, Fort Edward
Henry wedge, (R) 9 Lafayette St., Whitehall

J. P. McPartlon
March 16, 1953
LOCAL 301
Jen wasn't

ATOMIC WORKERS NEWS I.W.W.
Jack N. Bumex

NEW YORK, March 31 - The I.W.W. CIO Negotiating Committee, at a meeting of the I.W.W. CIO Conference Board held at the Belmont Plaza Hotel, today voted unanimously recommending that the following Program of Action be undertaken by the Conference Board and that the members of the Conference Board review this Program with their local memberships and obtain the authorization for such action.

I.W.W. CIO Program of Action

1. That we reject the company's wage offer in its March 25 letter and insist upon real collective bargaining upon our 25% demand of March 8 which the company admits it has not seriously considered.

2. That the Negotiating Committee be empowered to determine the date for a strike unless a satisfactory settlement is offered in the meantime.

3. That all locals should begin to set up strike committees and make their plans for the conduct of and local problems connected with, a strike against the company.

4. That we call upon all locals to advise their members to immediately cease all overtime.

5. That the broad and intensive educational campaign should be speeded up to acquaint our membership and the community with the nature of the company's offer and the facts underlying our own proposals, so that this information will become understood by everyone concerned with our struggle with GE. In particular, we must answer the misleading and deceptive propaganda put out by GE. The facts about comparative wages, productivity, profits, etc., that so thoroughly expose the company's case, must be widely publicized by us.

6. That we undertake to consult and arrive at agreements with all non-communist unions in GE for common action.

(Cont. page 2, col. 1.)

5,000 WORKERS AT PHILADELPHIA VOTED STRIKE

Philadelphia, March 28 - Yesterday, the membership of Local 119, I.W.W. CIO left their jobs in a driving rain and walked black to a roller skating rink and voted 5,000 for a strike against GE. President James J. Carey addressed the meeting and gave a report on our negotiations with GE, with only one dissenting vote, the membership of Local 119 praised out its rejection of the company's offer, and then with only three dissenting votes it authorized the officers to call a strike as soon as the Conference Board calls for such action.

GE OFFERS AN INSULT TO I.W.W.

The company's offer to us is an insulting one that no self-respecting union or union leader could possibly accept. It amounts to only 5% above present wages, and if we deduct from that the loss of two holidays and the company's charge, it will amount to a cut increase of $3 per hour.

Our offer to GE demands that we extend our contract for an additional six months, that is, to March 10, 1946, and give up our right to bargain on wages, holidays, vacations, incentive systems, grievance procedure and many other issues important to our locals.

While GE is making us this offer, here is what GE is doing to other groups:

To the avionics, Ohio, jet engine workers, a 5% increase. They rejected this offer and went on strike.

To the draughtsmen and designers in six plants, an average of $6 an hour ever and above the offer to us. This offer was made since the 10 and only after the I.W.W. CIO and I.W.W. CIO had voted to strike.

At the GE Minneapolis X-Ray plant, now being organized by I.W.W. CIO, the company had offered the employees "Good Friday" as a paid holiday. This is one of our demands that has been rejected by the company.
corded action. This to be done locally as well as nationally.

7. We note with gratification that the International President and his executive board have taken a strong stand in support of the USU workers during the present strike. We agree that a struggle by the USU workers against the reactionary policies of their management is part of a struggle of all workers in our industry.

USU-CIO ARRIVES TO CONTRACT REOPENED AS ORDES BY GK ACTION

On March 30, 1935, President James A. Coney sent the following letter to GK's Mr. J. H. Belknap and Mr. G. H. Pfiff:

Gentlemen:

By letter dated February 16, 1935, I advised you that the International Union of Electrical, Radio and Machine Workers-CIO, desired to reopen collective bargaining negotiations concerning adjustment of wages for all employees in bargaining units covered by the current UE-US (CIO) National Agreement. The purpose of this letter was to acquaint you with the contents of the above-mentioned letter. The letter which provides in part that:

"On or after February 15, 1935, the union will open the bargaining negotiations by written notice to the company, stating that the union desires to reopen bargaining concerning adjustment of wages for all employees in bargaining units covered by this agreement."

