

# UE Did Best Job on Women's Rates, Says U. S. Labor Dept.

UE tops the list of unions which helped establish the principle of equal pay for women in industry, according to a study by the U. S. Department of Labor.

In the electrical industry the payment of equal rates to men and women doing the same job... resulted from the union's (UE) activity," the study reported.

The Labor Dept. noted that by 1943, "the United Electrical, Radio and Machine Workers of America had about 150 signed agreements covering at least 800 factories, which included the equal-pay clause. The United Automobile Workers had about 50 agreements."

By way of further contrast the

government pointedly stated, "equal pay not mentioned" in IUE's contract with the GE plant in Syracuse. An IUE official is quoted as dismissing a list of men's rates with the observation, "they (GE) wouldn't be paying women these rates." The report could not cite a single instance where IUE-CIO took action to narrow the unjust wage differential.

While UE has made noteworthy progress toward wiping out rate discrimination where men and women perform the same work, much remains to be done to raise the rates of so-called "women's jobs".

The government report, called "Case Studies In Equal Pay for Women," said of "women's" jobs

that they "paid substantially less than men's jobs that required no more and sometimes even less skill and effort."

An unnamed GE representative frankly explained to the Labor Department that "because women's

took advantage of the fact to under-pay women."

GE and other companies, the report observes, admit that they tends to undermine the entire wage structure. It also makes it desirable, from a company viewpoint, to make more and more jobs "women's jobs."

The UE position is that jobs should be classified and rated according to content regardless of whether they are performed by men or women. The Labor Department report notes that a radio plant in UE Local 430 has been able to establish this principle. There are no lower-rated "women's jobs," in this plant, the investigation disclosed.



job opportunities have been relatively limited in the past, it has been possible to get them to work for less than men, and employers

# Layoffs Cut Deeper In Industrial Control

Women with less than March 1943 service will be moved out of Industrial Control within two weeks, according to management. Suitable jobs must be found for them.

Business Agent Leo Jandreau says three factors determine a suitable job: RATE, SHIFT, NA-

TURE OF WORK.

Since he was assigned to handling layoff cases full time, Assistant Layoff Agent Fred Sheehan has worked on 60 individual cases involving seniority rights. He said today that the company is not settling grievances fast enough.

## REORGANIZATION OF EXECUTIVE BOARD

Proposals for the reorganization of representation on the UE Local 301 Executive Board were discussed at length at the Board's meeting January 14, with a subcommittee of five appointed to bring in final proposals for adoption at the next meeting.

The Board's proposals will be placed before the Local 301 membership meeting in February for final action. At the same time, a date will be set for the election of Executive Board members.

Those Board members serving on the subcommittee are: Rossitter Lighthall, Bldg. 46; William Stewart, 273; Anthony Esposito, 53; Fay Hildreth, 269 and Sidney Friedlander, 17.

## UE Delegates In Washington

(Continued from Page 1)

sented with the petitions of union members for wage increases — won by collective bargaining and strike actions.

**Schenectady Petition**  
A petition to the Wage Freeze Board, circulating in the Schenectady Works states that while the amount of GE's wage increase is small compared to cost of living and taxes, it is needed and should be approved without delay.

Upon the return of the Washington delegation which faces an all-night journey home, a full report will be made to the membership. The delegates have earned the thanks of every GE worker.

## Propose Changes In Jobless Law

(Continued from Page 1)

a UE 301 lobby in Albany for repeal of the amendments including a provision for a 7-week penalty waiting period for strikers.

Petitions advocating improvements in the law will be circulated in the Schenectady Works and local officers are authorized by the Executive Board to contact AFL, CIO and political leaders for support of the UE campaign.

The union is asking that maximum unemployment insurance benefits be raised from \$30 for 26 weeks to \$40 for 52 weeks. A bill containing these features as well as repeal of the Hughes-Brees provisions has been introduced into the Legislature by State Senator William J. Bianchi, a Republican who ran with American Labor Party support.

The Executive Board voted to send a delegate to New York City to attend a conference of AFL, CIO and independent trade unionists called by Senator Bianchi for January 19. There will be a state-wide labor lobby in Albany in support of the Bianchi bill on January 29.

