

ELECTRICAL

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



UNION ...NEWS

Vol. 2

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No. 1

LOCAL 301 PERMANENT INSTITUTION

Officers Annual Report Proves Stability of Local 301

Leo Jandreau, in presenting the report to the membership, said in part:

"In enumerating the thousands of grievances settled in the shops by our committeemen, settled by the Executive Board through the management and the modifications added to our contract, and further reviewing the thousands of grievances settled during the past three years since December 15, 1936, when we became the sole bargaining agency for the employees of the Schenectady plant of the G.E. Company through a democratic National Labor Relations Board poll—one achievement stands out above everything else, and that is that in a period when strikes were sweeping large-scale industry, the employees of the Schenectady plant of the G.E. Company have not lost one minute of work through labor trouble of any kind; production has proceeded without disturbance, although on several occasions the negotiating machinery was severely strained.

"The local management of the G. E. Company has helped us immeasurably in achieving this splendid record by displaying a farsighted and willing attitude over the conference table—to arrive at a medium of mutual understanding of our various problems. This is a record we have much to be proud of. Our membership has reason to be proud of the statesmanship displayed by their leaders in the shops and out of the shops who have made this record possible."

Election Of General Officers and Executive Board

The annual election of officers and executive board for the local is underway. Nominations for general officers was held at a special membership meeting January 6th. The following were nominated:

Ed. Wallingford, President, Bldg. 60
F. Einspak, Vice-President, Bldg. 46
R. Schreiter, Treasurer, Bldg. 24
S. M. Vottis, Financial Secretary
Wm. Cooke, Asst. Recording Secretary, Bldg. 16
Wm. Hodges, Recording Secretary, Bldg. 72
C. Herbeck, Chief Shop Steward, Bldg. 58
L. Jandreau, Business Agent
H. MacNichol, Sergeant-at-Arms, Bldg. 85
J. Corsetti, Guide, Bldg. 58

Apparently the membership was satisfied with the activities of the

LABOR AND 1940

LYNN ELECTRICAL UNION NEWS

Steering Labor's course through the coming year is going to be no easy task.

From the top to the rank and file, we are going to be tested to the full, — not only in the eyes of industry, business and government, but in the eyes of the general public, which is the combination of all social groups.

If we could speak from a public point of view, we would ask of Labor a listening ear for a few pointers, such as: We do not blame you for organizing into Unions, nor blame you for increasing in size and strength, provided that you set up Unions and amalgamations of Unions, based upon the premise of a general social usefulness, geared into an effectiveness to thoroughly understand business and industrial problems so that they may be better appreciated from the point of view of the public good, and not a gouging, grasping machine, where interests will be pursued regardless of those of other social groups, and the nation, as a whole.

That you will adjust the differences between yourselves, not at the expense of the public good.

That your employer problems, such as unemployment, technological, and of faulty distribution, be tackled openly fearlessly, but fairly, and in conjunction with the efforts of government and other social groups.

That you view stoppages of work as being a failure on your, or the employer's part, or part of both, of thoroughly understanding each other's and the public's point of view, and that before you resort to a stoppage of work, you use every possible means of mediation, before you inconvenience the rest of us.

We, the public, tell you of these points not because we are always right, for we, too, fall for "catch penny and cure-all" schemes at times, but because our Democratic way of living is at stake, and you, as Labor, can do a lot by framing your policies and governing your conduct in such a way as to bolster up the institution of free men, ready to give, as well as take, that all should benefit.

General Officers for 1939 inasmuch as none of the offices were contested.

However, for the offices of Trustees, the following were nominated, of whom three will be elected:

D. Belott, Bldg. 19
R. Anderson, Bldg. 17
A. Asch, Bldg. 12
C. Campbell, Bldg. 52
P. Carrese, Bldg. 58
J. Osburner, Bldg. 42

Voting will take place at Union Headquarters, February 2nd and 8d, by secret ballot to elect three trustees and the general officers.

Even though the nominations for general officers have no opposition it is necessary for every good Union member to cast a vote in order to demonstrate the interest our members take in our Union by showing a large vote.

Ten Executive Board members are elected for a two-year term. Five are elected each year. Executive Board members are nominated from the Shop Representatives by the General Assembly of Shop Stewards.