The USU-CIO Negotiating Committee met with your representatives on March 5, 1935, and presented the Union's wage proposals. By letter dated March 16, 1935, the company responded, setting forth two wage proposals. In the second of these, the so-called alternative wage proposal, the company offered a small wage adjustment conditioned on our accepting an extension of the USU-US (CIO) National Agreement for six months, that is, to March 15, 1936. This proposal goes far beyond the scope of a general wage increase for a period of six months obviously affects each and every man of the National Agreement. Consequently, your proposal is, in effect, an offer for a general reopening of the USU-US (CIO) National Agreement.

At our next meeting we shall present to you our proposals for revision of our agreement.

Very truly yours,

James A. Coney
President.

EMERGENCY MEETING OF LOCAL 301, TUESDAY, APRIL 7, 1935 AT UNION HALL, 545 CLINTON STREET, AT 7:30 PM

All officers, stewards and members are urged to attend this important meeting at which we will review the report of the Executive Board of the USU-CIO and the USU-CIO Conference Board. At this time we will make all arrangements for the strike vote.

There will also be a meeting for the second shift members at 2:00 PM, Tuesday, April 7, 1935. All officers and stewards must be present.

WALKING TO ADDRESS OF A LUIGE ON COMPANY BUS ROUTES, ETC., PEER J. DSC. AND OTHER PRINCIPALS OF GENERAL ELECTRIC CORPORATION

The officers of Local 301 wish to prepare the membership for the company's attacks on union and the issues for which they are fighting.

In the past it has been the company's custom to invite our members to their meetings and to invite them to their meetings. We have no objection to this. The officers of this local are confident that this meeting will be a success and the members behind such a meeting and the motives behind such letters and will be formed of their interest in the interests of the union and the interests of the union.

On receipt of such letters, the officers suggest that you meet them back in the company with a note to keep them in their invasion of your home address than the 10th Ave., Boulevard, New York City, etc.

K. T. LALLY, BUSINESS AGENT, LOCAL 301

Many of the members of Local 301 will long remember K. T. Lally at Burke's Hotel as "Kiss of Death" for more than one justified a rejection of a cause months obviously affects each and every man of the National Agreement. Consequently, your proposal is, in effect, an offer for a general reopening of the USU-US (CIO) National Agreement.

At our next meeting we shall present to you our proposals for revision of our agreement.

Very truly yours,

James A. Coney
President.
STRIKE VOTE
TUESDAY
UNION HALL

ATTENTION........LOCAL 301 MEMBERSHIP..........ATTENTION

ATOMIC WORKER'S NEWS

-EXTRA-

DUE TO THE URGENCY OF THE SITUATION, THE MEMBERSHIP WILL BE
CALLED UPON TO VOTE ON THE SEVEN (7) POINT PROGRAM OF ACTION RE-
COMMENDED BY THE UE-UI-EPS CONFERENCE BOARD ON MARCH 31, 1953.

DISCUSSION AND VOTING ON THIS CONCRETE OR ACTION TO BE TAKEN BY
THE MEMBERSHIP OF IU-EPS LOCAL 301 WILL BE HELD AT THE SPECIAL
MEMBERSHIP MEETING SCHEDULED FOR TUESDAY, APRIL 7, 1953.

POLICY OF IN-OCTRITION TO ALL MEMBERS OF LOCAL S01

ARTICLE XVI OF IU-EPS LOCAL 301 CONSTITUTION UNANIMOUSLY
ADOPTED ON NOVEMBER 11, 1951.

"ALL STRIKE VOTES TO BE TAKEN ON COMPANY PREMISES."

SPECIAL MEMBERSHIP MEETING

DATE: TUESDAY, APRIL 7, 1953........209 CLINTON ST., ROCKFORD.

TIME: SECOND SHIFT...2:00 P.M.
FIRST AND THIRD SHIFTS...7:30 P.M.

THE EXECUTIVE BOARD
IU-EPS LOCAL 301.
Despite the proposals for a settlement with a slightly brighter outlook, the situation is still far from resolved. The Joint Negotiating Board, in a message received from the US-U-200 Conference Board, requested the US-U-200 Conference Board to submit its proposal for settlement. However, this will not prevent the US-U-200 Conference Board from continuing to seek a resolution to the conflict.

