

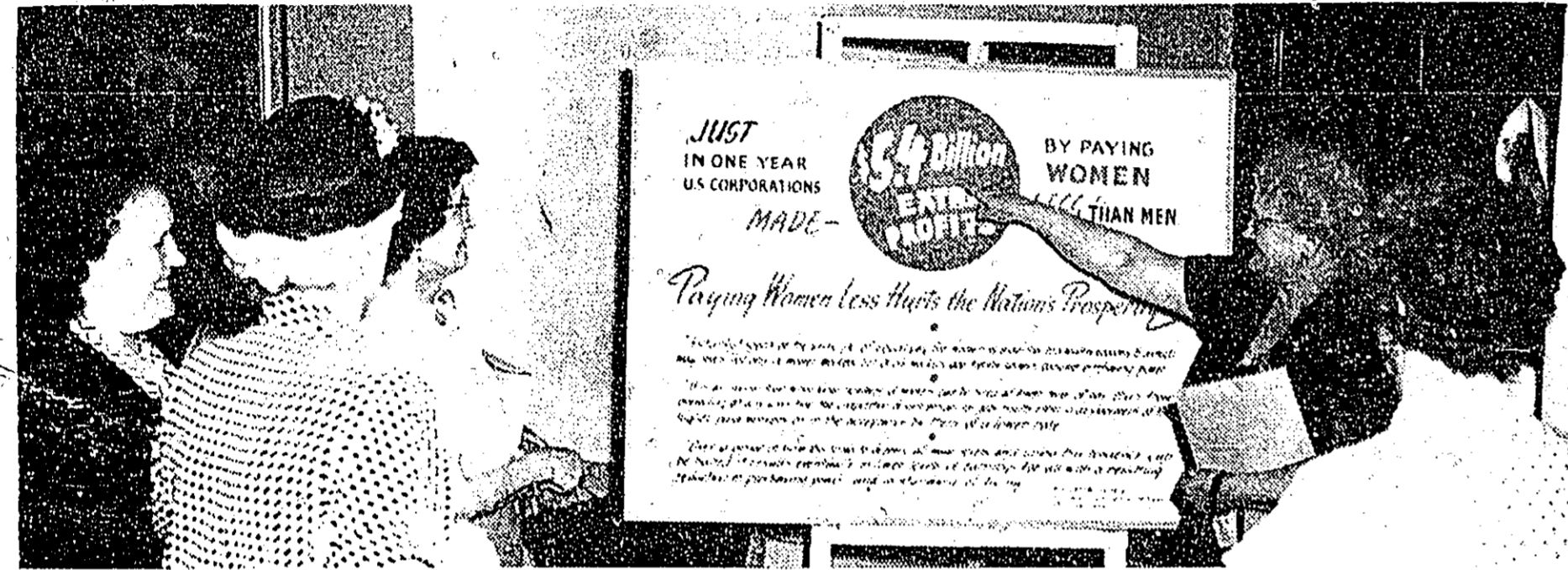
"Equal Pay For Equal Work" —Syracuse Demand



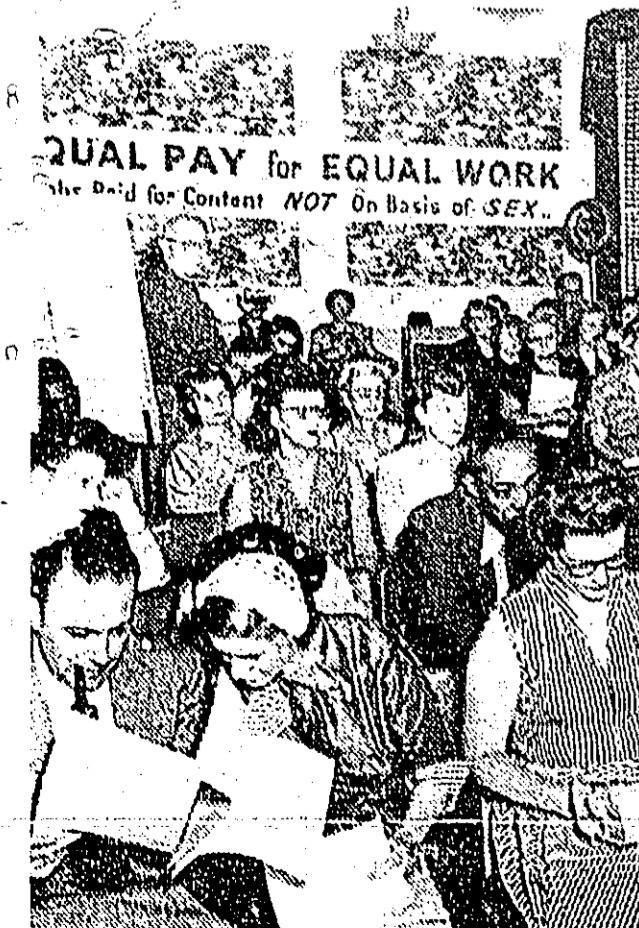
Unity For Equal Pay

The Schenectady-Syracuse special gets set to start-out with the delegation representing UE Locals 301, 311 (Mica) and 332 (Hudson Falls).

