UE LOCAL 301

EMERGENCY MEETING ON NEGOTIATIONS

Monday, August 23

Second Shift Stewards and Members
11:00 P.M.

First and Third Shift Stewards and Members
7:30 P.M.

Union Hall - Liberty St. & Erie Blvd.

COME TO HEAR A REPORT on the deadlock in contract negotiations with OE, given by the national officers and national negotiating committee.

IT'S UP TO THE MEMBERSHIP TO DECIDE WHAT TO DO NEXT!

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ELECTRICAL UNION NEWS
LOCAL 301 — B. & W. & H. W.

OCTOBER 4, 1959

1959 UDW CONTRACT

The 301 workers in Schenectady and in 62 other OE plants are protected by a contract this year equivalent to the contract that was in effect previously. The contract is substantially the same as some slight improvements. The controversial, issues that were pending in the last weeks of negotiations covering property, piece work safeguards, protection of Union representatives and grievance procedures were finally worked out satisfactorily. Along with the contract an additional holiday was granted. The selection of this holiday will have to be worked out between Local Management and the local Union. For the first time the UE workers have made the pension plan and insurance and health and safety plan subject to collective bargaining and, as embodied in an agreement between the Union and the Company, while the collective bargaining agreement on shop conditions and wages will be for two years, the union is permitted to reopen on wages every six months with the right to negotiate wage adjustments, the union not being tied to any one factory, and with the right to strike if the membership so desire. Likewise, while the collective bargaining agreement covering pensions and insurance runs five years, the Union has the right to renegotiate each year to negotiate improvements in the pension and insurance plan, with the right to strike on any disagreement if the membership so decides. Along with the settlement for 1959, the Company granted an increase over and above the 3%, which was most effective earlier this year, the difference between the 3% and 5% is new. The unity of the UE workers under the banner of UE made it possible for the gains that were won this year.

CONTRACTS AVAILABLE FOR STORAGE

The contracts are in the process of being printed and they will be made available for the members of the Union at a later date. In the meantime the local has disseminated sufficient copies for each steward. Copies have been handed out in sufficient numbers to each Board member so that stewards may obtain copies. Stewards not having a copy of the present contract should see the Board member and get one.

COMMITTEE ON GRIEVANCES

Grievances have pilled up at the management level for some time. The contract not being in effect did not establish any formal procedure. The local has made arrangements for regular meetings in Big 4 to handle those cases that the stewards are not able to settle in the shop with their foreman. The days now being made available in Big 4 are Tuesdays and Thursdays. The Union office is in the process of expediting the handling of grievances.

COMMUNITY SERVICE FUND

A number of questions have been asked at the Union office with regard to the new plan of collections and the formation of the UE employees' Community Service Fund. The Company contacted the Union officers, explaining the plan which was in effect in a number of OE plants throughout the country, and advised the officers that it was the intention of the Company to establish the same type of plan in Schenectady. We notified the Company officials that it would be necessary to contact the works Board and membership before the Union would be at liberty to establish the fund. The plan had been established to place the money coming to the plant that take place each year in the plant. The office informed those who questioned the plan that the money had not been endorsed the plan and had not notified the Company. However, the Company was going a long with their own in soliciting the employees. UE workers were on their own in soliciting the employees.

Union representatives who may have acted in solicitation of the union funds are either individuals and not as Union representatives. The Union took a position in line with former policies on collection that no member would be forced or intimidated in the solicitation and that participation would be on a voluntary basis.