The Atomic Workers News will continue to report on any further developments in the HK-U-200 Negotiations. Do not be misled by statements and promises that negotiations have "bogged down."
In no place has the anti-labor policy of GE revealed its real face more than in its Syracuse plant. With low wages, bad working conditions, an outdated and unjust incentive system, the company has been carrying on a consistent campaign to undermine our Local 320 and deprive the women of any protection.

Company representatives sent into Syracuse by the New York management admitted that they had a fund, estimated at one million dollars, to spend on propaganda and other purposes to attempt to crush our union in that plant.

The Syracuse workers, after making many attempts to reach any honorable and self-respecting understanding with the company on many important local issues, took the action they had a right to take under the contract dealing with their local problems, and went on strike on April 4, 1933.

The company, by almost daily full page lying advertisements and with the support of the press, has been whipping up the community in an attempt to break the ranks of the GE workers and force them back to work on the company's terms.

Thus far, the ranks of the Syracuse workers have held firm, and even though this strike was purely on local issues, it is a testing ground of the ability of the company to carry forward its campaign of wage whittling, refusal to properly settle grievances, and to undermine further the Syracuse workers' standards. It is a testing ground for the anti-labor policy of GE.

Be It Therefore Resolved, that this Conference Board go on record in support of the struggle of the Syracuse workers, organized in Local 320 IUE-CIO for proper wage and working conditions in their plant, and;

Be It Further Resolved, that we call upon all GE locals to adopt similar resolutions, and by plant gate collections and all other means to render all possible financial support immediately to the gallant Syracuse GE workers organized in Local 320, IUE-CIO.

I.U.E.-C.I.O. Local 320.

(Union Mimeo)
Union Program

1. Union shop.
2. Eliminate no discrimination clause including the word "sex."
3. Paid leave for sickness and for death in the immediate family.
4. An assurance of 7 paid holidays during the life of the proposed contract.
5. Improvements in the vacation provisions as follows:
   a. Four weeks vacation after 6 years service.
   b. Additional days of vacation up to 4 days between 8 and 15 years of service.
   c. Improvement in the method of calculating vacation pay to prevent losses and when the job is changed prior to the vacation period.
   d. Changing the pro-rata vacation payment from 1-12 to 1-8 for each month of service in the calendar year.
   e. Counting as time worked for the purposes of vacation when the worker is absent due to illness or injury.
6. Maintaining a worker's service credits over a period of lay-off equal to the length of service but not to exceed 3 years.
7. Employment security fund to supplement unemployment compensation up to $40.00 a week for temporary unemployment; and severance pay of $5100.00 a year for each year of service for workers permanently displaced.
8. A wage program to provide the following:
   a. Revision of the incentive system to provide 1½ increase take-home pay for each 1½ increase in production.
   b. An inequity bonus for day, skilled and salaried workers whose wages have not kept pace with the incentive workers.
   c. Equal pay for equal work for women.
   d. A $1.00 an hour corporation-wide minimum.

With the exception of the few matters which follow, U.A.'s reply to these requests, in the main, was that it did not feel that U.A.'s claims were justified. A more complete and more complete U.A. statement is planned for the next contract. Concerning the pension and insurance modifications, Soukup merely informed the IBE-CIO that he would listen but would not negotiate on them at this time.

The only proposals made by U.A. were as follows:

1. Vacations
   a. Credit toward hours worked would be given for time spent on jury duty and in summer military training camps.
   b. People who would otherwise qualify for a vacation and were cut off and did not return until the next calendar year would, when they returned, get pro-rata vacation in an amount based on the number of months worked in the calendar year before they became ill.

2. Continuous Service

   In accordance with the actual practice of the Pension Board, persons laid off would maintain service credits for a period equal to the length of service, but not to exceed three years.

3. Termination Pay on Plant Closing
   a. If a plant is closed prior to the time of vacation an employee would get the full vacation for which he is qualified at that time.
   b. One day's pay for each full year of service up to 5 years, plus one week's pay for each full year of service over 5 years.
   c. The re-employment rights in line with service credits listed above under point b.
4. Overtime for Exempt Employees

In accordance with what is now the actual practice, Art. V, Section 8, could be warranted to provide time and a half for work performed on the sixth day of the work-week.

