

# Propose Changed Values In All Wire Panel Jobs

Proposals for reorganization of the values on all panel wiring work in the Schenectady Works have been presented to management. The result of over a year's study and a special survey conducted for six weeks by a '301' subcommittee, the Union has proposed that the present seven classifications with a range from \$1.29 to \$1.81 be changed to four classifications with a range from \$1.51 to \$1.81.

Management, in the first meeting, conceded that UE's approach for the job evaluation is a proper one, but at the same time indicated complete resistance to any changes. GE based its position on the lame excuse of 50 years of tradition and established practice in the Works.

The company was particularly adamant on those jobs where women work, which have the lowest rates, asserting that this problem would have to be handled on the national level in New York. GE maintained that women shouldn't even be paid common laborer's rates.

The Union proposes that the low-

est rate on repetitive work be \$1.51, with skilled work on A and B wiring paying \$1.81 and \$1.70. C work between highly repetitive and skilled would pay \$1.59½.

The Union is now preparing to take arguments to higher management levels, up to and including the Works manager. Members of the subcommittee were Helen Quirini, 81; John De Graff, 60 and William Templeton, '301' assistant business agent.

## Back Up Moveman

A. Desadore, a moveman in Bldg. 69, who was eliminated from Saturday work when his entire group was called in to work on that day, had his grievance for overtime work taken up by his entire group, which charged discrimination.

The result was he was called in for the Saturday work. Steward D. Fiore handled the grievance.

# It Was a Great Victory . . . .



# . . . . But It Cost a Barrel of Money

Who can forget the winter of 1946? That was the year that GE decided to have a showdown fight with its workers. It took us eight weeks on strike—from January 15 to March 14—to show GE it had bitten off more than it could chew.

The UE victory included an 18½ cent wage increase—which set a nation-wide wage pattern that year.

But it also cost a lot of money to win that great strike victory. Over \$70,000 was spent in Schenectady alone to keep the picket lines going and care for the needs of '301' members.

It was there to spend because we had built up a Fighting Fund for just such an emergency.

Let's be ready for any future showdown GE might force on us as we fight for badly needed wage increases now and a new contract in September of this year.

Our Fighting Fund for "a rainy day" needs rebuilding. Show GE your united strength by building your Fighting Fund. Contribute your \$5 today for YOUR Local 301 Defense Fund.

# Humphrey Picks Up New Big Business Support

Further evidence that Sen. Hubert H. Humphrey (D. Minn.) would wreck all unions while pretending his main target is the UE was brought to light last week when one of the nation's top business magazines ran ahead anyhow on his program which would be doing the big industrialists a big service by helping to wreck all of labor.

The magazine was Business Week, which told a story of how an attack on UE in one plant resulted in the IUE also losing out and the company ended up with its own choice of a company union. The magazine's point was that Humphrey's activities would help bring more such results for all of labor.

This is not the first big business bouquet thrown at Humphrey. Humphrey's union-wrecking program was first discussed with the National Industrial Conference Board and GE's Vice Pres. L. R. Boulware's advice has been sought and received by Humphrey.

Despite the fact that both AFL Pres. William Green and CIO Pres. Philip Murray have opposed Humphrey's legislative proposals, Humphrey has said he's going

ahead anyhow on his program which would be doing the big industrialists a big service by helping to wreck all of labor.

Despite this, IUE-CIO President James B. Carey in his unprincipled quest of dues payments from workers who reject his outfit in democratic elections (as in '301') in the last issue of his newspaper offered in a letter to Humphrey "to make available to you . . . the total accumulation of our experience" to help the senator try to wreck UE.

## GE's 'Cheap' Offer

Continued from page 1  
 joint fight be waged against GE by 16 unions.

While Union members were weighing their next steps in fighting back, GE took under "advisement" UE's other demands. Negotiations are to resume as soon as GE formulates an answer on these demands.

# New GE Starting Rates

With the 3.58 percent increase, the minimum starting rate in the GE Schenectady Works for workers covered by the UE contract is now \$1.22 per hour. Higher starting rates are paid under the contract for workers hired on higher rated jobs.

Automatic progression in paid rates is applied to all jobs of \$1.65 per hour and under, giving a step increase each month until the new worker reaches the job rate. On job rates above \$1.65, there is an added provision in the amended Article VI, Section 6 (a) 2 that provides: After \$1.65, if the rate of pay is more than one step below the job rate, a further step up to \$1.71 will be given at the end of three months. After that all increases shall be on performance.

Experienced applicants hired on the higher rated jobs will receive not less than two steps below the job rate and will be increased to the job rate within six months. Openings on the higher rated jobs should be filled by upgrading and not by employees who are hired at lower rates.

