



'301' Spring Dance Big Success

Last Saturday's big spring dance at the Edison Club in Rexford proved to be one of the most successful social affairs run by UE 301 in recent years.

The several hundred persons who attended, including the many guests from the Mica Insulator Co., enjoyed the event, reflecting the upswing of the union's activities, which has been much in evidence since the IUE-CIO raids were gotten out of the way last fall.

Some idea of the size and humor of the crowd can be gotten from the picture of the dance floor on the left which was taken at the height of the festivities.

Mica NLRB Poll June 27, '301' Gives Full Backing

Workers at the Mica Insulator Co. Plant will have an opportunity to make UE their bargaining agent in an NLRB election on Friday, June 27.

The date of the balloting was set in a meeting between union representatives, company officials and the NLRB on Monday. UE filed for the election a week earlier after receiving cards asking that it be designated their bargaining agent from a majority of the company's employees.

UE Local 301 has thrown its full support behind the Mica workers' efforts to enjoy the benefits of genuine unionism for the first time. Vice President Roy Schaffer has been assigned full-time to work with the Mica local and UE organizers. Many other executive board members, stewards, and officers have been visiting homes of Mica workers urging them to vote UE.

After filing the cards and petitioning for an NLRB vote, UE pressed for a quick election. It was this pressure which was responsible for the setting of a voting day this month. With the balloting only two weeks off, all UE Local 301 members have been urged to speak to their friends among the Mica workers about the advantages of UE membership.

Also on the ballot will be the IUE-CIO and a company union.

The IUE-CIO has been all but invisible at Mica and their appearance on the ballot is regarded as merely an attempt to split union forces and produce a "No Union" vote.



"Buzzer... In reward for 35 years of faithful service the company has suggested I refer to you as 'J.B.' from now on..."

General Cable Strike In Second Week

UE Local 331 members in Rome continued their picket line battle against attempts of the General Cable Corp. to destroy their wages and union conditions this week as negotiations were broken off by the company for the second time.

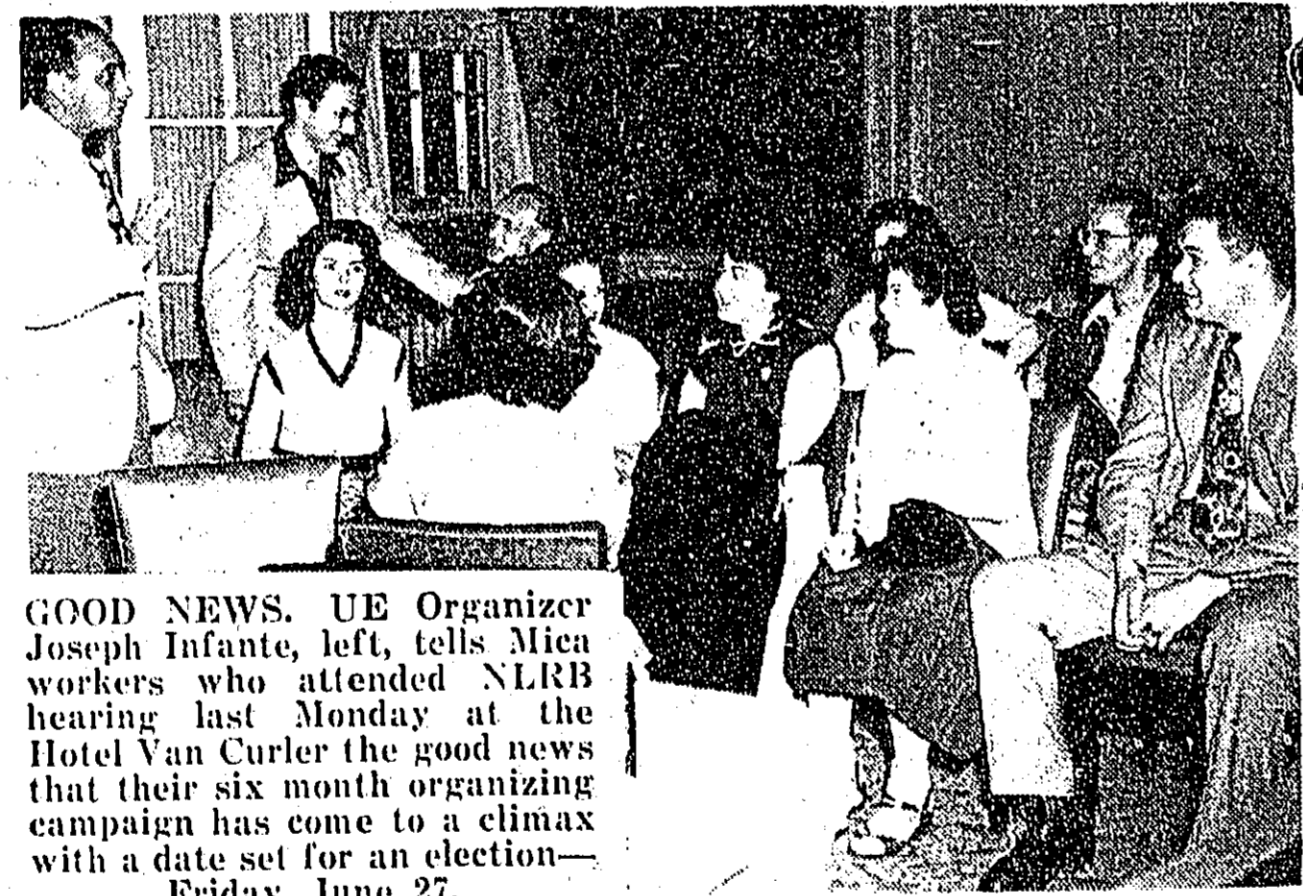
The 2,000 workers, 1,300 in Rome and the remainder in two California plants of the company, wound up the second week of the walk-out which resulted from company attempts to force 60 cuts in wages and contract conditions.