5. A provision that a person who worked overtime from his own shift into the second and the third shift would get time and a half for the second shift hours and double time for the third, if, however, he continued to work further and so into the first shift again, he would revert to straight time.

6. On the wage issue the G.E. proposal remains the same—an increase of 1.60% based on March 1952 wages, or about 1.00% based on current wages, to last until the spring of 1954.

At the time G.E. made these proposals trouble was admitted that they would be accepted by our membership as the basis for a year's agreement. The Company's position has been taken in spite of the following extraordinary situation concerning its profits:

1. For the first quarter of 1953, General Electric scored a profit before taxes of $300 million or $38 million more than the same quarter of 1952. This increase in profits was equivalent to an increase of $60 an hour in wages of all G.E. employees.

2. The profits after taxes for the first quarter amounted to $450 million or $17 million more than the first quarter of 1952. This increase in profits after taxes was equal to an increase of 17¢ an hour in wages of all G.E. employees.

3. In the G.E. employee relations News Letter of April 28 there is the following statement concerning these profits:

We can't take too much pride in the newly high first quarter earnings. First there were abnormal factors here, too, such as the excess profits tax. Second and more important the earnings were only 0.5¢ out of every dollar of sales. That's a long way from the 10¢ out of each dollar that the employers and the public believe fair for the owners of ordinary business to achieve, if they wish for the work which their savings do.

4. In order that this goal of 10¢ profit after taxes on sales be achieved, the first quarter 1954 profits would have to have been $322 million or equal to $38 million more than in the first quarter of 1952. This increase would be equivalent to an increase of 46¢ an hour in wages.

5. On the same basis, profits after taxes for the first quarter of 1954 would have been required or $40 million more than in 1952. This would have been equal to an increase of 40¢ an hour in wages.

Although general contract negotiations have been terminated, the wage question remains open and unresolved. On May 28, 1954 a new development took place. General Motors Corporation, in the case of a 3-year agreement which has 2 more years to run, on that day agreed with UAW-UIO to change the annual productivity increase from the present 4 cents an hour to 3 cents an hour, to give an additional increase of 10 cents an hour to skilled workers, and to make other substantial adjustments. Because of that action, and because in the past G.E. has closely followed the wage increases granted by General Motors, UAW-UIO wrote General Motors a telegram on May 22 requesting the immediate resumption of wage negotiations. The telegram stated:

"In view of the inability of UAW-UIO and General Motors to surmount all the great difficulties facing us and arrive at mutually satisfactory modifications of our 3-year agreement, we see no reason why with good will and common sense there cannot be a just solution to the present negotiations between our union and General Electric, as you will recall our negotiations were suspended on Tuesday May 18, with no agreement arrived at, but subject to trial. Since we still have a wage problem, we propose that the negotiations be resumed at the earliest possible moment and we keep at them until we have arrived at a settlement which represents justice for the G.E. workers, the Company and the needs of the nation. A similar attempt should be made to settle the labor disputes outstanding, such as that in Byrnes. I await word from you as to your views on a date for a meeting."" Very truly yours, 
James A. Carey, President
SYRACUSE SETTLEMENT

Seven thousand workers at the Syracuse General Electric plant represented by the International Union of Electrical Workers, CIO, returned to work June 3rd. Their return to work concluded an eight-week strike, as a result of which the union successfully negotiated a local agreement providing a number of major contract improvements for Syracuse G.E. workers.

The new agreement was overwhelmingly ratified at a meeting of the membership of IUE-CIO Local 380 in Syracuse June 1st. Local 380 is the bargaining agent for the 7,000 workers at the Syracuse G.E. Electronics Park.

Present for the ratification meeting was James B. Carey, International President, who announced the settlement terms. Carey participated in the final stages of negotiations that brought about the settlement.

The major contract improvements, Carey disclosed, are:

1. A big increase in the automatic progression schedule, raising the top of the schedule for automatic increases to $1.98.
   Several hundred workers will reap immediate wage gains as a result of this contract addition, Carey noted.

2. On the union’s demand for a general wage increase and additional adjustments for skilled workers, the company agreed that if an agreement for wage increases is reached in the current negotiations between the International Union and the G.E. Company for all plants represented by IUE-CIO, the company will negotiate a wage increase locally for Syracuse workers.

