

How the Rate Dept. Rates With the Workers

By Pat Vottis—Turbine, Building 60

At one time we were told that the rate man's duties are to aid the foreman and the worker; to help the foreman plan the work with the greatest possible efficiency; to see that the machine operator, assembler or welder is toolled and equipped so that he may through normal effort meet the voucher prices which the rate department had set thru time study or estimates from previously drawn tables.

We were also told and we all agreed that the ideal condition is to have the aid of extra cost vouchers and fake setups. We also agreed that excessively high prices did not go towards making good conditions in a department.

We were of one opinion that neither side take unfair advantage during time studies. That conditions be normal, speeds and feeds not excessive. That average, rather than picked speed artists be timed, and that the operator give a good performance. And that when it became necessary to time an above average operator, to rate him or her above 100 Percent so that the average operator can make the job rate.

This is a simple formula for arriving at just prices, and if practiced, many weary hours of negotiating with management would be spared our negotiating committee, as the major number of our cases are in regards to price disputes.

There exists in the shops a mutual distrust between the rate department and the workers. On the one side we have the rate men with their bag of tricks, many of which are of old standing and an occasional new one. Their code runs something like this.

1. Always time the fastest man in the department and rate him average.
2. If the operator does not meet the price you planned to pay he's either operating too slow or his set-up is incorrect.
3. On long run jobs, time four or five pieces when operator is running his best and when operator claims he cannot make out on subsequent price show him where he made the job rate for the number of pieces timed.
4. Time the second shift operator unofficially after the day man has left.
5. As a last resort pay "Special," claiming the machine isn't properly equipped when you know that it never will be.
6. When timing an assembly job have accumulator deliver all material required to the assemblers' bench, although you know that normally there is time lost accumulating parts.

7. Everything short of scrap is acceptable during time studies. (The foreman helps out here.)

8. If you believe prices to be too high, conveniently lose the record card and issue blank voucher hoping that you will catch some operator unaware. When caught say the girl made a blob.

9. Usurp as much of the foreman's authority as you can get away with.

These are a few of the most common unethical tactics practiced by many rate setters. In defense, the operator will not report a loose price because he knows there will be a battle if he asks to have a low one adjusted. Two or three time studies back and forth from 41 and perhaps after a month or two, a settlement.

I believe that if the rate department broke the ice and started to play the game on the up and up, gained the confidence and good will of the operators, have prices based on cooperation and fairness, we could in the very near future achieve the ideal conditions.

IS THE CITY ADMINISTRATION HELPING THE WAR EFFORT?

During our recent snow storm, I couldn't help but notice the deplorable condition of some of the streets in and around the City of Schenectady. On my way to the G. E. the one Tuesday morning the busses and autos were every which-way across Broadway hill. They could neither go up nor down. Traffic was at a standstill.

This traffic jam not only occurred on Broadway but elsewhere. It makes me wonder what we pay our taxes for. Surely it is the least the city officials can do to see to it that these hills and some of the highways are properly shovelled and sanded.

Some of our city officials, or should I say politicians, seem to forget that there is a war on. I would like to state here that every time the city neglects to sand these dangerous places that it results in a considerable loss of man hours in our defense plants. When employees cannot get through the roads in time to get to work this, to me, is a detriment to the war effort, and it is about time the city and county officials woke up to that fact.

Let us see if they are really interested in helping us win the war, and see to it that the roads are kept clear.

CHAS. GREEN, Bldg. 28.

YOU AND THE ANTI-POLL TAX BILL

By SAM FALCONE and Bldg. 52 Welded Products

The Anti-Poll Tax Bill, H. R. 7 is now going to the Senate. If passed, this bill would give 10,000,000 voteless Americans a stake in Democracy. It means that 10,000,000 more Americans would be free to fully cooperate in the war effort, with the assurance of receiving the same democratic rights extended to the people in other parts of the country.

This bill has twice passed the House of Representatives. The bill has received the endorsement and support from all the major labor organizations and the numerous church, civic, negro, women's and youth groups throughout the country.

Yet, but a few days ago a group of 18 Senators from the Poll Tax States met and openly announced that they would filibuster the bill. This means that for days the business of the Senate of the United States will be booted by a willful minority and that minority will spew forth its venom against the negro people, against labor and against religious creeds. It means that for days important legislation affecting the outcome of this war will be held up while this small irresponsible group provides our enemies with the propaganda to bombard Asia, Africa, and India by Axis short wave broadcasts.