The unity and militancy of the strikers forced the company to return briefly to the negotiating table but it soon became clear that the management still wasn't prepared to bargain in good faith and the talks broke down.

UE Local 301 has voted full support for the Cable strikers.

Pocketbook Pinch

Federal direct taxes have increased from an average of 26 cents a week per worker's family in 1939 to \$6.90 a week in 1951.



GOOD NEWS. UE Organizer Joseph Infante, left, tells Mica workers who attended NLRB hearing last Monday at the Hotel Van Curler the good news that their six month organizing campaign has come to a climax with a date set for an election—Friday, June 27.

FEP Committee Action Wins Upgrading for Negro Worker

When Ed Gibbons was hired by GE some months ago the company was putting on many welders, but Gibbons, a Negro worker, could only get work as a porter.

He had an excellent educational background, including full training in welding school, and a top clerical background in the Navy. But whenever Gibbons went to the management, he got a run-around. He decided to take his case to the UE Local 301 Fair Employment Practices Committee which went to work on the case.

Supervision stalled but was finally pinned down and agreed to give Gibbons the job he deserved on the basis of his skills. This week Ed Gibbons is working as a welder in Turbine.

This break-through against GE discrimination was reported to Monday's executive board meeting by FEP chairman Floyd Thomas.



Detroit — An 8½ cent hourly wage increase and improved vacations was won by UE Local 947 from five electrical repair firms. The local also won a four cent hourly increase and classification raises of up to 12 cents, plus many fringe benefits, from the Square D corporation. This victory followed the complete fizzle of an IUE-CIO raid which ended when seven IUE-CIO staff members addressed a "mass" meeting of six Square D workers.

Sheboygan, Wis.—The CIO auto workers climaxed 19 years of organizing efforts at the Kohler sanitary fixtures plant by winning an NLRB representation election there. The UAW-CIO defeated a company union and the UAW-AFL.

Conneaut, Ohio—An attempt by management of the Base Works of the GE Lamp Division to speed up maintenance work so that two men would be forced to handle the work of five was beaten down by UE Local 731. The union called a protest meeting during working hours. Just before the meeting was scheduled to begin, GE management announced it was abandoning the speedup scheme as "too hasty" and "ill advised."

