

Economy Drive Threat Here and There To C.I.O. Claims In Bldg. No. 12

(Federated Press)
 WASHINGTON (FP) — Government policies on national purchasing power are still the most important factor in the economic picture. The Economic Outlook, monthly CIO survey, says in its February issue. "The analysis shows very clearly that the current reductions in WPA and those planned for the future are completely out of line with the needs of the unemployed," the survey said. "The reductions which have taken place within the last year due to the 1940 appropriation have had no relation to the need and were based upon the presumption of reemployment which was clearly not in the cards. Nothing less than a level of employment of 3,000,000 on WPA would begin to meet the needs of the unemployed. It is stupid to say otherwise."

Present policies of curtailing the government's contribution to purchasing power, defined as "... the amount of money the Federal government puts into circulation each month above and beyond the amount it takes in in taxes and other income" will result in a sharp drop in the consumers' expenditures, the survey contends.

Added to this is the continued presence of 10,000,000 unemployed and a coming drop in production of steel and autos, a combination that makes the immediate economic future unpromising, it declares.

Four principal depressing factors are listed in addition to the major one of federal "economy," as follows:

- 1—A "substantial" fall in steel production to come during the first quarter of 1940.
- 2—"Sharp declines in production and employment" in the automobile industry said to be "coming soon," and which will further affect steel.
- 3—"A continuing decline" in orders for basic raw materials.
- 4—"Failure of private investment to pick up."

The federal budget, however, the CIO asserts, plays the chief role among the depressing factors. "The 'economy' budget is part of a political game of tag during an election year," it says.

Large expenditures for arms at the cost of relief and other social projects are shown in a chart contrasting WPA and PWA outlays with the budget for the army and navy. This chart shows a sharp divergence dating from the announcement of President Roosevelt's budget for 1940.

Fishermens Luck

Somatter "Hank", do the boys expect you to pull rabbits out of your hat. They probably don't know what it means to hunt with a fast dog and a slow car. Better luck next time.

Meetings Scheduled for Balance of Month

- Feb. 13—General Assembly
 - 14—Dart League, Building 17
 - Ladies' Auxiliary Bldg. 49
 - 16—Bldg. 54
 - 19—Executive Board
 - 20—General Assembly
 - 22—Bldg. 10
 - 23—Bldg. 60 I. C.
 - Bldg. 52
 - 24—Section C
 - 29—Bldg. 61, Power Station
- All dates not mentioned are open for meetings. If you have not had your department meeting this month, see your committeeman and have him arrange for it.

A recent visitor in Bldg. 12 was pretty Miss Stella Kelley escorted by our popular young Bud Sackett. Bud works on silver soldering on C. F. line, second shift. Of late Bud is doing a lot of whistling and always the same tune—Lohengrin's Wedding March. Can this mean anything? It is rumored Stella will soon be cooking Bud's meals.

We welcome the new young lady in our cafeteria. Haven't learned her name yet. Hope she will avail herself of the opportunity of becoming a member of Local No. 301 very soon.

Rumor has it that George Willey now on day shift will soon be transferred to another department. More power to you George and all the good wishes for success in your new employment. George is known as the Mayor of Niskayuna.

Much gossip is going around in the test department about a fellow who was recently made an assistant boss. Some of the older and very faithful men are wondering if faithfulness to your work really pays. It seems if your too slow for anything else they make you a boss, that is if you are the son of another boss.

The Committee is now busy at work making arrangements for our next social and the date will be announced shortly. The place, as usual, Local 301 Hall.

For the finest example of slow motion, watch (if you have time) the man in the cafeteria. Slow motion personified.

Refrigerator Department Racket No. 2—the sleeping beauty who sleeps on the girls' couch every day from 12:30 till 2:30. You guessed it—she's no line worker.

Also a recent visitor was our old friend Jack Watson who looked real prosperous. Jack is now working down the line; reports good work and lots of overtime. Jack expects to be assistant superintendent soon.

At a recent noon hour press conference the leading politician when asked to give his comments on the third term issue remarked "You can quote me as being definitely against it." But when reminded that he was looking for his third term in the spring village election, he simply remarked: "A third term for me, a Republican, is O. K., but not for F. D. R."

