

## CIO AUTO UNION SWEEPS GM POLL

(Continued from Page 1)

The CIO carries all 28 plants in Michigan including those in Detroit, Flint, Pontiac, Bay City and Saginaw. GM workers to the number of 83,000 gave their votes to the CIO while some 26,000 cast ballots for the AFL.

The huge Detroit Fernstedt plant gave the CIO 7,465 votes and the AFL only 243. The great Etrick plant in Flint gave the CIO 9,000 as against some 2,000 for the AFL. Chevrolet Gear and Axle, Detroit, voted 5,000 to 300 for the CIO, while Chevrolet Forge, Detroit, voted 2,000 to 100 for the CIO.

### CIO Wins Five Craft Tests

Similar landslide majorities were given the CIO in Cleveland, Toledo, Muncie, Buffalo, Bristol, Linden, St. Louis Atlanta Jamesville and South Gate, California.

Despite an intense craft appeal made by the AFL patternmakers union, the CIO which addressed its appeal to all of the workers, won 5 out of 9 patternmakers craft elections.

The CIO was on the ballot in 59 plants; of these, it won 49, five went AFL and one was captured by "neither". In three plants, no union received a majority and run-off elections will be required. One plant was won by the Mechanics Educational Society of America, an independent union.

The results of the voting made public, the UAW-CIO pressed General Motors for an immediate conference, looking to a revised agreement. Demands of the CIO in behalf of the GM workers, are for a general wage increase, shop steward system, improved seniority system, vacations with pay, and joint adjustment of disputed production standards.

### Paragraphs From Bldgs. 8 and 10.

Manager Eddie Weiss is looking forward to a busy season with his Refrigerator baseball team. Old man Weiss hasn't been very obliging, so practice has been held up. Anyone wishing to try out, just see Eddie at an anytime in Bldg. 10. Eddie says the boys will give a good account of themselves any time.

The orchestra seems to be doing a fine job. Two of their members are from Bldg. 10. Let's have them out again soon for some sort of entertainment.

Everyone in 8 and 10 is showing a great deal of interest in the Wagner Act Amendments and the Wage and Hour Law. They are all writing cards and letters to Washington.

Boys! Watch your smoking. You know where you are supposed to smoke and the boss says be careful.

We are pleased to see the familiar face of Brother Sjostrand back among us again after several weeks illness.

Brother M. Foland received a painful cut on the arm one night recently. It took ten stitches to close it. Doing nicely now.

Brother Dave Atkins had to give up and go to the hospital and then home. His heart wasn't acting just right. We are sorry, Dave.

Brothers W. Holzhauser, S. Barber and J. Watts have recently been promoted to better jobs. Nice going boys. Lots of luck and remember the gang will still be with you.

The night men had another blow-out Saturday night. All say it was a huge success. When will the next one be held?

### Back Pay for 13

NEW YORK (FP).—The NLRB has ordered the Ishman Steamship Co., U. S. Steel subsidiary, to reimburse about \$40,000 back pay 13 members of the Nat'l Maritime Union (CIO) fired from the S. S. Steel Scientist in August 1937 for union activity.

## Congressmen Warned Against Amending Wagner Act

By C. W. FOWLER

WASHINGTON, Apr. 20. — The Congressmen are getting acquainted with a new kind of "lobbyist" these days—the kind that comes straight from the factory and the shop to tell them the voters back home want the Wagner Act left alone, that they don't want the crippling Norton amendments or the ripper bill proposed by tory Smith and his banker friends.

The new type of lobbyist represents the organized workers and the organized voters, not the big boys with an anti-labor scheme to push, and the Congressmen are listening with respect to their views. Two million workers have already been represented, in large delegations that have come from eight industrial states. More will be heard from as the week progresses.

The eight states, whose delegates were brought in at the call of Labor's NonPartisan League, are Illinois, Ohio, Michigan, Indiana, New Jersey, Maryland, Massachusetts, and New York. Pennsylvania and Missouri are scheduled for later in the week.

### Unanimous

The views of these delegations, expressed to the Congressmen from their states first, in a general meeting and then in private interviews, are unanimous—they are opposed to all the amendments to the Wagner Act now up for consideration in Congress.