New York—A 15 cent hourly cost-of-living wage boost will go into effect in Aug. 1 for 100,000 members of the AFL New York Building and Construction Trades Council.

Allentown, Pa.—GE management attempts to intimidate UE Local 128 by suspending two of its leaders have been slapped down by an arbitrator's decision. The arbitrator ordered the two, the local president and chief shop steward, reinstated with full back pay and complete rights. They had been suspended by GE for taking part in meetings protesting piece work. Their suspension brought militant action from the union membership, including a three week strike.

San Francisco—More than 80,000 AFL carpenters in Northern and Central California ended a two-month strike after winning a 21 cent hourly wage increase.

Syracuse UE Conference Maps Women's Pay Equality Drive

Seventy-five men and women from throughout upstate New York got together in Syracuse on Fathers' Day to do something for mothers and for millions of other working women throughout the United States. In a Women's Conference called by UE District Three, a 12-point program to end discrimination in pay and other hardships forced on working women was drawn up.



FOR FULL EQUALITY. The Continuations Committee of the Syracuse Women's Conference makes plans for bringing complete equality of pay to upstate women workers. Seated are Secretary Mary Pidaniek, UE Local 308 and Chairman Helen Quirini, Local 301. Standing are Joyce Minshall, Local 332; Norma Mazer, Local 311; Pauline Marth, Local 304; and Leonore James, Local 331.

Turbine Overtime Balk Improves Vacation Pay

United action by thousands in Turbine this week forced GE to abandon attempts to force UE Local 301 members to accept vacation benefits below those provided last year.

The Building 273 workers unanimously refused to work any overtime for four weeks after top supervision tried to provide vacation payments based on a period during which there had been comparatively few overtime hours worked. A May mass meeting decided on the "no overtime" policy and for a month every worker in the huge Turbine building adhered to it.

Finally management agreed to base vacations on a full year ending March 29, 1952. This will result in high vacation pay for almost all workers in the building. Turbine workers agreed to accept the company proposal in a mass meeting Wednesday.

The Building 273 situation has reinforced UE Local 301's determination to obtain better vacation guarantees in the forthcoming contract modification negotiations.

Win Washup Pact After Stoppage

Building 60 workers won freedom from supervision harassment on washup time this week after the situation had become so bad that they were forced to stop work and walk out.

Top supervision agreed to union demands that foremen should stop acting as "watchdogs" and jumping workers they alleged were taking "too much time" for washing up. The agreement was reached Wednesday after a stoppage originating in Screw Machine Tuesday morning had spread throughout the building.

This stoppage affected all shifts in the building.

Ernest Thompson, secretary of the UE National Fair Practice Committee, declared the program could be put into practice this year.

The conferece was addressed by Edith Turner, senior economist of the New York State Department of Labor.

Local 301 was represented at the conference by 27 women, who went to Syracuse in a special chartered bus which also transported delegations from the Mica Insulator Co. and from the GE plants in Fort Edward and Hudson Falls. Local 301 treasurer Helen Quirini was elected chairman of the conference, while Mary Pidaniek, Local 308, North Tonawanda, N. Y., was named as secretary.

These two women were named to serve on a UE national committee together with delegates elected from all other UE districts. This committee will report to the union's National convention in Cleveland next September.

Another spokeswoman for the 301 delegation, executive board member Sadie Iovinella, told the conference of this local's campaign to end pay discrimination against women. She drew loud applause when she told of the May 7 plant gate demonstrations by GE women and about the rest of the 301 campaign, including the three weeks of daily radio broadcasts sponsored by the union.

Continued on page 3

Ellis Speaks Sunday

UE Local 301 member Raymond T. Ellis of Building 273 has accepted an invitation to address the New England Skilled Crafts conference to be held Sunday in Boston.

Ellis will report on the conference of upstate craftsmen held in Syracuse on May 25.