An amusing incident happened the other morning on coming to work. There was a peculiar noise so loud that the back end of test thought it was a pig squealing, but after a little investigation it was found that it was just—doing his daily morning squealing to the boss of the C. F. gang. If you don't know who the squealer on the C. F. line is, just keep your eyes peeled to this column. Watch the next issue of this paper for the winner of the Concrete Bicycle. He might be in Bldg. No. 11, balcony.

We have heard of a man who has such a thorough hatred for everything connected with the New Deal that when he mails a letter, he uses three 1c stamps and distributes them on the envelope so that each one has to be separately canceled by hand. Wonder if he has noticed that the 1c stamp bears the portrait of that early American rebel, G. Washington.

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ELECTRICAL UNION NEWS

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

LOCAL 301

Vol. 2 SCHENECTADY, N. Y.—MARCH 1st, 1940 No. 3

Know What Your Union Is Doing ARE YOU 65?

Discussions in Regard To Pensions, Retirements, Etc.

It was deemed advisable by the local Executive Board to publish the results of the last conference between the Union and the Company in New York, and also the recommendations of the General Electric Local Conference Board, as a result of their own deliberation.

Let us state that the first part of this report deals with matters that were discussed in each local before presentation to the Company, and later discussed with the Company, a few weeks ago.

1—PENSIONS
 Union—The Union stated that this question had been held over from last year and outlined the reasons why the employees thought something should be done about it.

Company—This is a request for a change in the method of calculating pensions which would compensate for low earnings during 1931 to 1934 inclusive.

The Executives and Manufacturing Committee of the Company have given on this subject careful consideration and have found that any changes in the Pension Plan would involve large additional costs. Under existing legislation the total pension cost of the Company will be greatly increased due to taxes paid under the Social Security plan, and it is estimated the increase will amount to 21 million dollars during the next 15 years.

Under these conditions the Company deems it inadvisable to make any changes in the Pension Plan or the method of figuring pensions.

2—RETIREMENT AT AGE 65
 Union — The Union inquired if there had been any change in the policy of the Company regarding the retirement of employees who had reached the age of 65.

Company — The Company stated that there had been no change in the policy but that undoubtedly the trend would be toward more retirements at age 65 as Government pensions are now available at that age, and there is a general feeling that men who are eligible for pension should be retired.

3—CONTINUITY OF SERVICE
 Union—The Union inquired about instructions which have been given to the Works Managers regarding the continuity of service paragraph which was discussed in 1939.

Company—At the present time under the continuity of service rules of the Company service is broken after an absence of 12 months on account of lack of work. Cases of individuals who have been re-employed and who have lost their service under this rule, will be referred to the Committee on Eligibility & Allowances, providing the time out due to layoff is less than the previous continuous service. The Committee, after considering all of the facts which have been presented, will determine whether or not continuity of service is to be allowed.

4—LIST OF EMPLOYEES ON REHIRING
 Union—The 1939 modifications on this subject stated that the Union

(Continued on page 4)

The Union asked the company if there would be any change in the policy regarding the retirement of employees who had reached 65 years.

This question arose because a number of employees were requested to take a pension when they reached 65 years. The management's answer was: The company has not changed its policy but undoubtedly the trend would be toward more retirements at age 65 as government pensions are now available at that age, and there is a general feeling that men who are eligible for pension should be retired.

Many employees ask how much pension they would get if retired. We worked out below approximately what an employee would receive, if pensioned this year, from the company, and what old age benefits he would receive from the government through Social Security.

Assuming John Doe, a skilled man, has had average earnings of \$1,800.00 per year for the last 10 years (which is much higher than the actual average), and is compelled to accept a pension at the age of 65, and has 25 years continuous service with the company, his pension figured according to the present pension plan would be:

\$1,800.00 times 1.165% times 25 years equals \$524.25 per year, or \$43.68 per month.

John Doe would also be eligible for old age benefits from the United States Social Security Act, which would amount to the following (figures computed for primary benefit only): \$1,000.00 per year, or \$150.00 average monthly wages. He would receive \$30.90 per month based on three years' coverage, 1937-1939.