The day workers' schedule for hiring rates, job rates and progression from the respective starting rates for the Schenectady Works, covered by the UE contract, is as follows:

Job Rate	Start First Mo.	Second Month	Third Month	Fourth Month	Fifth Month
1.34	1.22	1.25	1.28	1.31	1.34
1.37	1.28	1.31	1.34	1.37	1.40
1.40	1.28	1.31	1.34	1.37	1.40
1.43	1.37	1.40	1.43	1.47	1.51½
1.47	1.37	1.40	1.43	1.47	1.51½
1.51½	1.37	1.40	1.43	1.47	1.51½
1.56½	1.47	1.51½	1.56½	1.60½	1.65
1.60½	1.47	1.51½	1.56½	1.60½	1.65
1.65	1.47	1.51½	1.56½	1.60½	1.65

The piece workers' minimum starting rate as it affects respective AER (incentive job rate) for the Schenectady Works, covered by the UE contract, is as follows:

Starting Rate of New Worker	Old Worker
Up to and including — 1.43	1.21
1.47 & 1.51½	1.28
1.56½ and higher	1.37

# ELECTRICAL UNION NEWS

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

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Friday, March 21, 1952



Los Angeles—Workers at Louis Bros., makers of television antennas, voted for UE by a margin of 24 to 9 in an NLRB election.

Coeur D'Alene, Idaho — AFL, CIO and independent unions have formed an Idaho Farmer-Labor Legislative Committee to campaign on major state, labor, education, social security and public power issues during this election year.

New Haven, Conn.—UE Local 243 members working at Whitney Black have won a 5 percent increase, another paid holiday, hospitalization—surgical benefits and a union shop.

New York—Frank Rosenblum, Amalgamated Clothing Workers secretary-treasurer, charged that under the Smith Act "a man or woman can be arrested and convicted for a book or newspaper he has read, a petition he has signed." Rosenblum, a CIO vice president, said "we non-communists are opposed to the Smith Act because it would destroy every civil right along with every communist."

Montreal, Canada—UE Local 513 members working at Federal Electric have won wage increases up to 28 cents an hour, with back pay to Jan. 1, 1952.

San Francisco—The International Longshoremen's & Warehousemen's Union (Ind.) has its own formula for breaking the Korea truce talk deadlock. ILWU proposes that "a rank and file team of American and other allied enlisted men be sent in for 30 days to meet with a similar delegation from the forces of North Korea and China . . . with full authority to negotiate all points at issue."

Richmond, Ind. — International Harvester UE members halted a away job plan of their company. When the company threatened to move a casting operation to Portsmouth, Ohio when the workers wouldn't take a wage cut, a delegation of UE members went to Portsmouth and convinced the non-union workers there not to work on the scab job. Result: the job wasn't moved.

# All GE Workers Urged To Press Common Fight

The GE and Westinghouse chain-wide protest actions on March 4 that won WSB approval of wage increases, which was initiated by UE and supported by all workers regardless of affiliation, proves these workers "can work jointly and successfully for a common objective," UE national officers declared last week.

This estimate was contained in a renewed appeal for joint action by 16 unions in current wage negotiations.

Pointing out that leaders of these 16 unions have displayed "no interest" in such a joint fight, UE leaders warned that the IUE-CIO leadership, instead, has indicated that it is giving favorable consideration to GE's "miserable offer" of an "insultingly inadequate" 1.36 percent increase.

"The acceptance of this offer by the officials of IUE would injure the interests of all GE and Westinghouse workers," UE officers declared.

Appealing directly to the rank and file by distribution of its unity proposal in all plants of both chains, UE urged rejection of the 1.36 percent and endorsement of the proposal that all unions carry on a common fight in this spring's negotiations.

"We are making these proposals," UE leaders said, "because we believe such a course of action will be to the best interests of GE and Westinghouse workers in our Union and in all other unions."



WEARIN' THE GREEN. Grace Kaulbach, Bldg. 73, was wearin' the green on St. Patrick's Day—\$110 worth that the Union won in a grievance case for men's work she'd done for which GE had paid her only at the lower rate of her regular work. She's happily showing it to Roy Schaffer, Local 301 vice president.

## Skilled Craftsmen Stage Demonstrations

Over 2,000 toolmakers and building trades crafts staged lunch hour demonstrations in a driving snow-storm on Wednesday, March 19 outside Building 41 (Works manager's offices), the front gate at Campbell Ave.-Race Track and at Knolls to impress GE with their determination to fight and strike, if necessary, to win substantial additional increases.