The membership at a special called meeting elect five from those nominated. The following Shop Stewards were nominated by the General Assembly at the January 9th meeting:

M. Tedisco, Bldg. 17
A. Christison, Bldg. 16
P. De Siena, Bldg. 53
H. Aussiker, Bldg. 57
F. Hinkle, Bldg. 60
D. Fischer, Bldg. 23
A. Davis, Bldg. 12
W. Snyder, Bldg. 37
S. Klein, Bldg. 9
L. Bollinger, Bldg. 60

Five of the above will be elected by the membership at a special meeting called for Saturday, February 17 at 2:30 P. M.

An Election Committee was elected by the membership in accordance with the constitution. Their job is to recommend rules and procedure for the election and see to it that it is conducted properly.

The Election Committee includes the following:—

Albert Lenta, Wilson Snyder, Virgil Urbano, Albert Eastman, Robert LaFortune, George Pendlebury.

Financial Report

Local 301 Financial Report for the Year 1939 shows a large increase in dues paying members.

The financial report, given by S. M. Vottis, financial secretary, showed better than a 50% increase in dues per member over the year 1939, and 102% increase in the cash assets of the organization over the previous year.

Brother Vottis in winding up the report said the following:

"We have made it our policy to obscure nothing from our membership. Our reports are an open book to all, in order to keep within the broad democratic principles upon which our membership was built. No honest union member can truthfully say that any of the policies and decisions of our Union were not made in a democratic fashion. We have given the Schenectady G.E. Workers the most democratic and responsible labor union they have ever known, and it is their responsibility to keep it so.

Our methods of bookkeeping and administration in general have been so simplified that any average member can be given a clear picture of our complete set-up in a few minutes if he so desires.

All monies that pass through the cage into our headquarters from dues, or any other purpose are thoroughly protected through bonded officers and certified public audits.

Need for More Tolerance

"In conclusion, we wish to emphasize the need for the utmost tolerance towards each other's shortcomings. We are not all perfect, and most likely never will be. Active people invariably make some mistakes. Mistakes of the head can be forgiven, but not those of the heart.

In our criticisms of each other's actions, let's be objectively constructive and helpful, and not personal and destructive. Irresponsible and thoughtless assertions hurt the individual and the Unity of our Union.

This organization of which we are so rightly proud of was built because a group of workers learned to appreciate each other's good qualities and learned to work together towards one common goal regardless of their various personal creeds or beliefs. And that goal was the finest industrial union in the Country, with its motto—"One for all, and all for one."

For my part, I wish to extend my sincerest thanks to all our committeemen and dues collectors for the splendid cooperation I have received from them which has made it possible to administer the affairs of our union so efficiently and economically and it certainly has been an honorable and happy privilege for me to have served our union during this past year and for this I thank you all.

ORIGINAL TORN

...ELECTRICAL UNION NEWS...

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OF AMERICA, LOCAL 301
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SCHENECTADY, N. Y.

JANUARY, 1940

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Editorial

BACK RIDERS

Back riders are those G. E. employees in the Schenectady plant who accept all the benefits won through the self-sacrifice of good union members but refuse to join the union. The reasons they give for refusing are many and colorful.

One of these reasons is: "Aw, the workers never stick together anyway." The free riders slander their fellow workers and practice the very things of which they accuse others.

The officers' annual report showed that thousands of grievances have been peacefully settled over the conference table during the past three years of our sole collective bargaining agency for the Schenectady G. E. employees with no loss of time to them over labor trouble. Can these free riders truthfully maintain that the union has irresponsible leadership?

These free riders who have never attended a union meeting and have never heard a financial report can tell everyone where the union's money goes; can tell everyone about the "crooked gang" running the union; can tell everyone how the union should be run; but these same free riders refuse to join the union and come to a union meeting and really see for themselves how the union is operated.

Then there are those free riders—better known as "sucker boys"—those hungry boys—who constantly suck around the bosses, and yell out, "Naw, I'll never join the union. The union will never get my money." They then proudly look the boss in the eye for a nod of approval. Much to the shame of some of the bosses in the Schenectady plant, such actions are encouraged to the detriment of the rest of the employees in the section and the boss himself.