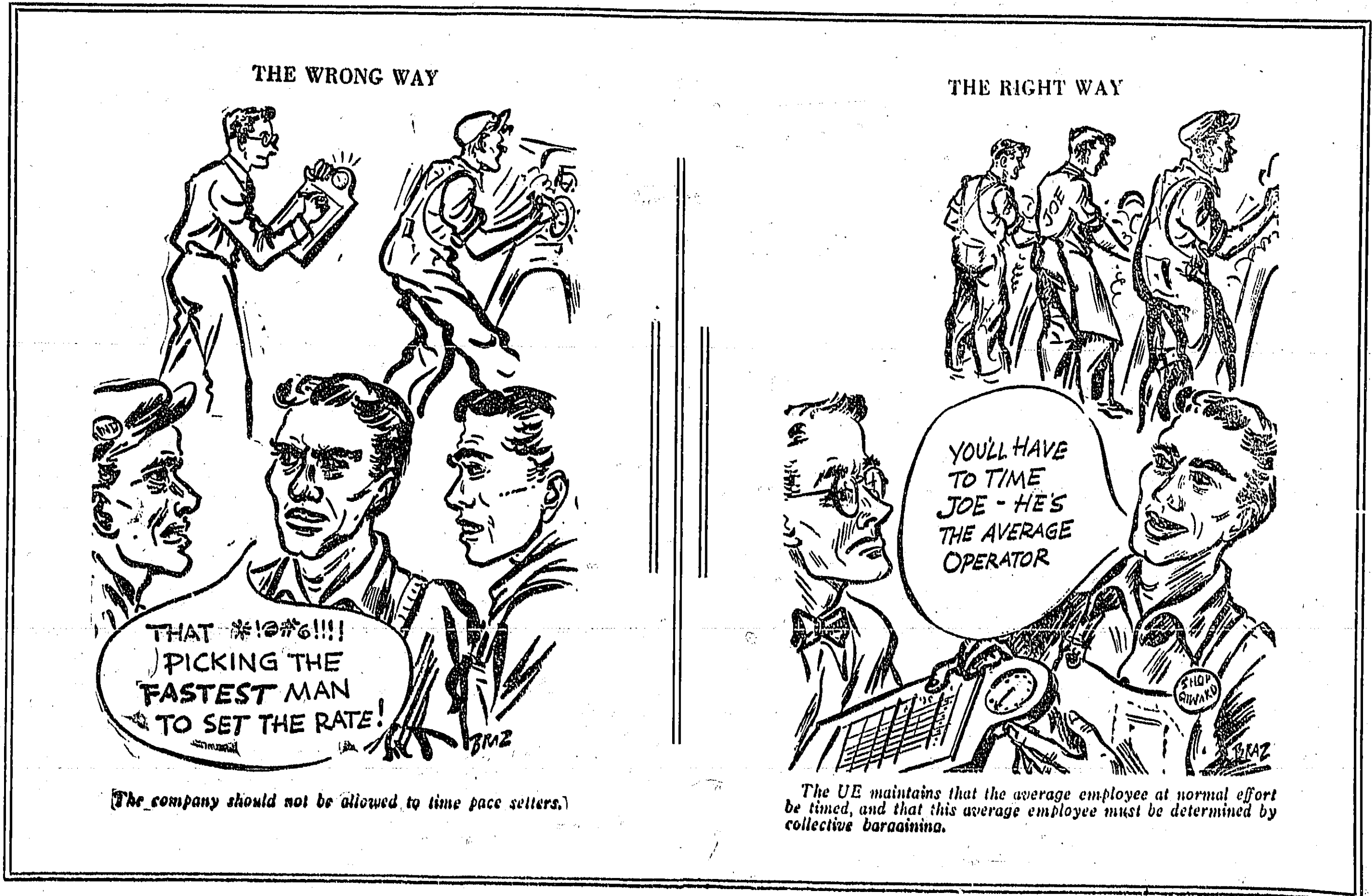
This filibuster is treason no matter which way one may view it. The O'Daniels, the Connallys, the Smiths and Bilbo's are as guilty of sabotage and treason as any group of Nazi spies or saboteurs who are amidst us. I will also add too that any Senator who gives only lip service to democracy but refuses to bring this bill before the Senate for a decisive vote shares equal guilt with this poll tax gang.

The American people must exert pressure at once to force their Senators to call this bill on the Senate floor. Once the bill reaches the floor Alban Barkley, the leader of the majority party in Congress has the power to keep this bill on the floor 16 hours a day until their tongues hang dry.

WRITE, WIRE, PHONE, SENATORS MEAD AND WAGNER. Tell them what you want them to do. Act immediately.

THE DIES COMMITTEE WILL PROBABLY BLAME THE RED ARMY

Peace rumors sent the stock market slithering downward recently. Wall Street is sure that the only thing worse than war is no war. It's a great system.



ELECTRICAL



UNION NEWS

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

Vol. I

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No. 11

Christmas Greetings!

To All Members of Local 301

On this Christmas Day, 1943, millions of homes in this country will be observing this holiday around a table with vacant chairs. Many Christmas tree lights will be dimmed through the tears of mothers, wives, and sweethearts. But, heavy though the hearts may be, the knowledge that our boys are carrying the flags of the United Nations to Victory is encouraging. This holiday will remind the boys of a happier Christmas. It is these memories they are seeking to make a reality again.

Peace and Good Will Towards Men

The divine compassion of the Prince of Peace for the suffering of all people of the world, the black people, the white people, the little people and the great, gave us Christianity. Christianity is love and good will towards our fellowmen, regardless of race, creed, or color.