The delegation was in a happy mood at the start (top). In Syracuse, Elsa Ferguson, 301, tells fellow union members what women's pay discrimination costs them (upper right). District Three President Lewis King (standing) turns the chair over to 301 Treasurer Helen Quirini, elected chairman by the meeting (lower right). Some of the group of more than 75 men and women who took part in the conference are seen (bottom left). National UE Fair Practices Committee secretary Ernest Thompson shows the tie-in between discrimination against women and discrimination against Negro workers (bottom center). Sister Ferguson rises to make a point (bottom right).



No Rate Lower than COMMON LABORERS Rate ..



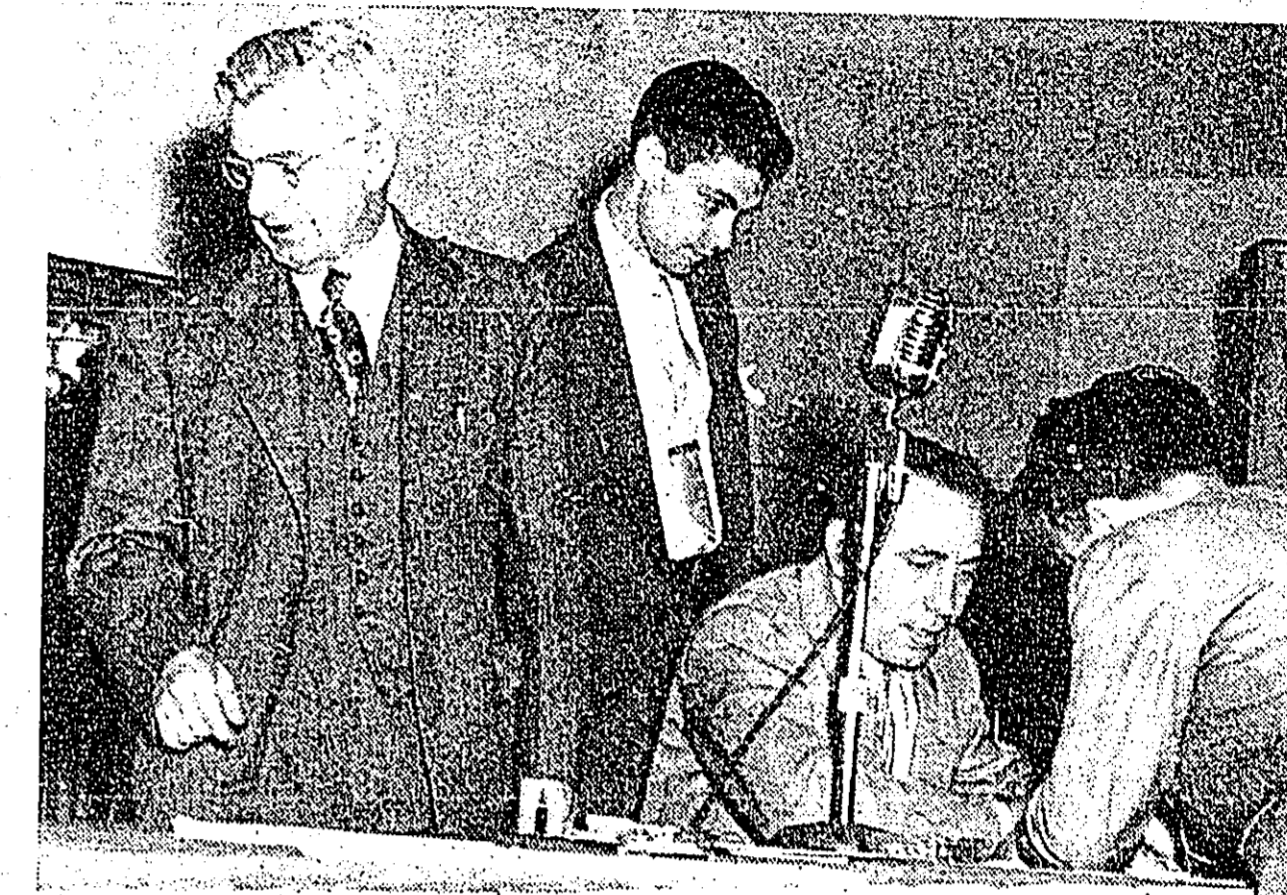
Cincinnati — The Taft-Hartley Act doesn't stop workers from voting for a real trade union even in this home town of its author, Sen. Robert Taft. Workers at the Wesche Electric Co. proved this when they voted UE four to one in an NLRB election which had been held up for two months by T-H gimmicks. The 68 to 17 UE victory was chalked up against a company union despite a tremendous red-baiting campaign.