These inveterate "free riders" have a thick impenetrable hide that

no amount of shame can pierce. They are impervious to reason and have no sense of American sportsmanship.

Free riders are the sinister influence which chisels away at the foundations of our union. They pick up all the slander that is uttered against us.

There is only one language these "chiselers" understand and that is total isolation by their fellow workers. How would anyone treat a rat who nibbles away at the foundation of his home? How should he treat a fellow worker who nibbles away at the foundation of the union—that has given us higher wages and job security; that guarantees proper shelter, food, clothing for our wives and children and the better things in life. This problem is not the problem of only the shop committeemen. It is the problem of every good union member. If you eat your lunch with a non-union member; play darts or cards with him; ride home with him—you are encouraging a wage cut to yourself. You are encouraging trouble for your group.

A man may have the best school education in the world, but if he cannot distinguish his enemies from his friends, or if he cannot see where his own best interest lies—that man has learned nothing in this world.

An animal's first instinct is self-preservation. Why then haven't all human beings learned this basic lesson?

In the interest of self-preservation, let every union member do his duty by himself and his family, by strictly isolating all non-union members. These free riders are not fit to associate with decent people.

We have one of the most harmonious employer-employee relationships in the country here in the Schenectady G. E. plant through the honest intelligent efforts of our union and its leadership, and we must maintain this relationship if we hope to maintain our union, and this can only be done through the cooperation of all good union members. It is not enough to just pay dues. Let us remember that all those who are not with us are against us.

Co-operative Insurance

Following the general trend of co-operative development in this country, the Farm Bureau Mutual Automobile Insurance Co. of Columbus, Ohio, has announced for 1939 an increase of three times the amount of underwriting in this state over 1938. There are now over 270,000 policyholders enjoying this co-operative service in the nine states in which the organization is operating.

This insurance is one of the services offered by the Schenectady Consumers' Cooperative at 102 Nott Ter

race. Local agents take care of the actual servicing in the field. In New York State the Eastern Cooperative Wholesale is acting as sponsor and has a voice and vote in the control and management.

One of the reasons for the tremendous increase in business is savings returned to policyholders. Because of the efficient and non-profit basis on which the company operates, a 26% dividend was returned on all policies expiring in 1939. With this excellent record we can look to 1940 and again expect comparable savings returns to our

self.

The company is now the fifth largest of its kind after starting from scratch 13 years ago in Ohio. It was organized by farmers as a protest against the high rates in effect at that time.

These are records that all line companies are finding hard to beat because after all they are run for profit and usual profits for a few.

Workers should take advantage of this low cost protection in order to insure their wages and property against judgments in case of accidents to others. In the past because of the high cost auto insurance was

a luxury to be enjoyed by the few, now the reasonable rates make it possible for all to be protected.

A complete line of auto insurance is handled including liability protection against legal suits, collision protecting your car, and comprehensive protecting against fire and theft and other losses.

One way of spreading our income is to use our own co-operative services in societies organized for and by consumers.

HERBERT M. POLLER,
Member Board of Directors,
Schenectady Consumers' Cooperative.

THE UPPER CRUST



"By God, it pays to advertise. We only put an ad in the paper for one man."

Labor and the Cooperative Movement

By

BENJAMIN B. NAUMOFF
Pres., Schenectady Consumers' Cooperative

Millions of people throughout the world are learning today that the cooperative movement can serve them well in the hour of crisis. All of us know what the war does to our pocketbook and the purchasing power of the dollar we earn. Prices begin to go sky high. Even where governments exist, which want in some measure to prevent price increases and profiteering, the job is a tremendous one because different agencies work at cross purposes. We find that the cooperatives, here and abroad, are operating as an effective bulwark against profiteering. They do this in two ways: where co-ops are strong, private business must follow its lead; where co-ops are growing, they act as a strong pressure on private business. I would like to emphasize once again that since cooperatives are owned by the same people who patronize them they cannot profiteer.