On this Christmas Day let us dedicate ourselves to the renewal of the true Christian spirit. Let us rid ourselves of all prejudices which breed hate of man against man, such as white against negro, Gentile against Jew, religion against religion, nationality against nationality. These prejudices have no true basis. They have been fostered by the enemies of mankind. These enemies are exemplified today by the evil forces of Nazism and Fascism both white and yellow. They have thrown the world into the most devastating war of mankind.

The complete destruction of these evil forces and the emancipation of all prejudices from the minds of men will be the guarantee for a lasting peace.

1,500,000 Union Members in Uniform

There are one million and a half union members away from home serving in the armed forces. To these union brothers who are making it possible for us to spend this Christmas Day at home we owe our eternal gratitude.

Unity of Purpose

We take this opportunity to thank all our members for their splendid effort on the production lines, for donating blood, purchasing war bonds, contributing to the war chest, Civilian Defense work, and for participation in every phase of the war activity.

We take this opportunity to thank the Company management for their fine cooperation in our labor management relations, without which we could not have exercised our best effort to bring victory.

We Offer a Prayer

On this Christmas Day, 1943 we offer a prayer for a speedy victory in 1944.

We offer a prayer for the illumination of the minds of those men at the head of Labor, Business, Government, and Industry, in order that they might gather together around a broad conference table, in the true spirit of cooperation, to solve the post war problems. Thus we shall peacefully convert the war production into the economy of peace, that will guarantee full employment to all those now serving our country when they return, and to all able bodied men and women who want to work.

Thus we shall effect the FOUR FREEDOMS: FREEDOM FROM FEAR, FREEDOM OF RELIGIOUS WORSHIP, FREEDOM OF SPEECH, FREEDOM FROM WANT.

Seasons Greetings and Our Best Wishes To You All

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ORIGINAL TORN

A Speech for Every True American to Read

WASHINGTON, Dec. 10.—Here is the text of Speaker Sam Rayburn's (D. Tex.), speech yesterday to the House, a speech that may go down in history.

Mr. Chairman, I do not know whether it is possible for me by saying what I have in my heart today to say to be helpful to all of us or not. I read a good deal, I hear a lot of conversation, I hear things and I see things on the printed page that I feel are very helpful to the unity of your country and mine and if I were going to say what would be the subject of my remarks today I would say that I desire to speak on some dangerous trends.

I know that every man and woman in this House loves this country. I do not doubt the patriotism of a single one of you, I do not doubt the patriotism of those numberless millions of men and women out here. I do know, however, that the people in this country who are making the greatest sacrifices are complaining the least. I think of the mother of six sons, a widow, in the district I represent. Every one of her sons is in the Army or the Navy. She is not complaining, but is meeting her sacrifices as a great American and has gone out to get herself a job.

Constant Questions on England

Every day or every week somebody, somewhere, asks: "What are we going to do with England after the war is over?" "Is England in diplomacy going to outdo us after the war is over?" "What is going to be done with this little island or that little island in some sea after this war is over?" "Is England going to stride the world like a Colossus?"

That is dangerous talk. Any thing calculated to bring about disunity and wrong thinking in our own country or disunity among us and those allied with us is dangerous talk; it is dangerous propaganda; it is a reflection upon the intelligence of American manhood and womanhood that we do not have patriotism enough and brains enough to sit around a peace table with anybody upon the face of the earth.

I brand expressions like that as canards not only upon the patriotism, but the intelligence, of those who will represent us when this terrible war is over.

Then somebody says to me: "What are we going to do with Russia after the war is over?" "What is Russia going to do after the war is over?"

What I am interested in, in 1943 and 1944, is what Russia is doing now. We will settle those things after this war is over.

Is Russia going to Communize the world? Will that strange doctrine find root in American soil? It will, only when the people of the United States are willing to accept Communism, and not until then.

Is somebody trying to change our form of government, an insidious group somewhere? Now listen. Under our form of government and the way we have of doing, the election of members of the House of Representatives every two years, the election of a President every four years, and the election of all Senators every six years, this form of govern-

ment of yours and mine is not going to be changed until the people exercising their intelligence and an unpurchasable ballot, vote to change this form of government.

Another thing, especially since the Patton affair, which was tragically unfortunate, the Army has not escaped whisperings.

Quick Army, Navy Decisions Vital

Of course, everybody knows that mistakes have been made, that judgments have gone wrong. If even in the Army they had had months to consider whether or not they would do a certain thing, some of the seeming mistakes might not have been made. We were attacked and we were unprepared to defend ourselves. Things had to be done in a hurry. Decisions had to be made, when you could not even wait overnight. I do fear that these men in the Army and in the Navy, if criticism goes on, and if they are called into the open to answer questions that many times should be asked in executive session, may themselves come to fear to make decisions upon which the fate of a hemisphere may depend.

I call your attention to that because I know that these earnest men are using all their training, all of their brains and all of their patriotism to do this job and do it as quickly as it is possible. If the Army and the Navy cannot run this war better than any civilian, then we should have done away with West Point and Annapolis a long time ago.

So when these strange things are talked and printed and blared over the radio I hope that we, if we are fortunate enough to have a few days among our own people during the Christmas season, which at its best cannot be a very happy Christmas, will go back and try to stamp out some of these things among our people.