3. The company acceded to the union’s demands for contract language guaranteeing that up-grading shall be decided on the basis of seniority where qualifications are equal. Prior to this, management had a free hand in the matter of up-grading.

4. When lack of work on certain jobs requires re-assignment of certain employees, the employee to be re-assigned and his foreman shall decide a mutually agreeable transfer. Previously, the company was based on having complete freedom in making such transfers, even though they meant a rate cut of up to 10¢ per hour for day workers, or even 80¢ an hour less for incentive workers.

5. Regarding the issue of re-assignment within classifications, the company agreed to the union’s demands for making these re-assignments on the basis of seniority.

6. A union representative shall participate in the discussions of the committee that formulates the apprenticeship training program. Prior to the conclusion of the strike the company had refused to give any consideration to such union representation.

7. The final terms of the new agreement between the local and the company provide contract guarantees which keep student trainees from displacing regular employees. Prior to the strike trainees were a serious issue with members of the union.

"Those were the major contract improvements won by IUE-CIO Local 380 through its militant action against the company," Carey said. "The local also won several other minor contract improvements which will do much to stabilize conditions in the plant.

The major significance of this settlement, with G.E. in the eighth year of the strike," Carey declared, "is that it is the first time a union has won a major strike against G.E. since 1950. In 1950 IUE-CIO, through a shorter but chain-wide strike against the General..."
Electric Company, won a cost-of-living escalator clause that paid off 9% a year in added wages. In that same agreement UUI-CIO also won an across-the-board wage increase of 10¢ an hour (with an additional 5¢ for skilled workers) an extra paid holiday, and company contributions to a pension plan for retiring workers.

"In the meantime," Carey continued, "G.E. has broken several strikes by other unions. In fact, in the first six weeks of the Syracuse strike, G.E. refused to engage in true collective bargaining."

"This settlement is a tribute to the militant trade union spirit of UUI-CIO members in Local 380 and their leaders. Their action also brought about city-wide labor unity among all labor unions in Syracuse who supported the striking G.E. workers in their fight for fair treatment from their employer."

"We are gratified by the terms of the settlement. It fully justifies the splendid struggle waged by Local 380. We sincerely hope that this new agreement will open up a future of more equitable and effective labor relations with the General Electric Company."

**UUI-CIO CONTRACT SETTLEMENT**

May 22, 1963

After a militant strike vote by the members, our negotiators in RCA won a precedent-setting contract for 11,000 workers in four plants in Camden and Norcross, Ga., Cincinnati, Ohio, and Los Angeles, Calif.

Terms include: 6¢ to 8¢ for all production workers, with boost added to base rate on incentives, which automatically becomes 7¢; inequities make majority of non-skilled workers receive 1.5¢; skilled workers get 17¢ to 29¢.

Overtime becomes double after 12 hours; severance pay is two weeks for each four years' service, instead of five; improvements in sick leave and hospitalization.

Chief Shop steward Elected

Recently, at an election for Sectional Chief Shop Steward, participated by UUI-CIO members in Hilda, A-1, D-2, D-3, D-4, U-1, O-1, H and B-1, Mr. Tony Stagnitta from Non-Destructive Test Department emerged victorious.

Results of Election:

Mr. Willard Morrison -- 39 votes
Mr. Tony Stagnitta -- 40 votes

All shop stewards in these areas should contact Mr. Stagnitta in matters pertaining to grievances.

Phone: Ext. 476

RCA

CIO International Union of Electrical, Radio and Machine Workers reached agreement covering 40,000 workers with General Motors on contract terms similar to the GM agreement with the CIO Auto Workers.

The settlement calls for an increase in the annual productivity factor from 4% to 6% an hour; 10¢ an hour increase for skilled tradesmen; the conversion of the cost-of-living formula to "today's reality" based on the new Revised Federal cost-of-living index issued by the Bureau of Labor Statistics, and placement of 15¢ of the 24¢ in past cost-of-living increases into the base rates where they cannot be affected by future changes in the ELS Index. Pension increased from 185¢ to 215¢ for a monthly payment of $327.80 paid solely by the Company and Social Security.