New York — The CIO Textile Workers executive council voted last week to start a court fight to upset the arbitration decision which would mean a nearly eight cent hourly wage cut for more than 7,000 workers at the Bates Manufacturing Co. mills in Maine. However, the legal battle will not be against the big wage cut but against the part of the decision eliminating the up and down cost-of-living escalator clause in the union contract.

East Moline, Ill.—UE emerged as the complete victor last week in a run-off election at the International Harvester Plant here. The vote was UE Local 104F 138 and AFL machinists 114. In a vote last month the CIO autoworkers had been snowed under and knocked out of the three-cornered race. This was the second big Harvester plant in Illinois to vote UE in as many weeks. The earlier UE win was scored over the autoworkers at Rock Falls.

New York—Government figures revealed that the three top officials of the U. S. Steel Co., which has been leading the pack in crying "inflation" over the CIO steelworkers demands for wage increases, themselves shared \$150,000 in "cost of caviar" salary boosts last year.

Quinton, Ill.—Workers at the American Agriculture Chemical Co. plant here have voted to join UE. The margin was four to one, with the overwhelming UE sentiment forcing the AFL machinists to quit the NLRB ballot just a few days before election. The AFL union had formerly "represented" the workers.



UNITY MOVES FORWARD. The unity of upstate skilled workers regardless of union affiliation at last month's Syracuse conference began to bear fruit this week. A delegation selected by the conference continuations committee visited New York and Washington to present the craftsmen's demands to Wage Stabilization Board officials. It was headed by UE Local 301's William Templeton, who is seen on the left in the above picture taken in Syracuse.

Hold Mica NLRB Ballot Today With Big UE Victory Forecast

Today is election day at the Mica Insulator Co. and the indications are that when the ballots are counted, the men and women in the plant just across Broadway will have union representation for the first time.

This representation will be provided by UE which petitioned for the NLRB vote being held today almost a month ago. The petition was submitted after the majority of Mica workers had signed cards asking that UE be designated as their union. Since then many more workers have signed UE cards.

The UE campaign has been greatly helped by cooperation from Local 301. GE workers have been out visiting people they know at Mica almost every night, explaining to them the advantages of belonging to UE.

In addition a number of pieces of campaign literature addressed to the Mica men and women from the workers at GE have been put out. Included was a statement signed by Local 301 shop stewards and executive board members. This statement urged Mica workers to unite with UE for better wages and better conditions.

Also distributed among Mica workers was a leaflet from 301 skilled craftsmen. This leaflet told about the UE efforts to bring skilled job rates up to the levels approved by the Skilled Crafts panel of the Wage Stabilization Board

Craftsmen See WSB Officials

Upstate New York craftsmen reaped the first fruits of the May 25 Syracuse Skilled Crafts conference this week when their representatives met with members of the Wage Stabilization Board in New York City and in Washington.

The first meeting arranged for the five-man skilled workers' delegation, led by William Templeton of UE Local 301, was with Arthur White, Regional Director of WSB in New York. The group met with White on Tuesday afternoon.

Immediately after this session, they boarded a train for the national capital. On Wednesday, they had meetings with Ben Aaron, public member and vice chairman of the WSB, and with Elmer Walker, labor member of the board.

The purpose of the meetings was to press for adoption of the recommendations of the WSB Skilled Crafts Panel. These recommendations, which mean substantial wage increases for craftsmen throughout the country, were killed by the full board.

Adoption of this wage increase program was point number one of the demands set forth by the unionists who met in Syracuse. In all, there were more than 150 workers from CIO, AFL and independent unions at the Syracuse gathering.