Another thing, ceilings for the other fellow but not for me; price fixation for the other fellow but not for me; uncontrolled inflation on what I have to sell but controlled prices on what I am called upon to buy—that just will not work.

Production Story Is Unequaled

We can tell the people of America a story of production unequaled by anything in the annals of time. Two things stand out in 1942 and will for half a century in my opinion: One was the swift conversion of American industry from what it was doing to the manufacture of the instruments of war, and the mass production that they brought about. The other was the unexpected and successful resistance of Russia.

Some people say, "Why send so many things across the ocean to other people?" I would rather send bullets and bread to the armies of the Allies to fight on their front than to have to send more of our boys to fight on all fronts.

Let me repeat that the people, in my opinion, who are complaining the most, are the ones least justified in complaining. I am an average American citizen, no better, I know, no worse, I hope, than the average. I have no son to give to this war or to the reconstruction of a sad and stricken world after it is over; and I am in the same position as at least 50 per cent of the men and women in this country. I am wondering what sacrifices I have made, and I cannot think of a single one. Maybe I have been slightly inconvenienced. Like the average American, I have had all the coffee I needed to drink and plenty of sugar to go into it. I have had enough gasoline to transact my essential business. I have eaten well and plenty, as has every other American citizen, and many of them are eating better today than they have ever eaten before. Of course I have bought some Bonds, all I can afford to buy,

That is no sacrifice I will get my money back with interest, if these boys who are fighting and dying over there win this war for you and for me.

We in this country would not know that a war was on, if we did not read the newspapers, hear the radio and see the vacant chairs in the homes of the country. In all probability, a hostile gun will never be heard fired inside of this hemisphere, a bomb in all probability will never fall. But when I think of this widow who is giving six sons, she is making a sacrifice.

When I think of her son, who has been in command of a submarine in the Pacific Ocean ever since Pearl Harbor; when I think of millions of mothers' sons who are in the Southwest Pacific, wading in the mud and muck of vermin-infested islands, where if disease does not attack them the murderous Jap is behind every stone, every stump, and every tree, when I think of the sacrifice of these people, I would despise myself if I complained about my little inconvenience; and that is the best or the worst or the greatest sacrifice I have made.

'Sad Commentary' on Some Humans

Some people are complaining who have improved their position during this war. I hate to think of it, but as I do think it, I must say it. I think some groups in this country, at the expense of our unity in the war effort, are thinking more of their position after the war than they are of winning the war now. It is a sad commentary upon some human beings.

Some people just love to be unhappy. They just love to be scared. "What is Russia going to do to us?" "What is England going to do to us?" "What are they going to take from us?" "What have they got to give us after this thing is over?" "Are we going to be able to feed the world after this thing is over?" "Are they going to demand the bread and the meat that should go into the mouths of our people and the milk that should go into the stomachs of our children to the deprivation of our people here?" Of course, that is not going to happen. Of course, that is not going to happen.

Ah, my friends (this war is not over by a great deal. The people of the United States are so geared that if we win a little island somewhere, they think the war is almost over. I think anyone who predicts the length of a war is dealing in super-hazards. And I do not predict the length of the war in Europe or in Asia. But I cannot see anything in this situation, either in Europe or in Asia, that would cause me to believe it is going to be a short war. It is going to take the might and brain of every patriot under the flag to do this job. Our hands are to the plow. We cannot look back. The very state of civilization depends not only on how our Army and our Navy act but how you and I act, and how you and I respond to the necessity of this hour.

Must Have Unity

Unity in this war effort we must have. And I trust the brains and the patriotism of Americans after it is all over to look after our interests. It is going to take the work, loyalty and love of every citizen throughout the length and breadth of the earth who loves liberty and who is willing to sacrifice to preserve liberty in this world and make it again a decent place in which to live. I am saying this not for you so much as hoping that it might get out somewhere and might help somebody and might stop some complaints which are wholly unjustified.

When I think of the millions of men and women who are making the supreme sacrifice in sons in this war; when I think of the bravery of the best equipped soldiers that ever went into battle in the history of mankind; how our production has put into their hands the greatest instruments of defense and for attack of the history of mankind; if we do our job on all this front in unity, not only here but with those who fight with us, God knows, and you know that the boys who wear the uniform will do their part.

WHAT GOOD IS THE UNION?

"Red" Boynton, Fort Edward

A question that is fired at me a great number of times each day is, "What good is the Union?" If you have a grievance, real honest to goodness case or something that you don't understand, see your committeeman. He will be only too glad to talk to you or even call Schenectady for further information. If you are at your top rate now on your present job, maybe we can negotiate a transfer to a better job with a higher rate. If you are qualified for such a job, we believe in utilizing every man's skill. Several of these transfers have been negotiated through the Union.

"There have been several girls transferred to a higher-rated job. Do you people know what rates you should be paid? Do you know that if you are not given a week's notice in advance, that the Company must pay you the first week at your previous rate and ten cents an hour more than a new operator's breaking in rate on the same job each week thereafter until your piece work rate shall exceed this rate.

Your committeeman is in the shop so that you can come and state your grievances and gain the information that all of you should know and are paying for.