The company's pension plan as modified and effective January 1940 would apply as follows:

\$43.68 per month company pension
 30.90 per month government pension

\$12.78 per month company would pay

So John Doe would actually receive at 65 years, \$12.78 from the company and \$30.90 from the government, making in total the amount he would have received from the company under the plan previous to January 1940.

The employee working as a laborer and earning an average of \$1,000.00 per year (which is above average for last 10 years), would receive, according to the company plan, if he was pensioned at the age of 65 years and had 25 years continuous service, approximately:

\$1,000.00 times 1.165% times 25 years equals \$291.25 per year, or \$24.27 per month.

He would receive from the government \$24.03. So the company would pay in this case 24c per month, which is the difference between the company pension of \$24.27 and the government old age benefit.

Do you believe that the above income would provide for an employee who has reached the age of 65 years? If the trend is towards retirement at 65 years, it seems that something will have to be done to make the present pension plans more adequate.

THE SCORE IS 65 TO 15

The tussle between CIO and AFL to win the workers' confidence is hardly a tussle anymore, to judge from the latest score on election results.

In the last three months of 1939 there was a great increase in election activity. More than 156,000 workers cast their ballots in Labor Board elections. The results show that:

CIO unions received 65% of the votes cast;
 AFL unions received 15%; and
 Independent unions, 7%.

The CIO was four-to-one ahead of the AFL in the choice of the workers. More than 101,000 workers voted for CIO unions, as against only some 23,000 votes for unions of the AFL.

Refrigerator Workers Strike After 6 Months Of Futile Talks

CHATTANOOGA, Tenn. (FP)—After negotiating for a contract renewal since last August, the 400 employees of the Cavalier Refrigerator Corp. struck February 15 and the plant was forced to close. The strikers are members of the Steel Workers Organizing Committee (CIO).

S. E. Evans, chairman of the union committee, released a letter signed by Gaston C. Raoul, president of the company, saying the concern had "gradually come to feel that your union does not speak for a representative group of the employees." Raoul said he was "disappointed" in the way the contract had operated, and "therefore, I have decided that we had better try going without a contract and see whether that will not tend to ease some of our frictions."

The Cavalier corporation's furniture plant is not affected.

Installation Of Officers

The five members elected to the Executive Board at the Membership Meeting of February 17th were:
 A. Christian, Bldg. 16
 H. Ausiker, Bldg. 57
 L. Bollinger, Bldg. 60
 M. Tedisco, Bldg. 17
 F. Hinkel, Bldg. 60

There are ten Executive Board members, five of whom are elected each year for a two-year term. The General Officers are elected each year.

The installation of all officers and board members will take place at the first regular Membership Meeting in March. This meeting is scheduled for Tuesday evening, March 12, at 8:00.

The Answer On Pensions

The company's answer on making some adjustments for the last 10 years when computing a pension or fixing up those worst years between 1931 to 1934 to 75% of the normal earnings was "No". They claimed it would involve cost going into millions of dollars.

The figures that the company presents in justifying their position has been printed in the Works News and local papers of recent date.

The company admitted in past conference with the Union that there was an injustice in the present method of computing pensions.

Judging from the company's answer on pensions and from their printed articles, they are paying enough towards old age security through the Social Security Tax.

What do you think?

READ THIS AND PASS IT ON TO SOMEONE ELSE

ORIGINAL TORN

... ELECTRICAL UNION NEWS ...

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SCHENECTADY, NEW YORK

MARCH 1st, 1940

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Editorial

CLOSED SHOP—TRUE DEMOCRACY IN
UNION-EMPLOYER RELATIONSHIP

Employers who have changed their dictatorial habits to democratic ones still face the task by and large of discarding their autocratic ideas in favor of democratic ones. The democratic ideas to which we refer are those that govern our political life. When we elect our Congressmen, the victorious candidate represents the voters of all political parties in the district; the several minorities are not represented in Congress, and the majority party is represented exclusively. Secondly, the city taxpayer who votes against the victorious candidate for Mayor, whose program advocates increased taxes to build a new City Hospital must pay the additional taxes.

Essentially, these democratic ideas must be accepted by Unions and employees alike, before collective bargaining works smoothly and constructively.