The conference set up a continuations committee, headed by Templeton, to continue the work inaugurated at Syracuse. This committee arranged for the appointments with the WSB members.

"Giveaway" Drawing for 6 Prizes Scheduled

A special "Giveaway" drawing featuring six valuable prizes will be held on July 14 with proceeds going to finance the UE Local 301 activities program.

Tickets for the drawing will go on sale today and Monday. All stewards and executive board members will have books to sell no later than the beginning of next week. They will be priced at 10 cents a piece or three for a quarter.

Top prize is a full week's vacation, all expenses paid up to \$100. Second prize will be a completely financed trip for two to a top Broadway show, with a limit of \$75. Other prizes in order will be a trip for two to a New York Yankee ball game (limit \$50), a \$25 merchandise certificate good at any Schenectady store, \$12.50 in gas coupons, and tickets and expenses for two people at any Schenectady Blue Jay game (limit \$5).

The drawing will take place in the UE Hall, Monday, June 14 at 4:00 p.m. Holders of tickets will not have to be present at the drawing in order to be eligible to win. All money taken in from the sale of tickets will be used to finance local social activities, including a proposed field day.

The "Giveaway" program is sponsored by the 301 activities committee which is under the chairmanship of Bucky Philips.

Board Adopts Program For Political Parties

An eight-point Bill of Rights for labor and the entire American people has been adopted by the General Executive Board of UE for presentation to the 1952 conventions of this country's political parties.

The program, adopted at the June GEB meeting in New York, stressed freedom of labor against Taft-Hartley and other union-breaking and strike-busting legislation, freedom from laws restricting political liberty. It was for civil rights for the Negro people and freedom from war and the fear of war.

Also on the program were demands for economic security and protection from the threat of depression for labor, the farmers and all other segments of the American people. The right to adequate social security laws and a just tax program which would shift the heaviest burden from wage earners to the profiteering corporations were also stressed.

In concluding its program, the GEB declared, "No political party can . . . expect to receive the support of the American people without . . . translating such a program into reality—which means a future of decent, secure, peaceful living for all America."

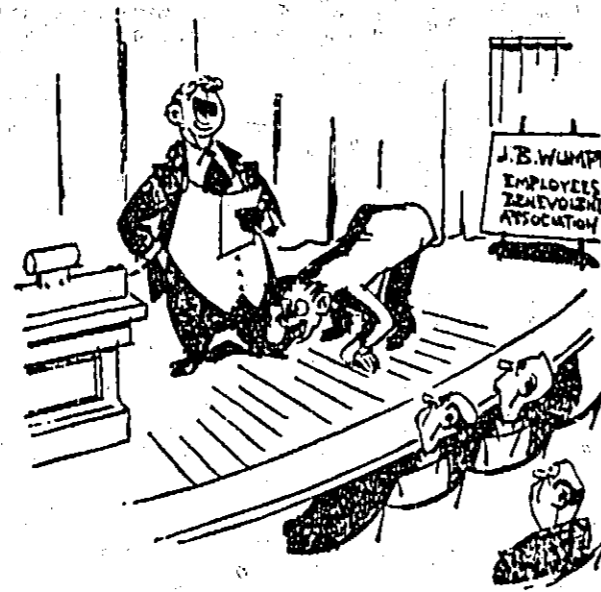
Merchants Back Cable Strikers

The four-week old strike of UE Local 331 against the General Cable Co. in Rome received concrete support from the community this week when 78 Rome merchants signed a statement calling on management to "bargain collectively in the same spirit that has for six years produced greater prosperity for Rome."

The merchants made clear that they felt the union had been left with no choice but to strike after the company had sought to completely end union conditions and had taken action to terminate the contract.

The statement of the businessmen pointed out that the General Cable strike had a damaging effect on the economy of the entire Rome area.

The 1,300 strikers remained solid in their determination to win a decent contract as did 700 other UE members striking General Cable plants in California.



... and now I'd like to introduce the employee on board of directors voted "most likely to succeed" ...

Snipes Wins Grievance

A special money award has been won by Local 301 grievance machinery for Troy Snipes of Building 46.

Snipes had been assigned to setting up eight different jobs but had been paid only at day rate for part of this work and at waiting time rates for the remainder, although the waits were not his fault. The grievance award adjusted his wages so that they about equal his average earned rate.

T-H Repeal Key Issue

Taft-Hartley law repeal and the protection of civil rights are the key issues in the 1952 election campaign, labor officials reported in a symposium published by the weekly, The Nation.