Gustave Strebel, president of the New York CIO Council, with 400,000 CIO members expressed this unanimous feeling of workers throughout the nation against amendments to the Act when he said: "Our people feel that all attempts to amend the Wagner Act are attempts to weaken and emasculate it, and are detrimental to labor and to industry both."

Strebel cited the General Electric plant in Schenectady, N. Y., now under industrial union contract to the CIO Electrical and Radio Workers, as an example. Under the proposed Norton craft unit amendment, he pointed out the Board could be forced to certify 36 separate crafts in the one plant. Industrial chaos would be the result, he warned.

"We are convinced that the Wagner Act is helping us to bring about peaceful and orderly labor relations. We're also convinced that the Norton and Smith bills would disrupt those peaceful, orderly relations. We're convinced that any of the amendments proposed to Congress would throw industry after industry into confusion and chaos."

### Auto Workers Speak

The delegates, workers from auto plants, textile mills, rubber factories, steel plants, coal mines clothing factories transport systems, from ships and offices and warehouses and tobacco plants and scores of places that make the products all America uses, spoke up in turn to defend the Act and their unions.

### Section C Sends News Notes

By A. W. EASTMAN

A. Angles has been absent a few days attending the funeral of his mother-in-law in Oneonta, N. Y.

Charles Relyea invited a few friends up to his home to play cards Friday evening, April 12th, and on Saturday, April 13th, he bought a new Nash car. We wonder if there was any connection between the two events.

"Jimmie" Nixon of Shop 15 is back at work after having been laid up for some time with an attack of pneumonia.

Al Eastman has been able to remove the cotton out of his ears since Al Smith isn't working with him any more.

Charlie Wahl returned Tuesday, April 9th, from a visit of a few days in Boston. He says that he met one of his oldest friends by the name of John Burleyover soon after reaching the city and friend John started to show him the high spots in the town. Charlie says that by the way he felt the next day, he must have had a pretty good time.

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# ELECTRICAL

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



# UNION NEWS

Vol. 2

SCHENECTADY, N. Y.,—MAY 29th, 1940

No. 7

## COMPANY SAYS "NO" ON PENSION

### Toolmakers Reject Management's Answer

At a special called meeting of tool and die makers at Union Headquarters, May 4th, a motion was unanimously passed rejecting the answer the management gave the committee and instructed the committee to proceed with the grievance to higher officials of the company in its original form.

Considerable discussion took place expressing dissatisfaction with the management's attitude towards the five-point program presented by the tool room committee. The toolmakers demand prompt action and instructed the executive board to make the necessary arrangements for a meeting with the Company. The program is as follows:

(1)

Job rates should be maintained regardless of operator.

Where new employees are brought in from outside to work on tool work, they should not receive less than 93c per hour.

If employee is given a higher class of work than equivalent to 93c, he should receive rate of job within three months.

If an employee, other than an apprentice, is called to work on machines incidental to tool work, he should not receive less than 81c per hour as a "breaking-in" rate. His rate should be reviewed every three months with the intention of giving increases, in accordance with his experience. In the event the employee remains on the machine 12 months, he should at least receive job rate.

(Continued on Page 4)

### An Increase for Transportation Employees

As a result of special survey made by the management, several groups of employees assigned to transportation received wage increases.

The Executive Board has been instructed to investigate the differentials in rates between tractor drivers in refrigerator and general transportation.

The transport workers in general are dissatisfied with the present job values as they relate to one another.

A special-called meeting of all transportation workers is contemplated to discuss the question.

### Vacuum Tube Protest Application of Rates

The girls in vacuum tube assembly requested an investigation into the rates paid to experienced operators on jobs that were in process of becoming standardized. Some adjustments have been made, however, the members claim it to be far from satisfactory.

According to the representatives in this department, the whole matter will be thoroughly discussed at the next department meeting.

### Office - Service Employees Organize

Employees in office service have found out that their wages are low compared to what is being paid in the factory for comparable work.

Signing applications is what everyone has been doing lately in this group.