The Union elected by a majority of the workers in a plant, represents them all. The minorities, as in any one Congressional district, are unrepresented. The majority union bargains with the employer for all workers, and the minority is required to abide by the conditions of employment favored by the majority. As for instance: Republicans must obey laws passed by a Democratic administration, or vice-versa.

All the workers are bound by the Union-Employer Contract. The wage increases, shorter hours, vacations with pay, seniority rights and other benefits secured by the majority are enjoyed likewise by the minority. The Union has to pay hall rent, postage, grievance committee for lost time, general administration and other expenses. To meet these obligations every member must pay the taxes (union dues) levied by and for the support of the Union. All the workers derive equal benefits from the Union, and therefore, they must all share equally in paying the cost of its upkeep. Every plant, like every City, has that recalcitrant minority that "has to be compelled" to meet its obligation.

The majority in the Schenectady plant of the G. E. Company are getting tired and impatient of having the "scabs" or non-members get all the benefits of the Union and pay nothing for them. In other words, the majority is getting tired of paying the bills of the minority.

When an employer says, "I will defend any employee who refuses to join the Union," the Union members interpret this defense of such employees as a conscious design to use them at an opportune time to destroy the Union.

The Union assumes the responsibility to see that no stoppages of work occur, that all workers adhere to the contract machinery to settle grievances peacefully. The Union cannot be expected to assume responsibility over any employee that is not in the Union, and furthermore the Union cannot be expected to assume responsibility for any dispute or disruption of production that might occur over any provocative act on the part of a non-member of the Union.

Employers should start to give this question of true democratic procedure in Union-Employer relationship, some very serious thought.

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WISE AND OTHERWISE

Advice is like snow; the softer it falls, the longer it dwells upon, and the deeper it sinks into the mud.

Advice is seldom welcome. Those who need it most, like it least.

It takes a lot of pluck for a woman to keep her eyebrows in shape.

The snow is beautiful if you are watching the other fellow shovel it.

Many of us spend half our time wishing for things we could have if we didn't spend half our time just wishing.

It ain't the school I don't like. It's the principal of the thing.

Prudence is nothing but common sense brought up in the way it should go.

Our idea of a contented man is the one, if any, that enjoys the scenery along the detour.

Marriage vows might be a trifle more accurate if the phrase were changed to read, "Until debt do us part."

The only ambition in life a paper napkin has is to get down off a diner's lap and play on the floor.

Advertising on the back of postage stamps would be grand, of course, for anyone who wanted to get his product on every tongue.

LEADERSHIP

When the first cave man ventured away from his cave, to improve his lot, many people were shocked. They thought he was going too far.

When Galileo announced that the earth moves around the sun, many people were shocked. He was tortured for going too far.

When Columbus sailed to discover America, many people were shocked. They thought he was going too far.

When the CIO was formed, many people were shocked. They thought that was going too far.

When the auto workers struck for their first big union agreement, many people were shocked. They thought they were going too far.

When John L. Lewis put the finger on John Garner as the big chief of the anti-labor conspiracy in Congress, many people were shocked. The old anvil chorus echoed, "he has gone too far."

And now that Lewis announces labor is not in hock to any politician or party but has demands of its own, many papers register shock and talk about "going too far."

P. S.—Any movement is bound to shock, disturb and disconcert inert matter or obstacles in its way. And that certainly applies to the labor movement, when it wants to go places and do things.

MANAGEMENT'S ATTITUDE MOLDS
UNION POLICIES

Management gets the kind of labor policies it deserves. Employers will get as much cooperation from union leaders as they give and as much opposition as they offer.

Cooperation does not mean a willingness on the part of the management to sit in a conference with the whole Executive Board of the union for hours at a time and hand out a lot of platitudes (in other words nothing) and expect the Executive Board and officers to sell these same platitudes to the employees.

If the management must deal in platitudes, then it might much better hand its employees these platitudes directly and not try to use the union leadership as its messenger boys to convey their sweet nothings, or better still it might resort to commercial advertising.

This practice of handing out platitudes to the union leadership on the part of the management is nothing else but a subtle method of undermining the prestige of the union and thereby weaken its effectiveness. This practice usually spells trouble for the company in the way of demonstrations of dissatisfaction by the rank and file, work stoppages, strikes and adverse publicity.