Unity In Rome Cable Strike

The strike of UE Local 331 against the General Cable Co. plant in Rome continued solid this week despite company attempts to throw an anti-picketing injunction at the 1,200 workers. Complete labor unity was achieved as the office force, members of the independent Mechanics Educational Society of America respected UE picket lines.

UE leaders were forced to go to Syracuse on Monday to reply to company demands for an injunction which would have prohibited mass picketing. With 150 UE members who had made the 45 mile trip from Rome present, State Supreme Court Justice McCluskey refused to issue an injunction. However he scheduled a second hearing in his chambers for Friday afternoon.

With the strike winding up its third week, community support for the workers has been increasing steadily. Many of Rome's merchants and professional people have signed statements of support for the UE, stressing that the company's position has deprived the community of important purchasing power.

Similar unity was reported at two struck General Cable plants in California.

The strike started when the company sought to end almost all union conditions and benefits.



And as your new foreman I want you boys to look upon me as your fairy godfather

Craftsmen To See Director Of WSB

Representatives of upstate craftsmen will meet next Tuesday with Arthur White, New York Regional Director of the Wage Stabilization Board to press demands that the WSB adopt the raise wage recommendations of its own skilled trades panel.

Meeting with White will be William Templeton, UE Local 301, and Fred Cacchione of Elmira, member of the AFL machinists. They are the chairman and secretary of the continuations committee of the Syracuse crafts conference, which last month set forth a program headed by the wage increase demand. The conference brought together members of the CIO, AFL and independent unions.

Carey Finds 'Red Plot', Accuses GE Of Treason

IUE-CIO President Jim Carey's desperation because workers across the country continue to vote UE reached new depths of ridiculousness last week when he accused GE and other huge corporations of "something very close to treason" for bargaining with the union their employees choose.

Prepare Proposals To Alter Contract

With the contract termination date passed without GE taking any action, UE Local 301 began preparations this week to draw up a list of proposed modifications to the present agreement.

This list will be submitted by the local to the UE National GE Conference, Board along with the recommendations of other locals throughout the country. The conference board will then formulate contract proposals for approval by the locals. UE Local 301 is represented on the board by President James Cognetta, Executive Board member Fred Picelli and Business Agent Leo Jandreau.

A notice that UE intends to seek changes in the contract must be submitted to the company between July 15 and August 15. Negotiations will begin not more than 15 days after the serving of this notice.

If no agreement is reached the union will have the right to take strike action if it is voted by the membership through a secret ballot.

Boulware then came to a conclusion reached by UE long ago. He declared that "Carey is far less interested in eliminating Communists from the electrical industry than he is in promoting the welfare of the IUE and himself."

No Freeze Here

Wholesale potato prices soared as much as four cents a pound within 24 hours of the government's action recently in removing ceilings on spuds. The decontrol followed on the heels of the artificial potato shortage. The price boost brought no relaxation in the wage freeze.

No Freeze Here

In a state of confusion. A full management investigation of this unsound condition is demanded.

A. Baldigo worked on a job for 30 and 32 hours during one week. For this he was paid 12 hours piece work and five hour P.W.D.W., leaving a balance of at least 13 hours for which there was no price adjustment. The foreman forces operators to start jobs without any price. Full adjustment in this case and a complete end of the practice of issuing lathe jobs without first establishing prices are demanded.

Bldg. 50: James N. Sande, a Class B checker, was transferred due to lack of work. Less than three weeks later a worker in another group was upgraded from battery truck operator to Class B checker, while Sande was not approached to fill the job. This is a clear case of discrimination and rectification is demanded.

Bldg. 60: The Cataract group feel that their work rates an A classification and demands it be given this with an adjustment in rate.

Class C inspection group feel that their work is 75 per cent inspection and demands reclassification with proper rate adjustment.

Bldg. 81: Group of D testers demand an end to the improper upgrading procedures under which seniority is not being considered as a factor. A number of qualified men have not received upgrading as a result.

CLEANING UP

Men and women from The Mica Insulator Co. work out the final details for the last week of the drive which will bring them UE representation. An NLRB election is set for next Friday.