### UNION'S REPLY TO COMPANY

Upon hearing the company's answer on the union's request to liberalize the Pension Plan, the G. E. Locals unanimously expressed dissatisfaction. The dissatisfaction is the culmination of a series of outstanding factors:

#### Points of Issue

a. The receipt of low pension payments because of the low annual earnings during the depression years.

b. The growing tendency to pension off employees before they reach the age when they are eligible to receive maximum benefits.

c. The knowledge that the company had chosen to deduct from the pension payments all of the benefits arising from the old age pension that they are entitled to under the Social Security Laws. No hourly rated worker pensioned after January 1, 1940, will receive an additional dollar as a result of the enactment of the Social Security Laws.

### Company Admits Injustice

Because of these basic complaints in April 1939 the union requested the company to revise its pension plan by changing the retirement age from seventy to sixty-five and maintaining full benefits at one and one-half percent. The company stated that such a proposal would cost too much money but at the same time agreed that injustices existed. The company tentatively countered with a proposal to take care of the low earning years by a seventy-five percent of average earnings for the years where earnings were below seventy-five percent.

The local reported this back to the employees, asked for patience and expressed confidence in the company's attitude that something would be done. In October 1939 the company informed the union that it would not do anything.

### Westinghouse Liberalizes Pension

In the meantime, the Westinghouse Company, after negotiations with the union, announced that it would not deduct Social Security payments from the Westinghouse Pension Payments. This announcement naturally accentuated the dissatisfaction of the G. E. workers.

### Another Promise

In April 1940 the union again asked for liberalization of the pension plan. It requested the company to accept the Westinghouse principle of not deducting social security payments from the pension payments due under the G. E. plan. After meeting with the company's representatives including members of the manufacturing committee, the union was informed that the company was sympathetic with the union's request and the company indicated that something would be done. The union agreed to let the company work out a plan within the present structure and to submit this plan to the union on May 20, 1940.

### Company Attempts to Justify

The G. E. locals failed to see the logic of the company's attitude. A study of the drafts prepared by the company shows the distinct superiority in dollars and cents of the Westinghouse plan over the G. E. plan for hourly rated workers, especially those in the lower wage brackets.

The graphs further indicate that the G. E. plan compared with Westinghouse favors the higher income employees particularly those above the range contemplated by the Social Security Laws.

### Union's Conclusion

The only conclusion that the union can draw is that in order to maintain the pension fund and to maintain the present structure and formula for payments, social security payments are deducted from pension payments due the lower income groups, the savings thus effected are used to help maintain the fund so that payments can be made to the higher income groups from the fund.

Because of the developments outlined above the conference board of G. E. locals cannot recommend to the employees acceptance of the company's position. During the last twelve months the company has tentatively agreed to remedy the injustices admittedly existing and has each time eventually withdrawn every proposal it has tentatively made. It has rejected every proposal and counter-proposal made by the union.

Therefore, the union urgently requests the company to submit a definite proposal for the union's consideration.

### G. E. Contract Negotiations

The G. E. Locals Conference Board met with the management Monday, May 20th. The following are the answers given to the requests made by the union.

(1) Union Request:

That the company liberalize the pension plan because of the injustice in the present method of calculation and because Westinghouse had liberalized their plan by not deducting the Social Security benefits.

Company's Answer:

Costs too much. They admitted the present plan is not as liberal as the Westinghouse, especially for those in the lower earning brackets. They say, however, they will be obliged to put more in the pension fund in the next 30 years than Westinghouse.

(2) Union's Request:

Employees who have five years or more of continuous service shall receive two weeks' vacation with pay.

Company's Answer:

They will go along with the union's request; effective as of May 1st, 1940. This will involve an additional cost of approximately 260 thousand dollars.

(3) Union's Request:

List of all employees laid off and hired.

Company's Answer:

Company agreed to give union this information.

(4) Union's Request:

All employees should be paid for legal holidays.

Company's Answer:

This would cost approximately \$260,000 annually. Cannot grant it.

(5) Union's Request:

Employees working on the second and third shifts should receive 10 per cent bonus.

Company's Answer:

Will agree to pay 10 per cent for the third shift only.

