

To Win Our Demands **UE**

BY AN OVERWHELMING MAJORITY, the workers of Schenectady GE have chosen the Union they built, UE Local 301, to continue to represent them in collective bargaining with GE. The vote was:

| | | |
|------------------|--------|------------------------------------|
| UE ----- | 11,542 | |
| IUE-CIO ----- | 4,851 | Total votes cast ----- 16,733 |
| Neither ----- | 340 | |
| Challenged ----- | 23 | Total in bargaining unit -- 19,579 |
| Void ----- | 60 | |

After three weeks of noise-making, name-calling and disruption, the IUE-CIO has pulled out of town. Schenectady GE workers now face their main task—the winning of their demands from the General Electric Co.

UE National Negotiations with GE open Wednesday, on the UE's demands for a substantial general wage increase, for additional increases for the skilled trades, for women, and for improved pension and insurance plans.

The company hopes to profit by IUE's disruption — to attempt to impose on Schenectady workers the miserable package they handed the company union IUE. It is up to all of us here—without regard for past affiliation—to show the company that Schenectady GE workers are united behind their demands.

The first big step toward winning a wage increase, day workers' raises, fair rates on women's jobs, higher rates for the skilled trades and a better pension is to **MAKE SCHENECTADY GE 100 PERCENT UE.**

The membership of UE Local 301 has no quarrel with those who may have been misled into honest support of IUE in the election. We urge all such workers to unite with the majority for better protection and advancement of our interests as GE employees.

All GE workers have reason to resent the foul campaign of mud-slinging conducted here by IUE's imported goon squads. All of us have reason to resent the unscrupulous meddling of politicians in elections. We can all recognize it for what it is, a cheap political payoff to CIO officials for their subservience to partisan machine politics.

We can expect the meddling politicians and disrupters to continue their sniping from a distance, in an effort to steal from GE workers the fruits of their victory.

By sticking together in UE Local 301 we can win our demands, improve our conditions and win new protection and security for ourselves and our families.

Make GE 100 percent UE

ELECTRICAL UNION NEWS

THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA — LOCAL 301, U.E.

Vol. 9 — No. 19

SCHENECTADY, NEW YORK

Friday Sept. 28, 1951

DAY RATES MUST GO UP, UNION TELLS COMPANY

932 Join UE In September

The Union office sent down 932 new members and reinstatements to the Company, to be added to the October check-off.

This makes a total of 3860 new members added to the membership of U.E. Local 301 since January 1st of this year, a period of 9 months. The shop stewards are instructed to canvass their groups again and sign up those people who are not members.

The members themselves can assist the shop steward by checking with their fellow workers and make sure they are members of the Union.

Union members in good standing will be able to prove their standing next Friday by showing their pay stub as being checked off, with the exception of a few who pay cash at the Union office. Confirmation on a cash payer can be confirmed by your steward. There is no legitimate excuse for any G.E. worker, who is eligible today, not to join the U.E. and support the Union's program for a higher standard of living.

GE Tries to Leave Day, Skilled, Women Rates Out of Wage Talks; UE Says Nothing Doing

The U.E. National Negotiations Committee met with the G.E. Company's representatives Wednesday, September 19th, in New York City, and presented the Union's demands.

The Company claimed they were not prepared to give the Union any final position on any of the demands at this meeting. However, they would meet on Thursday, September 27th, to give their position.

The Company's Figures

The Union committee pointed out that, while all the demands presented to the Company were very important, an increase for the day workers must be disposed of satisfactorily. The Company presented some figures on wages paid to G.E. workers in the form of take-home pay, including overtime. The breakdown of these figures confirmed the importance of the Union's position on day workers' rates. Over 67 percent of the hourly rated employees are day workers. Likewise, the day workers are receiving

approximately \$.28 per hour in the average less than incentive workers.

Must Raise Day Rates

The Company pointed out that they thought the wage question should be confined to a general increase only, and that discussing the day workers' and craft rates and women's rates was not properly before these negotiations. The Union committee immediately informed the Company that wages were discussed in the fullest detail over a period of many years during contract negotiations, we expect the discussions this year to be conducted in a similar manner.

The Schenectady plant has over 12,000 day workers employed and the day workers' rates are of major importance to Schenectady.

Let's Speak Up

The Executive Board of Local 301 has been instructed to report the details of the first meeting with the Company to the shop stewards and the members, in order to keep the membership completely informed on the day-to-day developments on the negotiations. Likewise, the Union is requesting the members to voice their feelings to their shop representatives, which will be relayed to the Company officials.