STUFF and NONSENSE from GE Works News

Five ways to a Happy New Year in Employee Relations" was the heading on the year's first GE News Letter. The ways were: "Let's do right—promptly and voluntarily—as to the pay, benefits and working conditions of our employees."

In practice—GE has refused to offer more than one percent in wage increases.

In practice—Heavy layoffs in Eric, Tiffin, Newark, Scranton, Alentown, Ft. Wayne, DeKalb, Taunton and lots more.

In practice—Stalling on grievances; heaviest speed-up in GE history; continued refusal to raise rates of skilled women workers to the common labor rate paid unskilled men.

That must mean higher corporation profits, more layoffs for workers, declining living standards for labor. On this, GE has done well.

Let's take these activities out into our communities."

GE has done well here, too. It has campaigned for lower taxes for the rich which means heavier taxes for the poor, for denying the right to choose its own unions, it is a front-runner in the corporation attack on the steelworkers who are only trying to get what other workers, including UE, won long ago.

Boulware's new year resolutions are proving to be two-fifths bunk and three-fifths hypocrisy.

Pensioners In D.C.

President Albert Vanderzee and Secretary Fred Helmboldt of the UE Local 301 Pensioners' Club visited Washington this week to press for passage of improved social security legislation.

Vanderzee and Helmboldt personally spoke to several members of Congress to urge them to support pending legislation to increase assistance to retired workers.

Map Women's Wage Fight At Conference

Continued from Page 1

Speaking on behalf of the national UE, Thompson reported great progress in the fight against sex discrimination throughout the union.

Thompson also tied the question of discrimination against women workers with discrimination against Negro workers.

The Fair Practices Committee secretary said the problem of plants running away to the South, as GE is now doing with the result of 7,500 layoffs in the Eric Works, would be licked if these two forms of discrimination were fought by all unions.

The conference also voted to have the District Three Council set another date for a second women's conference, this one to be held in Schenectady.

Mica Workers Hit Homestretch

Workers at the Mica Insulator Co., backed by UE Local 301, rolled up their sleeves this week for the home stretch of a campaign which will bring them into UE.

An NLRB election to decide who will represent the Mica employees will be held next Friday. The election was scheduled following a UE petition filed when the majority of Mica workers had signed cards asking designation of UE as their bargaining agent.

Many 301 members have joined Mica employees in visiting other workers and urging them to vote UE. However, an even greater turnout would be an important assurance of victory and all GE workers with friends working at Mica are urged to talk to them about the benefits of UE membership.

Also on the ballot are the IUE-CIO and a company union which formerly "represented" the workers.

Ives Takes Leadership Of Anti-Labor Forces

Sen. Irving Ives stepped up into the leadership of the anti-labor bloc in Congress this week with a proposal to virtually end labor participation and influence on the Wage Stabilization Board.

The Ives proposal came in the form of an amendment to the bill to extend the wage freeze Defense Production Act which is due to expire at the end of this month. The extension passed the Senate 52 to 18.

The action by the New York Senator was of particular interest to UE Local 301 because Ives told a dozen UE members attending the April Buffalo Wage Conference that he was opposed to extending the wage freeze, and, in fact, opposed to all controls. Ives later reneged on his assertion in a letter to Jim Carey which amounted to nothing more than an IUE-CIO leaflet written on a U. S. Senate letterhead.

The Ives amendment would give the politicians full control over labor representation on the WSB by requiring Senate confirmation of members of the Board. It would also remove from WSB authority to even make recommendations on the union shop and other "non-economic" issues. This has been a goal of the big corporations ever since the WSB recommended a union shop and wage increases for the CIO steelworkers.

Ives' lineup with the Big Business bloc was further proof that his word, as given to 12 UE members, was completely meaningless and that his only standard of honesty was political expediency.

Despite the Senate action in approving extension of the wage freeze and failing to vote any real controls over prices or profits, the fight against continuation of the Defense Production Act went on. The House of Representatives still has to act on the wage freeze law and UE is urging all of its members to wire their congressmen demanding they vote against extending the controls measure.