I could state a number of reasons why labor should be affiliated with the cooperative movement but will dwell on only one in this article. We hear it said again and again that labor is all right in its place. You and

I know that this is merely another way of saying that labor should have no voice in management because it does not have the experience. You have the right to answer plainly and simply: It is only in rare instances that labor is given the opportunity to get that experience in private business. Under these circumstances, how can labor be expected to develop that talent for management and executive ability? Change the scene and take a look at the cooperative movement. Here-and-abroad—in local stores and branch warehouses—in district wholesale—labor has its representation on the staff and the board of directors. Labor does not have this representation because of any condescending attitude; it gets it as a matter of right. It has it because of the democracy being preached and practiced in the cooperative movement. Labor lenders throughout the country recognize that the experience gained through cooperative efforts is something the trade union movement has wanted for a long time. It is one further way of demonstrating that the cooperative movement wants to protect the dollar which you spend just as much as the dollar which you earn.

Our manager and education committee will be glad to discuss this with you further. Call on us!

Employee Covered By Compensation

This is the third 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.

Payment of Fees

Only authorized physicians may collect fees for medical care furnished under the Workmen's Compensation Law. Charges for medical care are limited to those that prevail in the community for similar treatment of persons of like standard of living. If the worker wants to take a doctor who charges more, he must pay the difference. Otherwise, the doctor must look solely to the employer for his payment. He is forbidden to collect or receive fees from compensation claimants.

Doctors should file their reports, which must be verified, promptly. No claim for medical or surgical treatment is enforceable, except as incidental to, or part of, an award to an injured employee and unless within 18 hours following first treatment, the physician or surgeon furnished employer and Bureau a report of injury and treatment. (Form C-104.)

Employer's Right to Examine Workers

Since the employee has the right to choose his own doctor, the employer has been given the right to have his doctor examine the claimant at reasonable intervals to check on treatment and on conclusions of the claimant's doctor. The latter may be present at such examination, but as a matter of practice, seldom is. In addition, the injured worker must submit to such examination as the Commission or the Board may require, at a reasonably convenient place. The employer and employee may have respective physicians present. Refusal to submit to such examination by the worker forfeits his right to compensation for the period of refusal, unless such refusal is reasonable under the circumstances. Refusal to submit to observation in a hospital in one case was held not unreasonable.

Operations

If an operation is deemed necessary to cure his condition the worker must accept it and have an operation performed. He may choose his own surgeon, however. If he refuses to undergo the operation, unless refusal is made on unreasonable grounds, his compensation stops. If the operation is unsuccessful, and he dies, his dependent will recover benefits. If competent medical opinion holds that the operation may be dangerous, the worker can refuse to undergo the operation, and if the injury is permanent and the operation remains dangerous, he may receive compensation permanently. In the usual case where the operation is not dangerous, the worker may not refuse operation or other medical treatment or care unless such refusal is made on reasonable grounds.

Consequences of Medical Treatment

In the course of medical care and treatment made necessary by an accident, mistakes of physicians may prolong and make more serious the original injuries. In the hospital the worker is exposed to special risks. For example, he may be infected

there with pneumonia. Physical weakness resulting from injuries to employee's legs may cause him to fall and fracture his skull. Or a nurse may administer the wrong medicine. These afterinjuries are compensated if traceable by unbroken chain of cause and effect to the original accident.

The test in such cases is: Would such consequences have occurred of their own account independently of the earlier misfortune?

In some cases the disease or infection which is a consequence of original injury might not have resulted from the accident if patient had not been deliberately at fault. In such cases he will not recover for the consequences. In one case an injured worker could not recover for loss of use of his leg, where it was shown he had deliberately torn the bandages and splints from the leg and left the hospital without permission.

Cautionary Note: Workmen should never treat themselves under any circumstances. When the worker sees his doctor, he should give him a detailed history of just how the accident happened and describe just what part of his body was injured. Often the worker loses valuable rights because he fails to tell the first examining doctor all his symptoms. The doctor should not be left to find out for himself what is wrong with the worker.

This is important because the doctor after examination of external injuries may, if he is not put on notice by complaints of claimant, fail to look for disabilities which are not apparent at that time. One may fall, fracture a leg and at the same time injure a kidney. The fracture of the leg is apparent but there may be no sign to indicate the blow to the kidney region. If the worker doesn't tell the doctor about this, by the time the kidney ailment manifests itself, the worker may find that he cannot establish the proper causal relation between accident and the ailment or that his claim is barred.