(6) Union's Request:

The local union should receive list of employees transferred from one department to another.

Company's Answer:

They are willing to give this request a trial.

(7) Union's Request:

That more information be given to local unions on community rate survey, i.e.,

a. Definition of occupation.

b. Number of employed included in each survey listed by occupation.

c. Same plants to be used in each survey; each plant to be given an identification symbol so that the union may identify a plant when discussing a survey.

Company's Answer:

They say a satisfactory job has not been done. Have taken steps to correct this matter.

## NOTICE

— A TYPOGRAPHICAL ERROR appeared in the May 25th issue of the U. E. NEWS stating that 10% bonus would be paid to the second and third shifts. This should read: PAID, ONLY TO THIRD SHIFT.

(Signed)  
JULIUS EMSPAİK.

# ORIGINAL TORN

ELECTRICAL UNION NEWS

Published by: UNITED ELECTRICAL RADIO & MACHINE WORKERS OF AMERICA, LOCAL 301 301 Liberty St., Schenectady, N. Y.

SCHENECTADY, NEW YORK MAY 29th, 1940

EDITING BOARD

- William Turnbull, Seymour Schreier, Sidney Webb, Secretary, Michael Tedisco, Fred Schoellier, Fred Matern, Chairman, Editor - L. Jandreau

EDITORIAL

Subscribes to Sunday Tribune



Leo Jandreau, Local 301 Business Agent, signs subscription No. 1 for the Schenectady Sunday Tribune.

The Sunday Tribune

An experiment in newspaper publication—a paper honest and representative and designed to serve its readers—was launched in Schenectady this week with a drive for subscriptions to the Sunday Tribune.

Editorial and advertising policy of the paper will be dictated by delegates from organized groups which endorse the policy and objectives of the publication.

The executive board of Local 301, after considering the proposal, has drawn up a recommendation endorsing the paper. The recommendation will be submitted for action by the membership.

Groups which will cooperate are: United Locomotive Union, Lodge No. 2054; Transport Workers Union, Local 159; Laundry Workers Union, Local 271; Schenectady Consumers Co-Operative. Schenectady residents interested in the success of the paper may also be invited to join the advisory board. Among them are the Rev. Robert T. Weston, Bertrand Wainger, director of upstate New York's Federal Writers' Project, and Dr. George Danton. American Federation of Labor unions have been invited to cooperate and now have the proposal under consideration.

The newspaper, it is proposed, will be published every Sunday beginning September 1. It will be in no way competitive with present Schenectady newspapers.

Policy of the paper will include complete news of labor union activity, consumer news and coverage of

pertinent Schenectady community and political developments. The Tribune will not be a "crusader". Its principal aim will be honest and representative presentation of the news. Press services will supply foreign, state and national news. Eight pages of colored comics will be included as well as sports news and general-interest features.

The paper, recognized by union and consumer-cooperative leaders as vitally needed in Schenectady, will have no capital investment. Such investment would immediately vest control of policies in the investor.

Instead, subscribers will retain complete control of the paper since the sale price—five cents per copy—will cover production costs.