Red Cross Blood Plan Inaugurated

The plan under which all residents of this area will be able to obtain blood free of charge went into effect under the auspices of the American Red Cross last week.

The program, in which UE Local 301 is participating, ends the high cost of emergency transfusions. Persons enrolling as members of the plan will now have to pay only the hospital transfusion fees, which range from \$7.50 to \$10. Formerly, they also had to pay \$25 for the cost of the blood.

The plan covers 12 counties in this area and also entitles members to receive free transfusions throughout most of the United States.

In order to maintain the blood bank service, a Red Cross bloodmobile will visit Schenectady 16 times during 1952. The first such visit collected 286 pints of blood from workers in the large steam turbine and generator division at GE. The bloodmobile will be back on July 2 and 3 to take blood from workers in the motor department. A quota of 312 pints has been set for this visit.

Vote Meeting Held

The Schenectady non-partisan "Get Out the Vote" Committee met last week to plan a campaign to make sure that everybody registers and votes. Recording Sec'y Rudy Riss and represented Local 301.

Grievance Analysis Points To Need For Complete Works Job Evaluation

An analysis of grievance cases processed by UE Local 301 in one full month underlined the need for a change in management's handling of grievance cases as well as the importance of a works wide job evaluation to end many inequities. The analysis was made by Business Agent

Leo Jandreau on 123 grievance cases which were submitted to the union during March, 1952. Since March, the grievance situation has become even sharper and the local now handles about 150 grievance cases a month.

The March study indicated that the most common grievance involved demands for adjustment of improper job classifications. There were 30 such cases. The second most common beef was on inadequate prices for piece workers. Seventeen such cases showed up during the month.

Workers' complaints that they are forced to work outside their classification and demands for increased job rates were next in the order of occurrence. The figures on these two categories were 13 and 12 cases respectively.

Other complaints to account for a large number of grievance dockets included demands for equalization of overtime, applications for



overdue merit increases, improper penalties, upgrading, and demands for shift changes. Each of these accounted for from four to six cases. The fact that well over half the cases processed by the 301 grievance machinery involved either improper job classification or improper rates in one form or another emphasized the urgent need for a works-wide job evaluation. UE has long pressed for such action to reduce the number of costly and time-consuming grievance cases and to erase the unfair treatment being accorded to many workers.

However, GE has resisted any such move just as the company has balked at many suggestions for making contact enforcement easier.

The local is considering the practicality of making such an evaluation a part of the nationwide UE demands on GE during the forthcoming contract modification negotiations.

Another fact brought sharply into focus by the grievance analysis is the need to place more authority to handle grievances in the hands of divisional and departmental supervision. This is especially true since GE has announced a new policy of "decentralization" of authority.

Supposedly, this "decentralization" means that greater authority is concentrated at the lower levels. Actually, this has meant nothing more than a convenient buck-passing dodge for the company.

Right now, management is using this device by having foremen refer all matters to top supervision. Then when a case gets to top supervision, management people there frequently attempt to pass the responsibility right back to the departmental level. If the union would allow it, this little game would go on for weeks on end.

The fact remains though that there is a tremendous pile-up of grievance cases at the top supervision level in Building 41. A Local 301 steward frequently loses many hours just waiting around when he or she goes to Building 41.

As a result, the union is forced to pay unnecessarily large amounts of money for time lost by members handling grievances.

Welder Gains Job Rate In Bldg. 49 Grievance

Mike Santore, a Class A welder, has won wage increases totalling 28 cents an hour as a result of a grievance case processed by UE Local 301. Santore was transferred into building 49 gas turbine welding at the beginning of the year. Previously he had been on piece work and had been taking down average earnings of over two dollars an hour. However, on transferring him, management gave him a day rate of only \$1.65 an hour.

Major GE Center Seen Down South

The South will become a major center of General Electric Production within the next two years, GE President Ralph Cordiner declared.

Sepaking this month at the dedication of a new six-million dollar electronic tube plant in Anniston, Ala., Cordiner said that by the end of 1945, GE would employ 13,500 workers in the southern states. He noted that last year GE had 9,000 workers in the South, and an annual payroll of \$35-million in the area.

This included workers in plants located in Lexington and Owensboro, both in Kentucky, Memphis, Jackson, Miss. and Goldsboro, N. C. Plants are now under construction in Louisville and Rome, Ga.

Completion of the southern plants, exclusive of Louisville, would bring the annual GE southern payroll up to the \$50-million mark, Cordiner said. He added that when the giant appliance plant in Louisville is put into full operation, the figures for both number of southern employees and size of payroll would be at least doubled.