Over 40 stewards on Monday, March 17, meeting all afternoon at the Union Hall, set the figure at 45 cents an hour. This would raise these rates to \$2.65, the amount a WSB committee recommended last fall but which was killed by employer pressure on the wage freeze board.



READY TO FIGHT. That was the unanimous resolve of the toolmaker and building trade crafts shop stewards above at an afternoon meeting held on Monday, March 17 at the Union Hall. With additional increases for skilled workers to eliminate inequalities between them and production workers a key demand in UE negotiations with GE, these workers have set the figure at 45 cents an hour, and vowed to strike, if necessary, to back up their fight.

# GE Out To Set Permanent Wage Freeze Policy

It's going to take a united and militant fight—an all-out fight—to get any increases out of GE in current negotiations.

GE threw down the gauntlet for such a fight last Wednesday in New York City when it made clear that the wage freeze program former GE Pres. Charles E. Wilson has set up in Washington as Defense Mobilizer is its program.

GE said it would give nothing more than the 1.36 percent it previously offered — and whatever Wilson's wage freeze formula is next September—that's what they'll offer then.

It bears out UE's warning that Wilson would use his position and the Defense Production Act to try to eliminate free collective bargaining. GE bluntly said last Wednesday:

Not a cent more for women, skilled trades or to cut down geographical differentials. It would only give more than 1.36 if Wilson's wage freeze permitted it by May 1.

Also, GE arrogantly said it would continue to pay higher rates to outside building craft workers it hires and not utilize their own workers for this work or give them more money.

On women's rates, GE said it can hire or transfer men on rates lower than common labor and that they already have men on these rates in some plants—making clear that in cases of slack work they'll try to put men on these lower rates

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## '301' Activities Group Set Up

A full program of social functions for members of Local 301 is in the works for the coming year.

That was made definite at the March membership meeting, when first and second shifts approved appointment of an Activities Committee to plan such a program.

At its first meeting held on Monday, March 17, the committee mapped plans for reviving such oldtime favorite '301' activities as the Annual Field Day, a '301' dance and the yearly Christmas Children's Party.

Members of the committee approved by the membership meeting are: Michael DeCelli, 273; Charles Dougherty, 52; Philip Cagnetta, 52; Ida Mae Caprio, 53; Elizabeth De Nicola, secretary, 81; Ralph Pipe, 52; Michael Rakvica, 53; O. B. Phillips, chairman, 285; Lillian Kendall, 37; Fred Pacelli, 46; William Garrison, 73A and Anthony Rossi, 60.



Dudley is rehearsing his gloominess... He's a foreman now...

## Expose GE Two-Faced Skilled Rate Policy

GE is exploding its own argument that it can't afford to pay skilled building crafts workers more money. On its \$1 million renovation program in Bldg. 37 it has engaged a contractor who hires outside skilled workers and pays them rates much higher than GE pays its own skilled workers who could do this work. Another reason why GE's skilled workers are ready for an all-out fight to win additional increases in current negotiations.

## Carey Backs Wage Freeze

James B. Carey, IUE-CIO president, who has indicated favorable consideration of GE's miserable 1.36 percent wage offer and has turned his back on a joint fight by 16 unions to bust the wage freeze and win a substantial wage increase, last week did another disservice to workers. Testifying before the Senate Banking Committee on March 17 Carey said he was against anything that would "weaken" price or wage controls and emphasized he "opposes decontrol of either wages or prices at this time."

## ON THE JOB

**Bldg. 16:** Lester Garner, M&G, who's worked on job 10 months and given normal performance on job it usually takes a year to break in, requests he be put within one step of the job rate.

**Bldg. 17:** Anna St. Angelo, punch press, now on second shift, requested transfer to old job in Bldg. 15. She was promised a few years ago she'd be put on this index work when work picked up. Demand supervision keep its promise.

**Bldg. 18:** Michael Castelli, classified as a battery truck operator, demands upgrading to material moveman class B—since workers who formerly did this work had that rate.

**Bldg. 46:** A group in A&O request revaluation of boresighting kits and increased job rate in line with job content.

**Bldg. 49:** Clarence P. Gurin Casimer J. Polek and Donald W. Stevens, were told that when new workers were hired they'd be put on first shift. However, new workers hired remain on first shift and old workers remain on second. An investigation is demanded.

An investigation is demanded in stockroom of practice of newer workers getting higher rated jobs

while older employees are overlooked.

Orton Davis was hired as class B inspector, which has a \$1.92 job rate. He was started at \$1.59½ instead of two steps below job rate. Proper rate and retroactive pay is demanded.