Clifford McAvoy, UE representative who is legislative director for New York, submitted to local board a program for amending state compensation laws to provide maximum weekly payments of \$40 instead of \$32, compensation for partially disabled silicosis victims and payment for time lost in medical examinations and treatment.

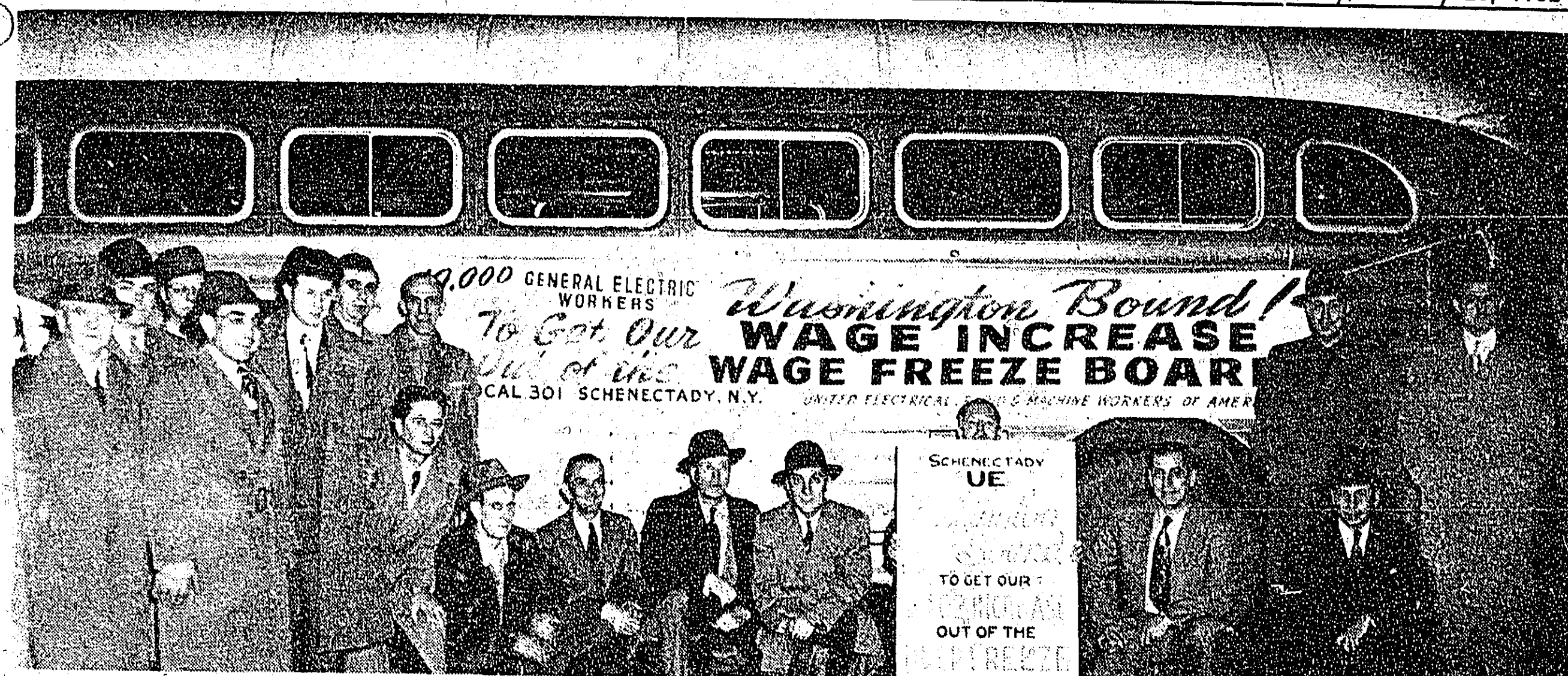
# ELECTRICAL UNION NEWS

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TAKE-OFF TIME. UE Local 301 members who went to urge action on their wage increase from the WSB are seen at 10 p. m., Wednesday night, Jan. 15, just before they boarded their chartered bus and took off for Washington, D. C.