We should remember this — that the issues in these negotiations are very simple — first, the G.E. workers need more money to meet with the ever-increasing cost of living problems, and second, the Company is in the best position that it has ever been to pay. The Company was persuaded by the Union to pay an 18½-cent per hour increase in 1946, when it made a profit of approximately 70 million. This year the Company will make 3 times as much profit, and with some persuasion, the Company should not find it difficult to grant the G.E. workers their modest demands.

Joint Meeting Members and Stewards

2nd SHIFT

Monday, Oct. 1, 1951 — 1:30 P.M.
(before work)

1st and 3rd SHIFTS

Monday, Oct. 1, 1951 — 7:30 P.M.
LOCAL 301 HALL
Erie Blvd. and Liberty St.

- * Report of Convention
- * Report of Committees
- * Report of Wage Negotiations
- * Regular Order of Business

EXECUTIVE BOARD OF LOCAL 301 UE.

Workmen's Compensation Benefits for Injured Workers

(This is the 15th in a series of articles on Workmen's Compensation written by Leon Novak, the Union's lawyer.)

The Procedure in a Compensation Case

Many workers have been puzzled by what happens in a compensation court after they have been injured. In the next few articles I am going to explain what takes place both in and out of the court room after a worker has been hurt. The course which a case takes differs in accordance with the nature of the injury or the occupational disease. I will, therefore, begin by describing the simplest type of case and I will follow it through from the time when the accident happens to the time when the case is closed.

Case #1. On June 15, 1950, while John is sawing some pieces of copper on a circular saw, he suffers an accident in which the 4th and 5th fingers of his hand are cut by the blade. He immediately reports to the G.E. hospital for emergency treatment. There he tells them about the accident and is seen by a doctor. After this treatment John has the right to go to his own doctor for further treatment and in doing so it is not necessary for him to ask for permission from anyone at the plant. At the same time, his injury is temporarily disabling, that is to say that he will not be able to continue his work for a few weeks.

Claiming Compensation

Shortly after the accident the Company, as is required by law, files a report with the Workmen's Compensation Board describing the nature of the accident. The worker then receives a printed form from the Workmen's Compensation Board which he is asked to fill out and file with the Board. This is a claim for compensation. Normally a member of UE Local 301 comes up to the Union's attorney where this claim form is filled out and filed for him.

If there is no question about how the accident happened and that the worker is losing time from work as a result of the accident, the company will begin to make compensation benefit payments to the worker within the first 18 days after the accident. Of course, the company is not obligated to pay for the first week's lost time since this is a waiting period which is not paid for unless the worker loses a total of 35 days from work.

Since compensation payments are based upon the average weekly earnings for the year before the accident, the Company will very often begin to make payments at the rate of \$80 per week

temporarily instead of the maximum of \$82 a week, until they have computed his average earnings after which, if he has earned enough, they will pay him the difference. During this time the worker receives treatment from his doctor or from the G.E. hospital and is paid his benefits. He does not hear from the compensation court until much later. In fact, he may even have returned to work before he receives a notice from the Compensation Board.

Court Hearing

In this type of injury, usually involving either the fingers or hand, an arm or a leg, the worker will sometimes receive a notice from the Compensation Board informing him that his case is taking the normal course without any objection to the payment of compensation and medical bills by the company, but that in a few months he will be called into court for a medical examination to determine the extent of his injuries.

If the worker has been up to see the Union's lawyer and has signed the necessary papers, his lawyer will also receive notice from the Board to that effect. A few months afterwards, usually from about 8 months to a year after the accident, the injured worker receives a notice from the Board informing him

that he is to appear in court on a certain day and hour. The Union's lawyer receives a copy of this notice and appears to represent the worker in court on the day of the hearing.

At this hearing a number of things take place. In the first instance, since the company has already paid out compensation for lost time to the injured worker, the referee makes a formal award for the amount already paid to the worker. This does not mean any additional payment for lost time but only protects the company by a "court order" for what they have already paid over.

Doctors' Examination

While the worker is in the court room, he is also examined by two doctors, one of them a doctor on the payroll of the State. The other is a doctor who represents the company. The purpose of this examination is to determine whether the worker has a permanent injury and if so how much of a loss of use he may have of the limb which was involved in the accident. In this instance, the worker, John, has injured the 4th and 5th fingers of his hand. The maximum compensation allowable for the 4th, or ring finger, is 25 weeks of compensation at \$82 a week, or the sum of \$800.

(To Be Continued)



...And Now We're Going For A Union Shop!

Westinghouse I.U.E. Members Learn the Hard Way

IUE-CIO Westinghouse workers in Buffalo are now paying through the nose by falling for Carey's lies and red-baiting of last year.

Buffalo Westinghouse workers went on strike Monday, September 24th, to try to get back what they had with U.E. for years. Last year, when Carey's IUE-CIO and the Westinghouse Corporation worked out a deal to split the unity of Westinghouse workers by the Company petitioning for an election, the U.E. warned Buffalo Westinghouse workers that they would lose their plant-wide seniority, weaken the grievance procedure and lose many of the benefits enjoyed by them under the U.E. if they voted for the IUE-CIO.