When management refuses to make decisions on the basis of their merits because of the prestige that might accrue to the union, difficulties start to grow in union-employer relationship; and suspicion and mistrust grows among the employees towards the management. The sincerity of the company to bargain collectively becomes questionable.

For example, the refusal to the union on the part of the G. E. Company management for a notice of all newly hired employees, raises a question in the minds of the membership whether the company is attempting to conceal acts contrary to agreed upon policies.

If the management can't make the necessary adjustments to impress its employees with its good faith and its sincerity, then it strengthens the leadership of adventurers or irresponsible people who take chances. When management gets to the point (and it is a difficult process for some managements) of being able to accept in good faith the presence of a labor organization whose functions and activities hitherto had been regarded as an encroachment upon its rights and prerogatives—when it can impress its good faith and sincerity of purposes upon its employees, then it not only strengthens responsible leadership in the union, but encourages the emergence and development of responsible leadership.

Employees Covered
By Compensation

This is the fourth installment of a continuation of articles on workmen's compensation and how it affects you as employees. It is very important that everyone be familiar with the State Compensation Laws.

Average Weekly Wages Are Basis of Compensation Payment

The basis for computing money benefits to the injured worker are his average weekly wages; the worker receiving two-thirds of such wages as compensation payments. The reason the average weekly wage is considered and not his weekly wage should be evident. Workers don't as a practical matter receive an equal wage sum every week during the working year. The depression, especially, has played havoc with regularity of working hours and pay. Many workers are unemployed for a good part of the year, or are thrown from job to job, taking for wages whatever they can get. A worker may earn \$20.00 a week for 10 weeks, be unemployed for 15 weeks, and find work again at \$16.00 a week. A method to work out his average weekly wages must be established and the law has provided not one but three methods to take care of the varying situations. The problem of applying the method in practice is often a troublesome one.

Three Methods For Computing Average Wages

Section 14 of the Workmen's Compensation Law sets up three methods for determining average weekly wages. Methods 1 and 2 apply to employments which are carried on during all the working days of the year, that is, six days a week, 52 weeks a year. An employee in such a business operating full time all the year round has the opportunity to put in 300 working days, including Saturdays either a full or half day, but excluding Sundays and holidays. The law is interested in the earning capacity of the worker and in estimating his annual earnings in such an employment gives him the benefit of 300 working days, even though he himself did not put in work for this entire period.

Method 3 applies to all other employments and cases where it would be unfair and unreasonable—since the employment may be seasonal, etc.—to give the worker the benefit of 300 days by applying the first two methods. Under each of the three methods, it must be kept in mind, the employment (that of cook, janitor, machinist, etc.) that counts is the one in which the worker was employed when he was injured. And the period of time that counts is the one year period prior to the injury. The discussion of the three methods individually will help clarify the problem.

Method 1. When the employment or business is carried on during all the working days of the year, and the injured person in the year preceding the injury has himself worked at least 270 days (that is substantially the whole year) in the same employment, whether for same employer or not, then the following formula should be followed: Find average daily wage of injured worker by dividing total wages or earnings for year preceding injury by number of days actually worked during that period; having found average daily wage give worker benefit of a full year's work by multiplying average daily wage by 300. This will give you average annual earnings of the worker. Divide this figure by 52 to find average weekly wages.

To illustrate: If a worker, to take a simple example, receives \$4.00 a day for 140 days from one employer, and \$6.00 a day for the next 140 days from another employer in the same employment, then he has received the

total annual earnings of \$1,400.00 for 280 days worked. To find average weekly wages according to formula: \$1,400.00 divided by 280 working days equals \$5.00 average daily wage. \$5.00 multiplied by 300 equals \$1,500 average annual earnings; \$1,500 divided by 52 weeks in year gives you approximately \$28.84 as the average weekly wage. Two-thirds of \$28.84 equals about \$19.22, the compensation rate. Of course, if the wage of the worker does not vary for the year, and he receives, say \$6.00 a day for every working day, then \$6.00 would be both his actual and average daily wage.