Other 301 members who went on the air during the broadcast series were Mary Daugherty, Helen Quirini, Mary Scrotski, Mary Nuzzaco, Ethel Furman, Harriet Attendorn, Alice Crowningshield, Helen Nichols, Elsa Ferguson, Mary Bartlette, Bob Northrop, Regina Sikorski, Rachel Stanton, Frances Kopaki and Marion Smith.

End '301' Broadcasts With Cognetta Talk

The UE Local 301 series of daily radio broadcasts over station WPTR finished last Friday after three weeks during which 16 GE workers told the people of the Capital district about the problems arising out of pay discrimination against women.

The final broadcast featured the appearance of Local President James Cognetta and recordings of Cognetta's statements to the May 7 women's demonstration by GE workers in Schenectady.

Cognetta reported on the progress already made in cutting down wage differentials between men and women workers. He related a series of shop grievance victories bringing women's pay up, but emphasized that any practice as deeply rooted as the "pay the women less" racket could not be torn up by shop action alone.

The 301 president asserted that gaining equal pay for equal work regardless of sex was one of the chief goals of UE in its forthcoming national negotiations with GE. He urged full community support for UE's campaign stressing that everybody suffered from the effects of the discrimination against women.

The union leader noted that the purchasing power and well-being of the community was greatly damaged when women were paid low wages, especially with so many women supporting families on entirely inadequate wages.

"We decided to go on the air with these programs because a lot of people don't realize how bad this exploitation is, and how much it costs the whole community," Cognetta said.

The Bite Gets Bigger

A factory worker's federal taxes, not counting hidden, state and local taxes, rose from 17 percent of his weekly income in 1949 to 22.2 percent at the end of 1951.

UE ON THE JOB

Bldg. 5: A group of workers is demanding the end of the unequal distribution of overtime by foreman Panczner and demands fair treatment for all in accordance with the contract.

Bldg. 10C: Oliver Coyne, a tool crib attendant, is being eliminated for Saturday overtime work although 10 or 11 men are working in the group on Saturdays. The group leader is being used to issue tools. The union regards this as plain discrimination and demands that Coyne be called in on Saturdays whenever his group works.

Bldg. 16: A group of packers has been losing time because of lack of work over a considerable period and demands necessary reductions in force.

Bldg. 28: Kenneth Girard demands job rate as Class C inspector since he is giving normal performance in this job.

Bldg. 29: Mica tape group, which has been losing considerable time in the past two months due to lack of work, demands needed reduction in force.

Bldg. 40: Percy Everett has 22 years' service with the company and about a year ago requested a transfer from 2nd to 1st shift. Since then several openings have

been filled on day shift by new workers while Everett has been bypassed. He therefore demands a transfer when the first opening is available.

A group of boring mill operators working under foreman Miller and Partington demand adjustment of operation on Stator frames, which now have a 1.01 timing rate, to place it on a par with re-bores, which have a 1.11 timing rate. The group now holds both classifications.

Bldg. 46: Henry Bagnoli demands clarification of his piece price which has been underrated at \$1.17. He has already sought such clarification from his foreman but after several weeks no price has been established.

Michael Baziluk, after 10 years as a profiler and duplicator, demands A classification. He has requested this rating from at least six foremen for whom he has worked, and each has agreed that his work is entirely satisfactory and that he deserves the A classification, but nothing has been done about it.

C. Chambers, Gear Shift Assembly, originally was receiving 135 on his job which he had checked because of the inadequate pricing.

Thousands of grievances are handled by UE 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 list some of the grievances that have not been settled at the steward-foreman level and have been referred to the executive board-management level.

The new check showed the price came out to .20 standard but the next time the job was run the vouchers were marked .10 standard. Foreman Hartman refused to correct the price after being contacted by steward. The job was then moved to another floor where there is a lathe group. This is a clear violation of contract and adjustment is demanded.

T. S. Ogonowski worked on a job which was being developed and which had a price of 53.18 including change-overs. After 76 hours on the job, during which it was not completed, the foreman still had not told the operator how he was to be paid for piece work and instead he has kept the entire group

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