**Bldg. 60:** A group of screw machine operators demands a correction of Foreman E. Miller's conduct. When they requested price adjustments for tool trouble, faulty material and other problems, Miller used obscene language and threatened some operators with warning notices.

**Bldg. 69:** A group complains that they lost much time because of lack of work and now that it's picked up more people have been added to group, resulting in more lost time. Correction is demanded.

Albert Wachowicz objects to Foreman O. Whitbeck's putting him on half a dozen jobs outside his work as grit blast operator.

**Bldg. 73A:** Edward Sherry, in complete charge of stock room, demands upgrading from B to A stock room keeper.

R. Sherry and C. House, stockroom keepers, have been rotated on Saturday when 90 percent of their group is called in. They

## Bldg. 16 General Foreman Is Riding For A Fall

If General Foreman Andrew Terpak has a general uprising on his hands one of these days soon he'll have no one to blame but himself. The workers under him in Bldg. 16 have endured a chain of provocations for a long time.

They charge that Terpak hasn't come out of the dark ages of labor relations, treats no worker as a human being, ignores prices and working conditions written in the contract, uses profane language, doesn't permit foremen to handle grievances but takes over their authority, constantly reprimands workers and threatens the jobs of everyone from skilled worker to common laborer.

Though GE has conceded that Terpak's conduct is "out of line," the workers say he continues his "drunk with power" tactics. Only a great exercise of discipline has prevented a stoppage to date, but it's obvious that Terpak's conduct won't be tolerated much longer unless there is a drastic change in his behavior or he is removed.

Tempers reached the boiling point over his handling of E. Wagner, who he disciplined with a two month layoff in 1949 and harassed into a nervous breakdown. Now, he is threatening Wagner's job altogether. The Union is pressing at management level for a full investigation and redress of the situation.

## End Foreman Coercion, Job Right Upheld

Nicholas Fioriti will remain at work on the circular saw in Bldg. 285 with enough work to keep him busy on that job, as a result of grievance action by the Union.

Transferred from Bldg. 81 to 285 because of lack of work on Jan. 4, Fioriti was assigned to a large circular saw, with a five week breaking-in period. On Feb. 11, after breaking in, he asked Foreman W. Ginet for work assignments and was told he wasn't qualified to run the saw. Fioriti also charged he was the target of insulting remarks and threats that his employment records would be black-balled so he couldn't secure another job at GE.

Taken up at management level, the Union won Fioriti's right to work on the circular saw and the foreman denied his statements. Steward C. Eats handled the grievance.

nishing a porter and speeding up the entire group.

A group demands that when a price is changed in office that it be shown on their write-up and price changes shown on their copy.

**Bldg. 107:** Joe Menia charges he was improperly downgraded from A to B and demands his former rate with retroactive pay.

Ray La Bombard, who does class B carpenter work, is classified as carpenter's helper at \$1.51, though workers with less service have been upgraded. He demands better work and cites his 10 years experience as a carpenter before working for GE.

**Bldg. 273:** A group protests amount of time that elapses before receiving changed classification when put on higher rated work and the amount of time consumed before any increase is paid.

A group of cutter grinders feel they should have instructors paid as such for breaking in new men, according to the contract.

Silven R. Hunt, transferred on Dec. 10, 1951 to welded products immediately previous to this average earnings of \$1.59½, was paid on basis of a period previous to this—\$1.45. Violation of contract is charged. Retroactive pay is demanded.

A group of helpers on large machines demand revaluation with a two step increase in rate, since they've had an increase of responsibilities and 20 percent more duties added to their job.

## Taft-Hartley Act Used To Attack Three Unions

The NLRB has used the employers' Taft-Hartley Act to launch punitive attacks on the bargaining rights of three independent unions—all of which are noted for their vigorous and militant struggles.

One union is John L. Lewis' United Mine Workers, which is one of two unions that hasn't signed the Taft-Hartley non-communist affidavits. (The other is the AFL Typographical Union). On March 6, the NLRB ruled UMW's contract with the Mellin-Quincy Co. in Whitefield, N. H. is invalid because it had not complied with the Taft-Hartley Act, even though the UMW holds a union shop contract.

### The Sunbeam Case

The second union attacked was UE's Local 1150 in Chicago. Though the NLRB had approved Local 1150's compliance with Taft-Hartley shortly before an NLRB election in 1950 that UE won at the Sunbeam Corp., the Board on March 11 ruled it was cancelling the contract.

Basis for this sweeping action was that three trustees and a floor guard hadn't signed non-communist affidavits, even though all other officers had signed. It is ordinary procedure in the case of such a technicality for the NLRB to inform the union that it is necessary to file additional information or affidavits.