Bring your case to the attention of the Union if you are being held back, underpaid, disregarded on suggestions, unsatisfactory working conditions, etc., etc.

Each and everyone of us is receiving 5 1/2c per hour more because of what the union got for us last year. Talk union to your neighbor, get him or her to join. It's up to you to get them over to a committeeman or woman and get them to join, and after you join use the union for your own benefit.

BUILDING 53-4—Frank Chiareo

Dear Girls: I promised you a picture of yourselves in our Union paper to show a lot more people that there is still a war to be won and soldiers to be saved. And that can be done by giving a pint of blood, which you so generously and courageously gave. The editor agreed to have it in our next issue. So, please hop to it and give us another group. This time a combined group of men and women. . . . Again yours truly stresses the question of attending union meetings. Please attend especially now that we are negotiating a wage increase for day workers. REMEMBER UNITY IS STRENGTH.

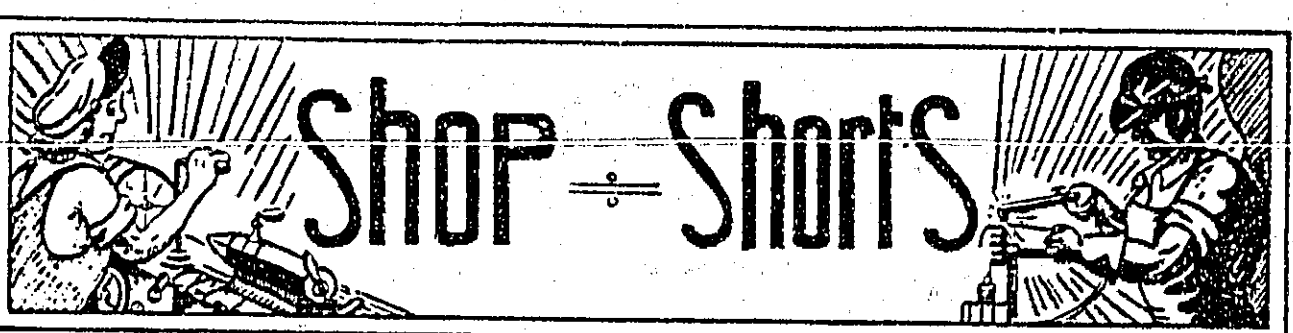
BUILDING 52, TIN SMITH DEPT.—L. Frederick

This paper would have to be printed every hour to keep up with "Diamond Dave Crabb." When that boy gets going he is faster than an Army Pursuit plane. He wasn't going to get married until after the duration, but that seemed too long for Dave. He gave his girl a diamond and changed the date to Christmas Day even that seemed to long. So, I'll be darned he went out and changed the date again to December

THE WINNER

Pat Votlis' story on "How the Rate Dept. Rates With the Workers" published in the last issue of this paper hit the nail on the head. Pat has received much fan mail as a result of the story and many complimentary telephone calls. A unanimous decision of the editors and the reporters gave him the \$5.00 feature story prize which he immediately turned over to the Schenectady Boys' Club. He is the director of the club as a representative of Local 301.

Correction—There was a typographical error in the second paragraph which should have read as follows: "We were also told and we all agreed that the ideal condition is to have each and every job pay for itself without the aid of extra cost vouchers and fake set-ups." The line—"each and every job pay for itself without" was omitted. The editors wish to apologize to Pat for this error.



BUILDING 52—Bill Geier

All right, Junior, climb up on Papa's knee and I'll tell you a Christmas story, one about the spirit of giving.

It seems that some "Biggie" in the piece rate department saw an article in the U. E. News, that seemed to cast a hint towards a certain person in regards to cutting prices. Well, this "Biggie" didn't like that article, so he sat there in his easy chair in the bright, clean office, with his head in his hands, and he thought, and thought, and thought, and you really have to give him credit, Junior, for thinking was not one of his major accomplishments.

At last his mind (?) was made up. "That's not true," he giggled, "It seems to me that the foreman and the committeeman have races to see who can give the men the most money, and seeing this is Xmas Eve, now, Junior I'll show you just how too, too, awful that can be. The man would work one hour on a job, and the committeeman would say, 'I would like one dollar for that hour.'"

The foreman would reply, "No, I wouldn't think of it. We'll make it two dollars."

The committeeman—"As long as you want to give me two, I'll take four."

The foreman—"If you will take four then it certainly should be worth eight."

So finally they compromise on ten dollars for the hour's work. And you realize, Junior, that if we all got ten dollars an hour, why that would cause inflation, and we certainly wouldn't want that, would we? So, you see, the spirit of giving may go too far.

Now go get yourself a saltine cracker, and seeing this is Xmas Eve, you may put some oleo-margarine on it. Pleasant dreams!

Editor's note: Any resemblance in this story to any real person, living or dead is purely coincidental.

MERRY CHRISTMAS.

3rd. Now he reports a very pleasant honeymoon in New York City.

On the Boss' desk there is a familiar looking glass straight edge. We wonder if it could have belonged to Bernie Jankowski at one time.

Help Wanted—Mary James said your reporter would be sorry if he ever put her name in the paper again. ("Silly girl") and she's way past 5, too.

