General Electric's Reply...

Mr. James R. Carey, President
International Union of Electrical, Radio and Machine Workers
1220 16th Street, N. W.
Washington 6, D. C.
Dear Mr. Carey:
This acknowledgment of your letter of April 8 in which you make various proposals with respect to the subject matter of our '65 negotiations, which you now want to begin in 1957, or earlier than scheduled.

As you know, we negotiated in 1956 for substantial wage and benefit improvements in 1957. Thus our present contract already provides for increases in 1958, for the better living program. These include:

1. A 11% per cent increase in the guaranteed minimum pension (from $22.35 per month for each year of credited service up to 25 years for employees retiring under the Pension Plan with 25 or more years of credited service).

2. A bonus in the annual wage increase — previously running at 3 per cent per year compounded annually, to about $15 per cent per year compounded annually.

3. A bonus in the minimum wage increases — previously running at 15% per cent per year, to 3 per cent per year, to 15% per cent per year, to 3 per cent per year compounded annually.

4. The elimination of another 2 per cent of pay employee contributions to the Pension Plan, according to the equivalent of another 1 per cent of pay of non-production employees.

CONTRACT SAYS RIGHT TO STRIKE

Notwithstanding these substantial improvements which will be made in 1956 automatically under our 2-year contract, we agreed during our 1956 negotiations that a "review" of employment security matters could be subject for negotiation during a 30-day period in September, 1956. You will recall, however, that you made it clear to us in your demand along these lines that such a review was made not in our 1956 proposals which, in turn, was made on several occasions prior to the 1956 negotiations, as well as in our 1955 proposals. You said that you had reached a point where we could not go back on the commitments we had made to you in the 1956 negotiations.

While from any angle we can now see or anticipate, we will agree that a 30-day period in every case.

In view of the current irresponsible attempts by IUE to low pay for General Electric employees and to diminish their security, it is particularly important that reprisals be taken against the union and its officers should they fail to make any serious effort to restrain their members from violating the terms of the contract. It is expected that you will take appropriate action to enforce the terms of the contract. The Company will continue to make every effort to engage in the kind of industrial relations which have been so satisfactory in the past.

EMPLOYMENT SECURITY NOT IMPORTANT

Instead of making use of the "empirical" approach that the management of good-faith relationships during our 1957 negotiations offered you, you have taken the opposite course and prepared your new contract demand in violation of the agreements of August 1956, November 1955, and January 1958. This agreement of August 1956 included a commitment to engage in the kind of industrial relations which have been so satisfactory in the past.

Very truly yours,

VIRGIL D. DAY
Manager, Union Relations

LYNN STRIKE SETTLED

General Electric Workers, members of UWE Local 1301, went out on strike last Thursday, April 30th, after a secret ballot strike vote was taken, with 205 members voting to strike. More than 1,000 members participated in the vote.

The issues that caused the strike were: compendious overburden, severely supplemented, a suspension of 30 days' duration. Picket lines were formed by the Union immediately, and the Company claimed there was no strike. "This was a strike," said the General Electric Management's position on the "right to work." They claimed anyone who wanted to work during the strike had the moral right to go through a picket line.

General Electric management has a completely different attitude when it comes to employees being affected by lack of work due to the striking workers. The Company is transferring workers to lower paying positions. In this case, General Electric chose its own "right to work." You are just a "victim of progress," says G.E. in this case.

The strike lasted just short of a week. The Company representatives agreed to arbitrate the strike lines to arbitration. This strike could have been avoided if the Lynn General Electric Management had acted in good faith in the negotiations before the strike had been called. When the Lynn management sugarcoated the strike lines, this action should have been avoided.

The GE workers in Lynn were very disappointed in the certificate of the Company's policies on picketing, and the violence of the picketing.

CITY OF THE AMERICAN PROFESSIONAL

PROPOSED AMENDMENTS TO LOCAL 301 CONSTITUTION

The Constitution Committee of Local 301 will propose two amendments to the Local's Constitution at the May Membership Meeting. One proposal affects the retention of certain ballots by the Trustees, while the other proposal affects the membership of the Union's Grievance Committee at the Management Labor Relations Committee, at the Management Labor Relations Committee.

Any changes in the Constitution must be made in accordance with Article 29, which requires that the Constitution and Bylaws of the Constitution Committee be passed in accordance with the Constitution Committee's approval of the proposed changes to be published at least seven days prior to the May Membership Meeting at which these changes are to be voted upon.

The specific recommendations of the Constitution Committee are as follows:

ARTICLE XIII — SECTION A

The Trustees shall also retain a copy of the certificate of a certified Public Accountant, with the approval of the membership, to audit all books and records of the Union at the end of every three months, or at the request of the Executive Board. The Trustees shall take inventory at least once a year and safeguard all properties of the Union.

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ARTICLE XXVII — SECTION B

The Constitution Committee proposes to change the above to read as follows:

The Grievance Committee will consist of the Business Agent or his Assistant, and the Business Agent, with the approval of the Membership Committee, to audit all books and records of the Union at the end of every three months, or at the request of the Executive Board. However, the Constitution Committee will also be available only if the Constitution Committee proposes to change the above to read as follows:

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Proposed Amendments to Constitution

(Continued from Page 1)

The purpose of this change is to provide a more practical and effective Union grievance procedure, to the changes made by the Company.

When the present Constitutional provision was adopted, the United Steelworkers of America represented the interests of the Union in their correspondence with the Company, and in their meetings with Union representatives. It is not practicable to have one Union Committee cover the seventeen separate management negotiations teams.

90% ARE MEMBERS
LETS MAKE IT 100%

Worthy Cause

TODAY, May 10, is the annual Foundation Day of the American Veterans Committee, to

We are happy to announce our annual appeal for the benefit of the American Veterans Committee, and to encourage all our members to contribute to the support of this worthy cause.

Our goal for this year is to raise $10,000 for the benefit of the American Veterans Committee. We encourage you to give generously to support this important cause.

Thank you for your support.

[Signature]

[Organization Name]