### A Slim Technicality

In this case, however, the employer had refused to bargain with UE and used this slim "technicality" as the basis for its action, which the NLRB then used to carry out the employers' objective by decertifying Local 1150's NLRB election victory in 1950.

The third attack was made against the Marine Cooks & Stewards. The NLRB set aside the MC&S contract with the Pacific Maritime Assn. on the grounds that the union's long established hiring hall favored union members for jobs. MC&S members on 30 ships in west coast, gulf and New York ports held a 24 hour work stoppage on March 15 and to protest the NLRB's decision.

### On Wire Panel Group

H. L. Braid, 73 and H. L. Gagne, 81, are members of the '301' sub-committee seeking reorganization of values on all panel wiring work. Their names were inadvertently left out of last week's story.



MAPPING A COURSE. That's what these members of the Local 301 Legislative Committee were doing at their first meeting since appointment by the executive board. They'll make recommendations for legislative and political action in 1952 to the membership. Seen above (l. to r.) are: William Christman, 18; William Stewart, 273; Dewey Brashear, chairman, 81; Harold "Cap" Simpson, secretary, 28; and Larry Gebro, 273.

## Steel "Catch-up" Raise Urged by 7 UE Locals

While the wage freeze board in Washington last week continued to dilly and dally on the steelworkers wage increase case, which CIO Pres. Philip Murray had argued was needed

## Newly Hired Workers Rate Check Urged

Stewards were cautioned last week to check on the hourly rate of pay received by newly hired workers who have experience and are hired for their qualifications.

Union officers called upon stewards to see that the contract is strictly enforced for these workers, which provides in Article VI (a) 3 that these newly hired workers must not be hired for less than two steps below the job and must get the full rate within six months.

Cases have come to the Union's attention in which GE has hired such workers for less than the contract rates.

## Humphrey Launches Anti-Labor Hearings

Although all the country's major labor leaders, with the exception of James B. Carey, IUE-CIO president, have spoken out against Sen. Hubert H. Humphrey's legislative witch-hunt against UE as a threat to all unions, the so-called "liberal" senator last Monday started hearings in Washington in an attempt to give the government power to "select" what union a worker should belong to, regardless of what union he votes for. UE leaders warned members to expect attacks of the Carey type, since the IUE-CIO offered Humphrey "the total accumulation of our experience" in fighting UE.

## Stewards Conduct Tune-up Sessions

The next four weeks are tune-up time for UE Local 301 shop stewards.

All stewards, at meetings that began on March 18 and will continue through to April 10, will review the responsibilities of the steward in applying the Union contract and servicing the needs of the members of his or her group.

The meetings will serve as classes at which stewards will go into a detailed study of all contract provisions and interpretations.

A considerable amount of time will also be devoted to current wage demands and negotiations and the coming negotiations for contract renewal in September—with attention devoted to the role of the steward in mobilizing maximum strength of all members for these struggles.

## Civil Defense Show Set for April 1, 2, 3

James Cagnetta, UE Local 301 president, announces that an Alert America Convoy exhibit will be presented by the Valley Forge Foundation, Inc., in Schenectady's armory on April 1, 2 and 3.

Presented on behalf of Civilian Defense, Cagnetta, who is a member of the local committee, said that the exhibit will dramatically feature the uses of atomic energy and what can be done to minimize its destructive effects.

Theme of the show, Cagnetta said, is that "YOU are Civil Defense." Chairman of the local committee is U. S. A. Retired Brig. Gen. C. G. Degenaar.

## Boulware's Imagination Better Than Arithmetic

Among other things, L. R. Boulware, GE's vice president, has been proved as more imaginative than mathematical.

Boulware is fond of issuing statements about the "60 unions" in the GE chain. When new negotiations began, he had jacked the figure up to 63.

However, when the WSB approved the 3.58 percent increase, it listed all the unions in the GE chain. The total is 33.

Commented one UE negotiator: "It's strictly a case of the sub-conscious thought triumphing over the conscious. Boulware would probably love to see GE workers split up into 663 unions."

## FEPC Meets

Local 301's newly appointed Fair Employment Practices Committee at its first meeting, Monday, March 17, elected Floyd Thomas, Cmpil. Ave., as chairman and Sidney Friedlander, 17, as secretary. The committee discussed discriminatory practices against national minority groups, Negroes and women and invited Ernie Thompson, UE's FEPC director, to address their next meeting. Members are invited to attend meetings every second and fourth Monday at 6 p.m. in the Union Hall.

**ELECTRICAL UNION NEWS**  
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