Walt Crawford made a trip to Albany with the boys instead of induction papers he got I-A-L. . . . Beatrice Marshall fed her husband so many vitamin B-1 tablets he turned into B-A. . . . Who was the guy who took the blue print home the other night so he would have a head start in the morning? . . . Lillian Dennis is back with us again looking prettier than a bouquet of gardenias.

Pete Gentile, our M. B. by 5, is the new bartender at the Town Tavern. . . . Bob Rosenthal spends his spare time delivering coal. . . . Steve Madej must be boss welder now, we can tell by the white shirt.

Ben Borzy's bowling score is going down. He claims his arm is sore from painting ceilings. Poor kid. His wife shouldn't be so mean to him. . . . Ed Slovack was seen filling out one of those forms. It looks as if he is trying for one of those \$1.50 specials. . . .

While reading one of the New York newspapers the other day we saw a picture of a welder with the heading—"She Was The Champion Girl Welder Of The U. S. A." The boys of the tin shop don't believe it unless she can prove it against our own Lee Huta.

Carman Orupolia and Bernie Balkonyr passed their physical exam and received a 3rd class rating in the U. S. Navy. Good luck, fellows. . . . Bill Weinand paid the boys a visit while on leave from the Navy. Pete Stairs says at least he had ought to get kissed by some one from the office. . . . Louie Chicione, our committeeman, is setting an example for the blood donors. He gave his 6th pint recently.

REPORTERS' MEETING

The next meeting of all the reporters will be held at the CIO hall December 28th. Our meetings are open to all who care to attend. Professor Johnson from Union College gave the reporters a great deal of assistance at the last meeting and many hints on improvements for the paper. Our next meeting will be attended by an editor from one of the local papers. Come Tuesday, December 28 at 7:30 P. M., to the CIO hall, 301 Liberty Street. Everyone is invited, even though you are not as yet working on the paper.

BUILDING 60—Fred Matern

On Saturday, December 11th a highly successful Turbine Night was held at the CIO Headquarters. All the committeemen who worked so hard to make this party into the biggest and best party ever held by the Turbine Dept. are to be highly commended for their excellent work. On the committee were Pat Votlis, acting as general chairman; William Kelly, master of ceremonies; Fred Matern, in charge of ticket sales; Louis Zamone, in charge of dance

committee; Lawrence Shilling, chairman of entertainment; Leland Bellinger, sergeant at the door. Usherette were Miss Erlene McGann, Miss Pauline Pipito, Miss Carmella Friele from Local 301 office, and Misses Laura Cagnina, Helen Farnio, Dorothy Falcone, Edith Trifilo and Marie Mangino. Leo DeMaggio and E. Martin were on the Dance Committee.

Joe Gailling with the rest of the committee served the liquid refreshments. The Ladies' auxiliary worked hard all day preparing over 1,000 sandwiches and other snacks.

Bartenders were the following: Andrew McNally, L. Chante, Albert Carr, Roy Underhill, Teddy Krag, A. Martin and Brothers Fitzsimmons and Markowicz.

A blue and gold union banner was presented to Local 301 from the Turbine Department. The ceremony was very spectacular. James McFarlane and William Reddel led the march playing Scotch Buggies in their Highland uniforms. Two soldiers and one sailor carried the U.S.A. flag. Miss Edith Clairmont sang the national anthem.

Pat Votlis presented the banner with the following outstanding remarks: "Labor has won better working conditions and increases in pay through collective bargaining and if labor does not wake up and organize on the political field all the gains won through collective bargaining will be lost."

Therefore, keep your eyes and ears open to what your legislative committee has to say and act accordingly."

After the ceremonies came the entertainment. Duke Mizke and his orchestra provided the dance music. A good floor show was put on by "Jimmy and Dolly Attractions" by New York entertainers. Some of the outstanding features on the program were the Arkansas Cowboys; Adirondack Mountaineers; Peter Della Ratta, who rendered some selections on his accordion; Tommy Davidson played for the boys who wanted to sing; Southern Jubilee quartette; Songs by Howard Haswell, etc.

The party broke up at 3 A. M. and everybody left happy. There were 800 guests attending the party.

BUILDING 10A

Rose Carbone, Carol Bucholadi

We wish a speedy recovery to Rudy Palmer who is in the hospital. . . . Francis Conolly was transferred to the Protection office #62. Lots of luck Francis. . . . We welcome three newcomers to 10A William Newhouse, Charles Swartz, and Clarence Buskey.

WAR PROFITS AND SUBSIDIES

Subsidy to War Profiteers

The U. S. Treasury, in a report filed with the House Ways and Means Committee in October, vigorously opposed the demands of corporations for tax concessions to provide postwar reserves. It cited the big profits made in recent years and declared that such concessions would actually be subsidies to certain corporations, mainly those with the biggest excess war profits. It stated that current profits "adequately provide seed money in the post-war period."

Wall Street Report—Financial advisory agencies regard this tendency to amass reserves for postwar use as a favorable sign for the stock market. Poor's "Investment Advisory Service" (11/5/43) reflects this trend when it states:

"Industry at large has been building up finances to meet all problems which may arise in the postwar period."