# UE '301' Delegates Spur WSB for Wage Increases

A chartered Greyhound bus, filled with determined UE Local 301 members, descended on Washington, D. C. on Thursday, Jan. 17, and made clear in no uncertain terms that 19,000 GE workers in Schenectady are weary and angry

over the long delay and stalling of the wage freeze board in approving their 3.58 percent increase—and will regard any further delay as proof the board is playing GE's game of stalling approval until new wage negotiations begin next month.

The result of their visit is likely to have a far-reaching effect on wage petitions involving a total of 325,000 workers in the GE, Westinghouse and Sylvania chains.

The '301' delegates, whose lost time and expenses were paid by contributions of members from the various buildings they represented, carried with them thousands of signatures on petitions addressed to the Wage Stabilization Board, demanding prompt approval of the increase.

Before the day was over they had accomplished the following:

- Left the petitions with Senators Herbert H. Lehman and Irving M. Ives, who promised to turn them over to WSB with recommendations for approval.
- Visited the office of Congress-

### No Freeze Here!

PROFITS INCREASE 1950-51 (9 Months)	
American Woolen	561%
General Cable	467%
U. S. Rubber	127%
Sylvania Electric	109%
Int. Harvester	71%
Douglas Aircraft	48%
Westinghouse	38%
General Electric	36%
U. S. Steel	32%
duPont	26%

man B. W. Kearney, who said the WSB told him the case would be acted upon shortly.

Met with officials of WSB and sharply pointed out the need for GE workers getting the increase in short order.

Made clear that the special problems of toolmakers must be given particular attention by the WSB, which must reverse its previous decision not to establish toolmakers standards—or face the consequences of creating a shortage of toolmakers.

The UE delegation, the only union out of 60 in the GE chain to take such action, returned home with the opinion that GE doesn't want the increase approved now, but would prefer that it be stalled until new negotiations begin—in the hope of creating confusion. This suspicion was strengthened by the conviction that if GE exerted its influence to get the increase approved, it would speed up matters in a hurry.

Harry Weiss, WSB executive director, was reluctant to meet with any of the '301' delegates, and finally agreed to see six. He was curtly told he'd see all if they had to sit in his outer office the rest of the week. Weiss then saw the entire group.

Russ Nixon, UE Washington Representative, who handled arrangements, termed the day's activities a great success. "It worked out very well," said Nixon. "It placed the proper impact on the WSB from the men and women who work in the shops."

Would You Like  
**MORE SPORTS EVENTS**  
On Your TV Screen?

**BASKETBALL**

**WRESTLING**

**RACING**

**BOXING**

**HOCKEY**

GE owns the only TV outlet in the Capital Area. You can get to see more shows only if there is one or more channels. Sign the UE Local 301 Petition to the Federal Communications Commission for more outlets for Schenectady... more entertainment... a chance see what YOU want to see.

### They Went . . .

Those members of UE Local 301 went to Washington:

- Joseph Keraghan, 40; William Christman, 18; Miles Moon, 85; Anthony Esposito, 53; R. R. Roberts, 81; Paul E. Rosa, 60; Anthony DeBiase, 69; Fred Bulmer, 69; Edward J. Dondalski, 59; J. Gordon Ouimette, 46 (2nd shift); Albert E. Davis, 10; William A. Stewart, 273; J. F. Tunney and Arthur McAleavy, Cart. 5; D. L. Gauvreau, 273 (2nd shift); Edmund Caller, 17; H. Marhafer, 89; H. R. Hackelberl, 16; Joseph M. Daniels, 285; Jack A. Kelmer, 273; Larry Gebro, 273; E. O'Brien, Research Lab.; Don Pitucci, 69; Rossiter Lighthall, 46; Floyd Thomas, CAP.; W. Burdick, W.P. 52; Marvin Rumrill, 273 and James De-Masico, 49.