GE's trend toward southern expansion in recent years has been largely spurred by lower wages and poorer working conditions existing in this largely non-union area. However, UE is currently engaged in a major campaign to fully organize Louisville and the other southern plants.

Back Steelworkers

The four-week old strike of the CIO steelworkers was strengthened this week by the increasing support coming from all sections of the labor movement.

The biggest boost was given the steelworkers by the offer of United Mine Workers President John L. Lewis to set up a \$10-million credit which the strikers could use whenever they needed it.

Lewis emphasized that the battle of the steelworkers against the threat of a Taft-Hartley injunction was in fact a struggle of the entire union movement.

Bldg. 81: A group demands the pricing of their job according to past practices. They feel that when the resistor board is not listed on a separate DL and is built by an operator as part of a main panel, then it should be priced at the A rate.

W. A. Swarczewski has been working on C operations although he has only a D rating. A management investigation is demanded.

Bldg. 273: Group of Magna Flux checkers recently issued a complaint against foreman Tozer. Ever since then the foreman has been changing work assignments, giving this group a heavy burden of undesirable work. An end to this discrimination and intimidation and a return to former job procedures is demanded.

Battery truck operators and tallyman groups demand an end to the current practice of assigning them work outside their regular duties when their regular work is available.

A group of chippers under foreman Wnorowski has been promised upgrading from Class B to Class A chipping as soon as they received replacements. Since then there have been six openings, but only three have been filled. The group demands rapid filling of the other three jobs.

W. B. Tyndall, a Class B. floor assembler, feels that he has not been given proper consideration for upgrading. He feels that his experience, ability and record on the job qualify him for A rating, and since he is actually doing A work, he demands a reclassification with rate adjustment.

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.

A Class C leader was selected by supervision to handle an A inspection job involving incoming sample castings in Building 60. He was given a B rate. The union feels that the job should have been filled by a B man with higher experience and more service. Filling of the job with the best qualified person is demanded.

Bldg. 49E: Harold L. Waite went on his vacation on May 19. He was entitled to one week, three days vacation and due to return on May 29. But being scheduled for a day off, he did not return until May 30. After working until June 2, his supervisor told him to take June 3, 4, 5 and 6 off. We believe this is outright discrimination in that a man is being penalized two days for working three premium days though no fault of his own.

Building 52: Victor St. John demands a time study for the shot blast job since supervision has been unable to negotiate a satisfactory price. The foreman takes the ridiculous position that the job is priced on a table which has been in effect since 1937 and that this settles the matter.

Bldg. 60: William Duffy, a Class A painter, demands reclassification to leader in line with his duties and responsibilities.

Bldg. 68: An adjustment in price is demanded for M. E. Porter. Two time studies were taken on his operation and an entirely inadequate

price of 1.208 was arrived at. A group of workers demands an increase of their present inadequate rate of 1.100 so that they can make satisfactory earnings.

The group working on the loading of tunnel kiln cars was originally on day work. They have now been changed to piece work but changes in method have resulted in an actual loss of earnings for the workers involved. A proper adjustment of price is demanded.

Bldg. 69: Varnish makers protest the speed-up to which they are subjected by supervision of Building 67, which is constantly increasing their batch sizes from 200 lbs. on 448 oil and 1,200 lbs. on 225C compound. This speed-up is actually an attempt by management to get six days work for five days work and a management investigation to end this practice is demanded.

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Local 301

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UE ON THE JOB

Bldg. 10C: Carline Lupi demands a time study be taken on his job to arrive at a fair price for set-up. If it is necessary to study methods first, he also asks average earnings for work performed under such circumstances.

As a result of a time study, a price of \$5.80 was arrived at for operation being performed by D. Driscoll. However, supervision refuses to make this price standard, offering instead a \$5.80 temporary price or a standard of only \$5.00, a price arrived at by incorporating factors taken from another time study in Building 28. Driscoll objects to this unfair practice and demands that the \$5.80 price be made standard.

Bldg. 18: James W. Kerwin asks that a time study be taken on the six foot vertical G and L Mill in order to arrive at the proper timing rate for the job, which he believes should be \$1.11 rather than the present \$1.06.

Bldg. 40: A three step adjustment in the timing rate for the stator stacking group is demanded. The present rate of .70 is entirely inadequate in view of the work performed and the responsibilities involved.

Bldg. 46: A series of time studies on the Duplicator has resulted in prices of \$1.58 for one step and .78 for each additional rate. Michael Baziluk demands revision of these inadequate prices.