"Many concerns will finish the war far stronger than they were when we entered the struggle. Comparatively few will be losers on balance."

Increase of 2,800% in three years. A recent study of the five largest companies in each of 50 basic industries by the Securities and Exchange Commission, showed that some 145 of these concerns, whose accounts were investigated, had set up war or post-war reserves amounting to \$58,709,000 by the end of 1942. The same companies had only \$18.5 million in such reserves in 1939. This was a rise of about 2,800%.

C I O

"MY BIT WILL NOT BE MISSED" In a recent copy of the Schenectady Works News there was an editorial entitled "My Bit Will Not Be Missed." The first paragraph reads as follows:

"Many years ago a medieval village in France decided to hold a feast. To insure its success a huge cask was built, into which all participating were asked to pour a bottle of wine. If I fill my bottle with water, thought one, and empty it into the barrel with others, it will not be noticed. The big day arrived, and when all the villagers had assembled, the great cask was tapped, but only water flowed forth. Everyone of the villagers had also resolved, 'My bit will not be missed.'"

A day worker in the CAP added the following:

"The next year the villagers tried the experiment of filling the cask again for the celebration. This year a barrel of water brought a little bit more than the bottle requested. 'The cask became full and the village fathers had to provide another cask and they proclaimed an extra day of feasting.'"

Appropos to this: When the G. E. workers did a little bit more than that required and production increased, the G. E. fathers, unlike the fathers of the medieval village in France, took all the excess wine for themselves and declined to give the incentive bonus to the workers. If the workers should follow the first part of the story why shouldn't the company follow the second?"

LOCAL No. 301 is announcing

the publication of two new pamphlets "WHAT BECOMES OF YOUR UNION DUES," and "WHY WE BELIEVE YOU SHOULD JOIN OUR UNION." The pamphlets can be obtained from the Union Office. They are for free distribution.

For sale at the Union office are two popular books for committeemen and union members: "U. E. Guide To Wage Payment Plans, Time Study and Job Evaluation," 25c per copy. "Labor and the War," is devoted to summarizing a large body of useful information for all people engaged in war. It shows what labor and trade unions have accomplished on every front—military, savings bonds, relief, civilian defense and especially production and transportation. It reviews the plans, programs and contributions of labor for speeding the output of vital arms and munitions. The book sells for \$1.00 per copy.



The A. B. C. of Committeemen's Responsibilities

An Open Letter To All Local 301 Committeemen

HANDLING OF GRIEVANCES

By SIDNEY FREIDLANDER

The handling of grievances is the fundamental purpose of all unions.

Originally the membership of this local was a few thousand members and the grievance machinery as set up in the constitution was adequate to handle the work involved. A single business agent, the executive board and an aggressive and interested group of committeemen were able to do a very good job, so good that the union grew quickly to its present membership of 28,000 and achieved excellent results in improvement of wages and conditions.

This very rapid growth soon made the old set-up obsolete and inadequate. The appointment of an assistant business agent only partially relieved the pressure. Nevertheless, with the great expansion in the membership and the ever increasing volume of petty and also important grievances, these measures were insufficient. Many of the newer committeemen were inactive and satisfied to let things ride along as best they might.

Many proposals have been made to cure the difficulty but, up to this time, it still exists. A careful factual study of the problem ought to be undertaken by the union through a committee specially appointed for the job. This should be not merely a name committee but rather a straight thinking, working group of about five experienced union workers prepared to devote considerable time to the study. Their duty would be to entertain and analyze suggestions and to propose to the board and to the membership those recommendations which would best serve our needs.

It is not a trifling job to be shuffled off easily by an honorary group. Rather it is a serious problem to be seriously undertaken. It will involve study of procedures both here and in other unions and the conclusions reached should be clearly and forcibly presented to the membership and received by them as the result of an honest and able research.

Dear Brother:

Let me congratulate you on your successful election to the office of Committeeman. The people that chose you expressed their trust and confidence in you by electing you. To be chosen a representative of a group or a department is an honor and privilege that carries a certain amount of responsibility and trust.

As a new representative, there are many things that you must learn. There are things that you are privileged to do that you must know; for instance you may use the Company phones for Union Business. You have the right to ask your immediate foreman for job rates and classifications. You may at any time talk to an individual in your group in regards to a grievance. If necessary, you may observe time studies. You must study and thoroughly know the union agreement with the Company.

I hope, dear brother, that you will instruct the people in your group that you are their representative and that it is your wish that they take all of their grievances to you. Do you recall the days when an individual would go to his foreman for an increase and something like this would transpire. The Foreman would tell the man that he would take it up with the General Foreman and would let him know in about a week. At the expiration of the period the man would again approach his Foreman. The answer this time was that he had spoken to his superior and that he, the General Foreman, wanted some time to look into it, but not to worry. Wasn't he fighting for him? Another week and the man patiently approached the Foreman again "How does it look for that raise?" Oh! your raise. Oh! Yes, I tried to get a hold of the G. F., but he's been tied up in

conferences all week I'll let you know as soon as I hear something. This went on and on.