It should be noted in the first example that although the worker lost 20 days' work in the full working year, possibly because of illness or for some other reason, he is nevertheless given the benefit of a full 300 days' work. The law is interested in the worker's earning capacity for the year and not in the actual earnings he received.

(More on this subject in next issue)

\$120,000,000 in WPA
Project Wages Reaches
Business Monthly

(By Federated Press)

WASHINGTON (FP).—Private business is being benefited to the tune of \$120,000,000 a month from the wages paid by the federal government to WPA project workers, according to an analysis made public here by F. C. Harrington, commissioner of work projects.

This amount represents the estimated average monthly wages paid to project workers by the federal government from January through March of this year. Practically the entire amount is spent with individuals and concerns engaged in the production and distribution of consumers' goods and in services.

The monthly wages, according to the analysis, are being spent approximately as follows:

\$50,000,000, or 42%, for food.
 \$24,000,000 or 20% for housing.
 \$12,000,000, or 10%, for household expenditures such as heat, light, gas, ice and supplies.

\$11,000,000, or 9%, for clothing.
 \$6,000,000, or 5%, for transportation.

\$5,000,000, or 4%, for medical care.
 \$12,000,000, or 10%, for other items such as house furnishings, kitchen and laundry equipment, personal care and recreation.

"While the bulk of these expenditures is large, it should be remembered that about 2,250,000 workers, with their dependents, are living on WPA wages," Harrington said. "They must spend all they earn and would, if deprived of those jobs, either stand in line for a dole or turn for help to others, too often in the lowest income brackets."

"Practically all the money paid out as wages goes promptly to neighborhood merchants and other local businessmen, who pass it on in the course of trade and thus increase orders to distributors. This not only provides private employment in the immediate community but also helps to create jobs in the manufacturing, producing and transportation industries."

On the basis of the findings, the average WPA worker would be expected to spend \$23 a month on food for himself and family. His monthly rent bill would be \$11. Each member would have \$14.50 a year for clothing. For such items as heat, light and household supplies the family would spend about \$5.50 a month. Transportation costs would be \$2.75, medical care \$2.20 and other items about \$5.50.

Harrington pointed out that the earnings and expenditures of individual WPA workers vary considerably from these averages in the various communities and areas of the country because of differences in WPA wages.

Interesting Items from
Buildings 8 and 10

We are glad to see Brother Dave Atkins back again. Dave suffered a badly sprained wrist and was laid up for a couple of weeks.

Brother Alfred Flude was around today making arrangements for a trip to Florida. His doctor has advised him to take five or six weeks rest. We hope he comes back a new man.

Brother Raymond Hallenbeck, committeeman in the repair gang in Building 10, has been transferred to a better job in Bldg. 46. Lots of luck!

The night men report a grand time was enjoyed by all present at their party recently. Brother Sam Friedman, Chairman of the Committee, says they will have to have more help next time. The next is to be held on the 22nd.

Brother James Kelly, Committeeman on the second shift, and captain of one of the dart teams, is challenging any team of dart players. Won't a good gang please respond?

Brother Andy Panistan says he doesn't mind cutting holes in the ice if the fish would only bite once in a while. Hard luck, Andy? Try again some time!

Here and There
In Building 12

As we go to press, we take this opportunity to welcome among us, Miss Martha Califano, and Miss Beatrice Willette, both employed on pen and tray assembly. Miss Califano is a new employee, but Miss Willette will be remembered as having worked with us sometime ago, but just recently reinstated, and since she has such a host of friends in Bldg. 12, is proof that she is very popular with her fellow workers.

Among the cupids to receive valentines were Brother Bene Gieson and Brother Clar Parker. Could Alice Askew know anything about them?

During the past week there were fourteen new Confucius' sayings, but the one with the most logic was: Confucius say: "Squealer squeal to boss, also squeal on boss."

Everyone in Bldg. 12 keeps asking, "What has become of the Glass Oil Cylinder?"

During the past week the office has made a close check on the popularity of this column. Results of unsolicited opinions:

67 strongly in favor of it.

Two foremen against it.

Two foremen for it 100%.

READ THIS
 AND PASS IT ON
 TO SOMEONE ELSE

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