Now, after 15 months under IUE-CIO, these workers are forced to strike against the sellout National IUE-CIO Westinghouse Agreement which was extended until October 1952, WITHOUT ANY CHANGES. Westinghouse now insists that this National IUE-CIO Agreement gives them the right to replace U.E. plant-wide seniority with 67 occupational seniority units and tie up the settlement of grievances with the weakened IUE-CIO grievance procedure.

Compare this unfortunate position of IUE-Westinghouse workers with UE-Westinghouse people. U.E. has held on to all its gains in Westinghouse and is now, as in the past, engaged in utilizing the joint strength of its G.E. and Westinghouse memberships in parallel negotiations for the common good of all of us. We can congratulate ourselves that the intelligence of the Schenectady G.E. workers was such that they were not stampeded during the past two election campaigns. There is small reason to doubt that IUE-CIO workers will soon be forced to fight as Westinghouse workers are now fighting — not to make gains in their old U.E. agreements but to win back some of the gains lost to them by red-baiting I.U.E. misleaders.

ELECTRICAL UNION NEWS

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Petition for Union Security to be Circulated

As a result of demands from the members of U.E. Local 301, following the N.L.R.B. election, the Executive Board voted unanimously at its last meeting to recommend to the October membership meeting that we circulate a petition for a Union Shop Election.

Under the Taft-Hartley Act, a Union may negotiate with an employer a Union Security Agreement provided a majority of employees in a bargaining unit vote through a secret ballot, conducted by the N.L.R.B., giving the authorization to their Union to negotiate such an agreement with an employer.

To have such an election conducted by N.L.R.B., the petitioning Union must show at least 30 percent of the employees eligible to vote requesting such an election. The Executive Board, in making its recommendation, feels confident that the Union Shop demand is so popular that a greater percentage of the employees will support it, than was demonstrated in the N.L.R.B. election for bargaining rights. The 11,542 votes for U.E. in the last election are more than is required to win the Union Shop Election.

I.U.E.-C.I.O. Convention Delegates Buffaloed

Dark clouds of despair hung over the I.U.E. Convention in Buffalo from the first to the fifth day. Little Boy Carey did not even crack a smile until the afternoon of the fifth day when the Convention found

time between speeches by Taft-Hartley politicians to raise his salary to \$15,000, a substantial raise for Jimmie while he is trying to persuade GE-IUE members that 2½ per cent raise is enough for them.

Such Disappointments!

Of course, the cause for the I.U.E. gloom was the smashing victory of Schenectady G.E. workers on September 14th, when they routed the I.U.E. and officially buried it at the polls and at the Subway gate. The I.U.E. Convention wasn't a dead loss for all that. Delegates were given a series of shots in the moral arm by the constant parade of Taft-Hartley political allies and professional red-baiters.

Another disappointment to Carey and the IUE-CIO was the fact that G.E.'s Charles E. Wilson couldn't make it. However, Charlie sent his able understudy, Eric Johnson, head of the wage freeze board, and that was some consolation. Little Jim was sympathetic towards Eric. He remarked, "We shouldn't judge Mr. Johnson too harshly". Imagine a so-called labor leader being sorry for a man who froze wages and allowed profits to rise with no limits. Guess maybe Jim was worried about government approval of his own salary boost.

Nothing for Membership

The I.U.E. Convention ran true to CIO policy. No real program for the problems of women or minority groups, no policy or program for IUE-CIO GE workers, no rank and file discussion on the few resolutions jammed through in the last two hours of the Convention.

Tobin Is Disappointed

Secretary of Labor Tobin told the IUE convention in Buffalo last Thursday, Sept. 19, "I feel profound disappointment . . . that the vital Schenectady Plant of the General Electric Co. is still in the hands of a union with Un-American leadership . . ." Apparently the Secretary does not believe that the people of this country can and are able to decide for themselves just what kind of country they want to live in. He also believes that the leadership in the shops should be determined by the politicians rather than by ballot.

Defining "Un-Americanism"

Of course any one that comes out to fight for the workers in the shop and any organization that refuses to sell out people they represent, are generally classified as un-American by the Carey-Tobin clique. This is obvious by the recent contracts signed by the IUE, where even their own delegates kick in convention at the antics of the IUE leadership and make it very embarrassing for them to explain why UE can have such contracts to protect their members, while IUE fails.

An example of these sellouts is the present strike in the Westinghouse shops to get back the seniority provisions in their present contract which they had for many years while in UE. Carey gave up this seniority protection as a result of his negotiations with the company a year ago.