### . . . They Saw

The UE '301' delegation to Washington saw the following officials:

U. S. Senators Herbert H. Lehman and Irving M. Ives and Rep. B. W. Kearney.

At the Wage Stabilization Board, they saw: Harry Weiss, executive director of WSB; Leo Lightner, director of the office for independent unions; Ralph Denys, industry member of WSB and Herbert Kelly, executive secretary for industry members of WSB.



# The Checkered Career Of Senator Humphrey

Senator Hubert H. Humphrey "talks faster, demands and promises more, and forgets it quicker than any man in the Senate." This description is contained in an article appearing in the current issue of a national labor magazine about the man who has announced he is picking up the tawdry mantle in 1952 of those employer agents who have in recent years set their cap on disrupting the unity of workers in the electrical industry.

The author is a person who knows both the Senator from Minnesota and the electrical industry from first-hand experience—UE Field Organizer Anthony De Maio, from Minneapolis, Minn.

De Maio characterizes Humphrey's career as one in which he has displayed a "demagogic ability to be all things to all men." He cites as particularly significant the fact that "big business newspapers did not attack Humphrey" when he ran for the U. S. Senate in 1948, despite the fact he was the personal choice of the AFL's Bill Green and CIO's Phil Murray, addressed both CIO and AFL conventions, and proclaimed he was for repeal of the Taft-Hartley Act, for civil rights for Negroes in the South, for expanding housing, social security and a federal health bill.

"In fact," says Di Maio, he was "for anything and everything that voters wanted."

The key to this failure of the big business press to attack Humphrey is contained in his subsequent record in the Senate, where as the UE organizer points out, "the glib junior Senator from Minnesota . . . during the past two years has sold out on every promise he made."

"He abandoned the fight for Taft-Hartley repeal and joined hands with Taft in introducing a minor amendment to the law, eliminating the need for union shop elections. Now he has replaced Taft in spearheading anti-labor 'investigations.'"

In addition, Humphrey has joined in whitewashing corrupt officeholders, supports heavier tax burdens on workers and the wage freeze.

De Maio also makes the point that General Mills, giant food corporation, which sponsored Humphrey as a radio broadcaster before he was elected mayor of Minneapolis in 1944, has continued to support him throughout his political career.

Workers are too wise to Taft, the un-American Committee and

other well known anti-labor figures and committees to fall for their disruption and anti-labor attacks, De Maio asserts, and says that the kind of person needed to spearhead such an attack for big business in 1952 is one who has labor and liberal coloration, even though it's phony.

Humphrey, who is running for the Minnesota presidential convention votes, has now embarked on a course to win further favor from the big financial corporations.

His labor friends, CIO's Jim Carey (an old hand at disruption in the electrical industry) and Phil Murray, have furnished him with 133 pages of a "background report" to help him in his sinister aims, the De Maio article in March of Labor points out.

Workers in GE, who are familiar with all kinds of union-busters, will certainly resent and reject this "liberal" union-buster the same as they have past common, ordinary, garden-variety types of union-busters.

(Next Week: New Face, Old Tricks.)



"Just say anybody who doesn't buy it is Un-American!"

## UE Proposes Changes In Compensation Law

Needed improvements in the New York State compensation law that UE Local 301 is calling for in the current session of the legislature in Albany were spelled out at the last meeting of the Union's Executive Board.

UE is seeking aid to silicosis victims. The law now only gives aid to a victim if he is totally disqualified. UE members at the GE Elmira plant are particularly interested in this legislation.

UE is seeking to have the present \$32 a week benefit payments boosted to \$40, with a longer duration of payments.

UE is also seeking an amendment that would provide payment for the time a worker has to spend in visiting compensation offices and having medical examinations.

## Take It From Here . . .

Tiffin, Ohio—About 200 workers who were laid off at the GE plant here have been called back as a result of a community campaign by UE Local 732. Countless city and county leaders, small businessmen and professionals signed UE's petitions, including Mayor Virgil E. Bennehof, the county commissioners, chief of police and director of service and safety. UE's Washington office, called on government officials to protest the lay-offs.

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Chicago—Rejecting a six cent an hour offer, the CIO Packinghouse Workers have voted to "strike if necessary" to win a larger wage increase from the Big Four—Swift, Armour, Wilson and Cudahy.