UUI-CIO President James B. Carey said the agreement is "completely justified by the productivity of General Motors workers, the company's profits and the need for economic stability."

He said: 'This settlement will come as a jolt to some top employers in the electrical industry who have been refusing to bargain seriously with our union in 1963. Town employers, like General Electric, gouged with tremendous increases in profits made largely on a shortage of the increased productivity of their workers, will be obliged to change their arrogant attitude and provide a more realistic solution than the pitiful 3¢ to 5¢ wage offer the company made.'
ATOMIC WORKER NEWS

Jack R. Suarez
Co-editors
June 19, 1953

U.W.-CIO--GE CONTRACT SIGNED

At a conference held in Washington, D.C., on June 16th, 1953, the
U.W.-CIO-GE conference board unanimously voted to accept the contract
negotiated by the Negotiating Committee with the G.E. Company. This
contract to be in effect from June 1st 1953 -- June 1st, 1954.

Effective date of wage increase to be June 10th, 1953.

HERE'S THE PROOF

OF U.W.-CIO LEADERSHIP

Aggressive, far-seeing leadership--backed by 76,000 men and women in
44 of ills at, democratic U.W.-CIO locals across the country--were re-
ponsible for winning the new precedent-setting contract just nego-
tiated with General Electric.

While small craft unions and splinter groups surrendered early in the
year to General Electric's swallowing management's first offer like a
bunch of company unions--the 76,000 workers represented by U.W.-CIO
held out for more and refused to be brow-beaten by GE's propaganda
barrage.

U.W.-CIO MEMBERS INCREASED THEIR UNITY AND CLOSED RANKS BEHIND THEIR
NATIONAL LEADERS AS THE STRUGGLE FOR GREATER CONCESSIONS FROM MANAGE-
MENT CONTINUED.

U.W.-CIO'S LEADERSHIP WAS RIGHT!
U.W.-CIO'S LEADERSHIP WAS RIGHT!

Working together and fighting together, U.W.-CIO leaders and members
found that their militancy and solidarity paid off!!

HERE'S THE PROOF:

What GE Offered and What
The Craft Groups Accepted

1. 1.25% pay raise
2. No raise for skilled workers
3. No change in incentives
4. Nothing on plant closings

TOTAL--1.25% or 8c/ per hour

What U.W.-CIO Finally
Won From General Electric

1. 3.16% pay hike with a 5.5c/
average
2. 12 to 5% hike for skilled
workers
3. Improved incentive system
4. Severance pay on plant
closings

TOTAL--5.3c/ to 16c/ per hour

YOU APPRECIATE YOUR U.W.-CIO LEADERSHIP DEMOCRATICALLY! GIVE THAT LEADER-
SHIP YOUR FULL SUPPORT FOR BETTER CONTRACTS IN THE FUTURE--FOR BETTER
WAGES, FOR MORE SECURITY; FOR ECONOMIC JUSTICE!!

For all job rates under 1.65 per hour, 1951 base, there will be a
3.16% increase across the board with a minimum to be calculated
according to the following "Example:"

Employee worked 40 hours -- 1951 Base rate $1.30 per hour

Gross earnings 40 X $1.30 = $52.00
% adjustment 3.16
1-3/4 cents for 40 hours $.26
Total new gross $52.26 (over)
The following tables are from IUE-CIO--GE Contract covering both hourly and salaried employees.

### Table I -- Daywork Rates

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<th>Rate</th>
<th>Rate (Cents per Hour)</th>
<th>Presented Adjusted Rate (Column 1 Plus 8.85% &quot;Adder&quot;)</th>
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<td>TO</td>
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### Table III -- Salaried Rates

**Equivalent salary rates (Example)**

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<th>Grade</th>
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<th>Present Adjusted Rate (Column 1 Plus 8.85% &quot;Adder&quot;)</th>
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A Special Membership Meeting will be held on June 23rd, for discussion and ratification of the June 1958 -- June 1959 IUE-CIO--

**SPECIAL MEETING**

**DATE** -- June 23rd, 1953

**TIME** -- First and Third Shift--7:30 P.M.
Second Shift--6:30 P.M. (afternoon)

**PLACE** -- 202 Clinton Street
IUE-CIO Headquarters

Urgent all attend

(Union Halls)