Don't let this happen to any of your people, as cases taken up by individuals are still handled in the same manner by supervision. If an individual in your group is deserving of an increase or a price adjustment, or any other just grievance, simply get a grievance form, address it to your Foreman stating in plain simple words the case and what the individual is requesting, sign your name, and request a written reply within the time specified in the contract. The answer will be yes or no, minus the run-around for weeks and months.

You should attend all Union meetings. The usual schedule is two a month. On the first Tuesday of every month is the Committeeman's meeting and the third Tuesday of every month is the membership meeting. To this meeting you should try to get as many of the members in your department to attend as you possibly can. You should try to hold a meeting a month of your group, at the Union rooms to discuss shop problems, and the things that the organization is doing as a whole.

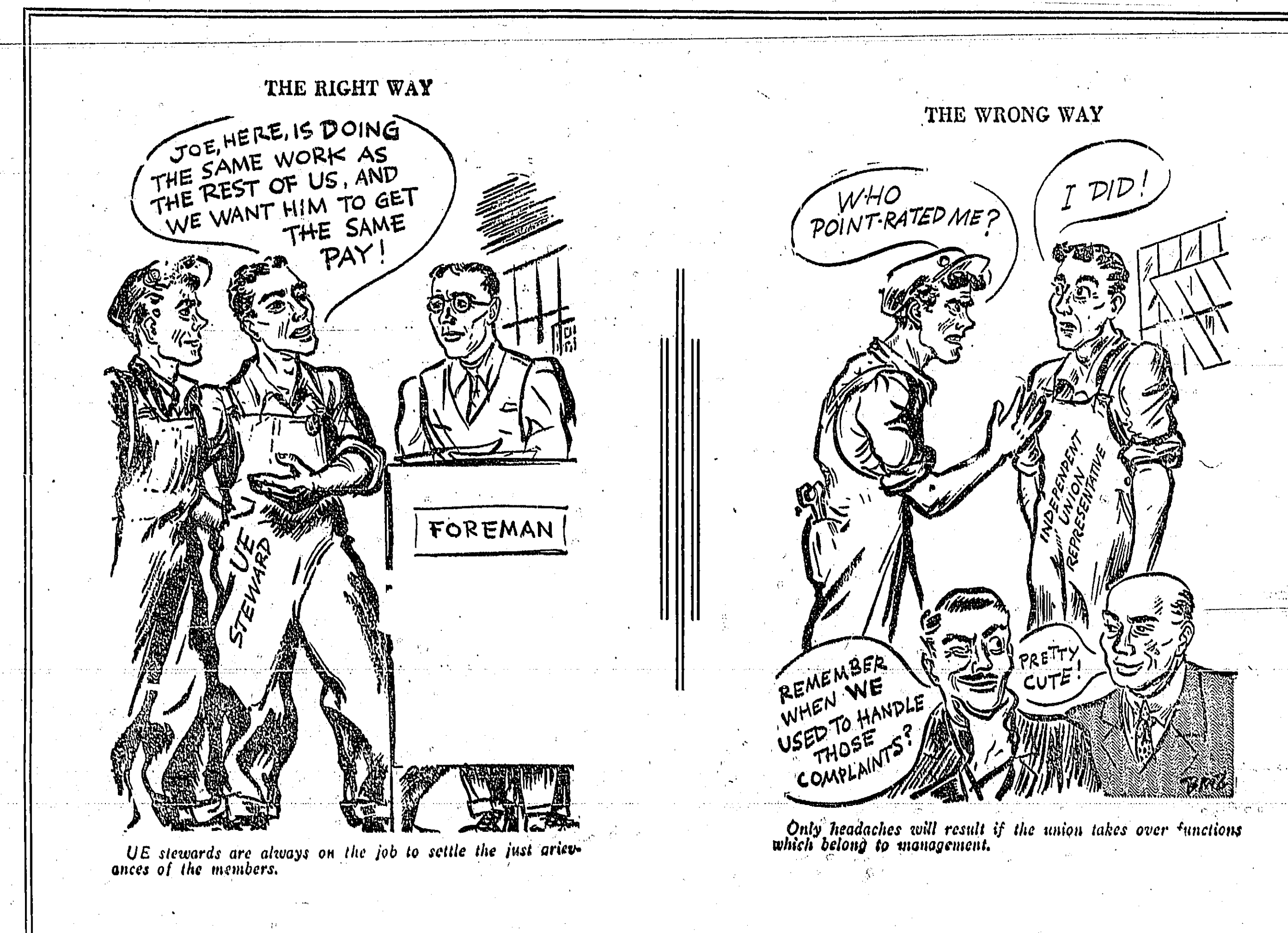
If at this time you do not have the confidence of all of your people, you will win it by faithfully and honestly taking up all of their grievances and in conclusion, dear brother, I would like to emphasize that you discourage any individual from dealing with rate men or Foremen.

I hope that this letter will be a help to you in becoming the type of representative that will have the support and respect of his group, which I know you will have. I remain

Fraternally yours,

A Brother Committeeman,
PAT VOTTIS.

BUY MORE WAR BONDS



ORIGINAL TORN