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Richmond, Ind.—After an 11-week strike and 64 negotiating sessions, members of UE 118-A have won a 12 cent an hour increase, improved vacations and strengthened seniority on upgradings from the Hayes Truck Appliance Co.

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Pittsburgh—Unless agreement is reached on wage demands by February 1 with the Aluminum Co. of America, the United Steelworkers, CIO, has announced that it plans to strike the firm's 10 plants.

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Hastings-On-Hudson, N. Y.—The Wage Stabilization Board has approved an eight cents an hour increase for UE Local 404 members working at the Anaconda Wire & Cable Co., three cents above the wage freeze formula. UE's settlement, which included three weeks vacation after 15 years and additional increases to wipe out inequities for 250 workers, surpasses those given the AFL and CIO by the same company.

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Minneapolis, Minn.—Frank Rosenblum, CIO Clothing Workers secretary-treasurer, and a CIO vice president, warned 1,200 members here that there is a "war party" in the U. S., aiming to let loose world destruction. Urging action to halt these warmakers, he argued they are "hysterical, fearful, bent on mass-suicide and would drag us down with them . . . It is our duty to prevent them."

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San Francisco—A demand that all labor officials resign from the Wage Stabilization Board was voiced at a meeting of the General Council of the National Union of Marine Cooks & Stewards (Ind.).

# Grievance Action Needed On Insurance Plan Beefs

A great number of complaints have arisen in the Works over the insurance plan provisions that are in the UE contract with GE for the first time. Officers of UE Local 301 this week called on members and stewards to clean up this situation by handling any problem arising under the plan the same as they would a grievance concerning any other part of the GE contract.

"All parts of the Agreement are subject to the grievance procedure," they stated, "therefore, the insurance plan can properly be the subject to be discussed with the foreman, either orally or with a written docket, demanding a redress of a complaint. When in doubt, the steward or member should contact the Union office for help."

Union officers underlined the importance of following this procedure to get insurance plan benefits:

When a member is out sick and in the hospital 18 hours or over, the pink and yellow forms should be filled out. The forms are usually available at local hospitals. In any event, make sure the proper forms are filled out by the doctor and the hospital and sent into the company promptly. The insurance starts with the first day

of confinement. (Any member can get forms at the Union office.)

If you're in the hospital under 18 hours, normally no payments are made. However, there are exceptions, such as: in cases of accident or where emergency treatment is received not later than the day following the injury or where surgery is performed at the hospital. In such cases, both pink and yellow forms should be filled out.

In cases of continuing sickness at home, only the pink form is required.

The greatest trouble that arises under the plan is in cases where the doctor has under-estimated the date for return to work. This is provided for on the reverse side of the Pink form, sections 6d and 6e. Payments will stop if the doctor does not fill out this form with a change of date for return to work. This should be done three to four days before the original date set to return to work, if it is obvious you will not be able to resume work.

## Strengthen Seniority In Control Lay-offs

The Union last week insisted in two meetings at top Works management level, and one with the personnel Dept., that strict seniority shall prevail in all lay-offs; with the highest seniority in all cases able to exercise its right to bump for suitable jobs.

Argument centered around aeronautics and electronics and industrial control.

In the former the company has concentrated most of its short service workers, who have less than six months service.

In the latter, widespread lay-offs have occurred since Dec. 1, 1951 in Bldgs. 81, 89, 285 and 69. Lay-offs have applied to workers with service dating back to March 1, 1943.

GE had refused to bump any more workers in aeronautics and electronics, claiming "the division is having indigestion," and the bumps were hindering production and slowing up government military orders.

In addition to the fact this meant many workers wouldn't make enough money to get indigestion, there existed the danger that

many might lose their service, since they had turned down jobs as unsuitable. Many jobs in this division are undesirable, requiring continuous standing and fine work that is a great strain on the eyes.

Making clear that UE isn't interested in hindering production of government work, Local 301 officials insisted there must be close adherence to the contract on seniority. It was also pointed out that GE's claims of production losses and the difficulty of training for the jobs were greatly exaggerated, since there are always sufficient experienced workers on hand who know the work.