Expenses for Fare and Medicines: The worker is entitled to reimbursement for these expenditures. To assure prompt payments, workers purchasing drugs, bandages, arch supports or other medical supplies on recommendation of their doctor should obtain from druggist, etc., a receipt which can be presented to the doctor for his O.K. at time of next treatment. These receipts should be sent to the insurance carrier with a request for reimbursement. Same with fare for trips to and from hospital or doctor's office.

In addition to medical care, he injured worker receives money compensation for the period of his disability. Generally speaking, the worker is entitled to two-thirds of his weekly wages as long as he is unable to work. The compensation payments may last for several weeks or for the worker's lifetime, depending on the type and seriousness of the injury.

This general statement, however, is too broad to be helpful. The law sets up many tests to cover the almost infinite variations in the types of injury which workers sustain in industry, and the differing payments of weekly wages that they receive. It will therefore be necessary to examine separately and more closely the two important questions affecting the amount of compensation the worker will receive.

1. How much money compensation will the injured worker receive weekly? Or, to put it differently, what will his compensation rate be?

2. For how many weeks will he receive these payments?

First we will concern ourselves with the Compensation rate.

(Rates will be discussed in our next issue of this paper.)

HERE AND THERE
IN BUILDING 12

The members of Local 301 in Bldg. 12 take this opportunity to welcome among them the Misses Sylvia Fuller, Mary Di Biaggio and Madeline Kilbarn, newcomers who recently started work on the tray assembly line. With a little cooperation from these girls they will find that the committee woman for this group, Alice Askew, will do all in her power to make things pleasant and easy for them.

After looking at these girls we don't wonder why some of the young men from C. F. assembly line are thinking of moving to Alexander Ave., Scotia.

The past holiday season did a lot to show who is the most popular man in Bldg. 12. When it comes to fan mail, Bro. Clarence Parker stands out quite prominent, even if he does receive Easter cards at Christmas time. Bro. Parker always was ahead of the times.

Now that the holidays are over, the people of Bldg. 12 are again demanding one night per month for Social and Business meetings. At this writing, no definite date has been set, but soon will be, and the word will be passed around. These social and business meetings proved to be very popular last season.

Refrigerator Department Racket No. 1—The fellow who walks around with the glass oil cylinder, who spends several hours in the wash room preaching anti-unionism.

The organizing committee of Bldg. 12 reports wonderful success: Test Department reports 100%; assembly line is now 100%, leaving just a few stragglers in Bldg. 12, who we feel sure can't hold out much longer. Much credit goes to this committee, consisting of Anibal, Neimeo, Geerson, Bauer, Askew, Raes and Ash.

Court Fines Scab Who Wore Union Button To Get Job

SAN DIEGO (EP)—It is illegal for nonunion men to seek jobs under false pretenses by wearing union buttons, Judge Daney has ruled. A fight against this practice has been carried on by the state Building Trades Council.

Daney fined a nonunion roofer who had obtained a job by wearing a union button. Charges were brought by the local Building Trades Council.

MUST BANISH COMPANY UNION

BLOOMFIELD, N. J.—The NLRB, in its first formal order ever issued against any Westinghouse management, has ordered the management here to disestablish its company union and ordered the company to cease discriminating against members of Local 410.

Activities Comm. for '40

The Activities Committee for the Year 1940 that was elected by the membership is as follows:

W. Mastrianni, Bldg. 12
J. Niemiec, Bldg. 12
H. Mac Nicol, Bldg. 85
F. Matern, Bldg. 60
A. Ash, Bldg. 12
P. De Siena, Bldg. 53
M. Freer, Bldg. 9
H. Koral, Bldg. 53
F. Fallon, Bldg. 53
M. Phillips, Bldg. 12
D. Belott, Bldg. 19
P. Carrese, Bldg. 53
W. Sanders, Bldg. 85

The Committee promises to have an interesting program of events for the membership during the year.

This committee will be added to as necessary—and promises to be the most important committee of the Union.

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That it takes more than just brawn to rebuild an automobile after an accident? It requires experience, scientific methods, and a sincere effort to do the work. For the past 15 years we have employed not only experienced men but the latest equipment to serve the needs of the motorist of this city. No job ever leaves our shop without rigid inspection. . . . this service has made many satisfied customers, and has built up for us a wide reputation for Quality Work, yet we never knowingly charge high prices for our work.

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