The meetings resulted in six out of 15 laid off workers being placed last week. GE has also agreed to make a survey of all available jobs so that laid-off workers will be placed in suitable jobs. The Union is also seeking through the survey to get a clear picture and definition of unsuitable jobs.

The company also said it expects to resume full scale production in industrial control in the near future.

## UE '301' ON THE JOB

Thousands of grievances are handled by Local 301 each year at all levels from the steward up to final appeal in New York City. To keep members posted, we shall each week in this column list some of the grievances that are being processed by the Union.

Building 52: A new helper to eliminate lost time caused by delays is asked for the 50 ton crane in welded products. J. Donadio and E. Kowalski claim, because of changes in size and weight of stator frames being fabricated, the 50 ton crane has been borrowing a helper from the 100 ton crane, causing delay and confusion.

Building 285: A group in control is protesting a foreman devoting 100% of his time operating a milling machine and otherwise breaking in a new employee, going beyond normal procedure. Demand is made that a fellow employee act as instructor, as is usually done.

Building 273: A. Chiacchiaretta, Turbine, a chipper for 21 years, has a doctor's certificate that he

is no longer able to do this work. Foreman refused to transfer him to suitable work, though new employees are hired. Union seeks suitable work in Turbine.

Building 81: Foreman West tried to persuade member to withdraw from UE Local 301, a violation of contract. Members insist that GE compel the foreman to cease and desist these activities.

Stephen Farian complains that Foreman West refused to accept a grievance. Later, he did. Union insists foreman has no prerogative on acceptance of grievances and supervision should inform him.

Building 65: A group in power, heat & light protests maintenance work done by operators during holidays and week ends, when there is clear understanding with GE that operators only take care of running maintenance. Insists this understanding be applied.

Building 28: A group of inspectors class K are doing work of a higher classification. Demand is made they be reclassified to Class J.

Building 60: Harmon D. Felthousen, Jr., working as welder repairman for five months at \$1.86,

is performing same work as welders who get top rate of \$1.92. The \$1.92 job rate is asked.

A cable gang in millwright division was told to work Saturday and Sunday, Jan 5, 6. Though there was ample work, the regular truck driver was not called in— with a cable gang member transferred to the job. Discrimination is charged and the group insists that any future week end work must include the regular authorized driver.

A group in Industrial Control claim a wiring job is classified B, which requires only one inspection. Actually class A wiring is required according to specifications, which requires two inspections—one by the Navy and one by GE. A re-valuation is asked.

N. V. Webster, who has been doing millwright work satisfactorily for nearly 10 years, asked foreman to change him from B to A classification. The foreman, T. L. Beaver, took his helper away and Webster was given a different assignment. Union charges this is a penalty for asking for upgrading and cites fact five men with less service have been upgraded in last six months. A thorough investigation of the Millwright department is requested.

Cap. Ave. Plant: E. Bracken in general engineering requests holiday pay for Jan. 1, since a doctor's certificate showed illness as reason for not working Dec. 31 and Jan. 2. The foreman refused to return certificate and said it would have to be taken up at management level.

Building 18: Edward Remeika was requested to go on second shift for one month and was kept there four months, after which he was assigned first shift for one month and is now back on second. This has gone on for a year. Request Remeika be returned to first shift on job he originally worked.

Building 46: Richard Roberts, classified T.R.M.O., operates jig grinder 60% of time, maintaining very close tolerance and good work. When he asked for upgrading to B, foreman said general foreman had seen him drinking a coke, he'd taken a Saturday off and hadn't returned plug gages to tool crib at end of day. Union charges discrimination and requests Roberts be classified to Jig Grinder Class B, with proper rate of pay.

Building 40: Frank Pfau, five years service, suffered heart attack in Nov. 1949 while at work. His illness and lack of work prevented his return to work until Oct. 31, 1951. Requests that his past service be restored.

L. L. Gray, laid off in June, 1949, was not able to return because of lack of suitable work until May, 1951. He had seven years service and feels this service should be restored to his record.