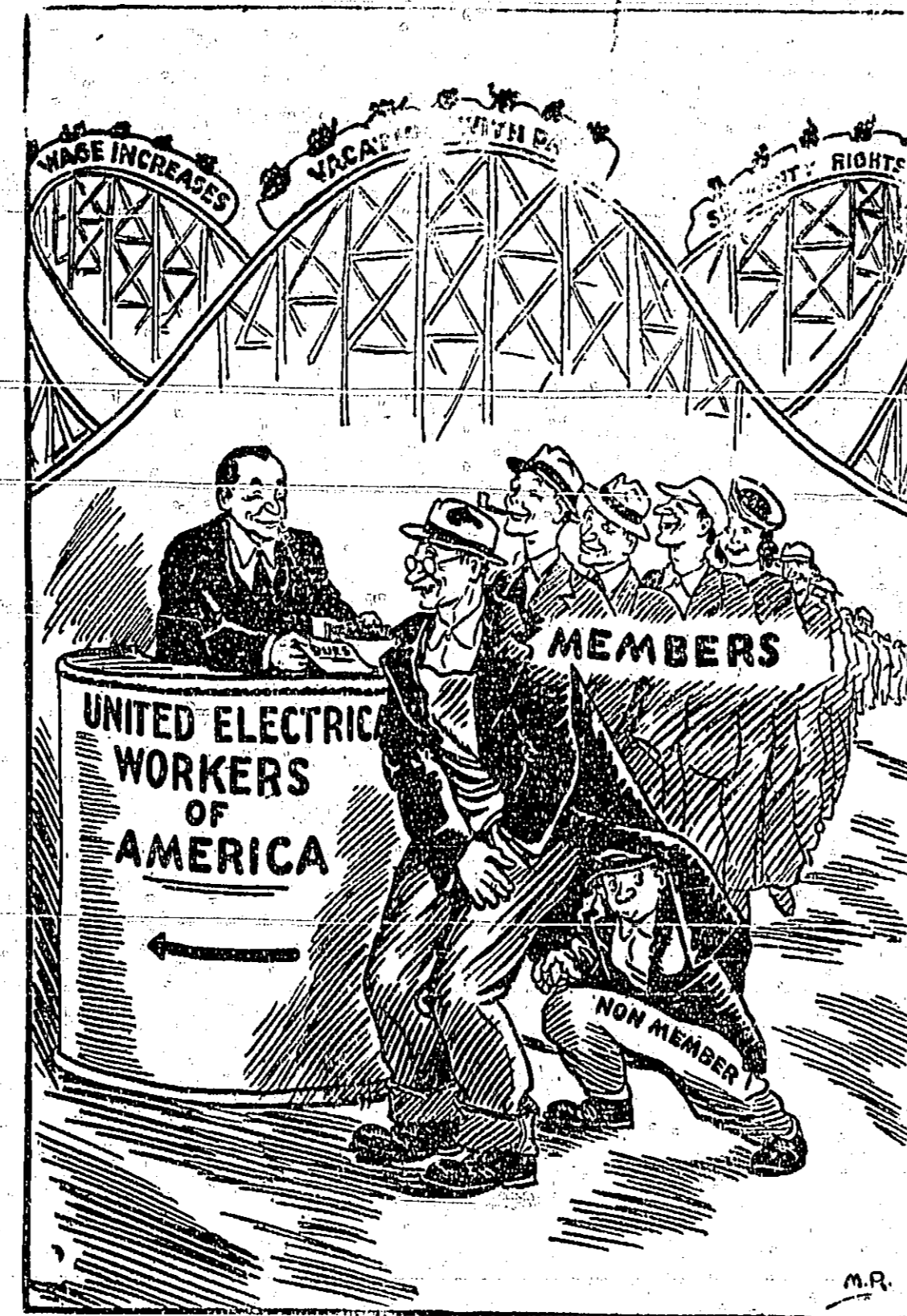
Circulation will be obtained by advance subscription. Subscribers will be asked to pay for five copies in advance at a cost of twenty-five cents.

The Tribune will be home delivered and payment after the first month will be to carrier boys at the rate of twenty cents per month.

In taking the first subscription Leo Jandreau, Business Agent, said: "I hope Schenectady labor and progressive groups will support the Tribune. Besides giving the city a Sunday newspaper it will provide an opportunity for both sides of important questions to be presented."

Subscriptions will be offered Local 301 members after (and if) the general membership acts favorably on the proposal. Local 301 members who have attended editorial advisory board meetings at which the publication was planned include Crocetti, Chris Herbeck, Edward Wallingford, James Cooke and S. M. Vottis.

Reprinted by Popular Request.



JUNE BUTTONS ARE IN!

ARE YOU WEARING YOURS?

UNITED ELECTRICAL RADIO AND MACHINE WORKERS

FIELD DAY

COLUMBIAN PARK DUNNSVILLE ROAD - SOUTH SCHENECTADY SATURDAY, JULY 13th, 1940 Sports Program

- Ladies' and Gents' Soft Ball, Children's Races, Soccer Game, Boxing, Pie-Eating Contest, Tag of War, Roller Skating, Greased Pole Climbing, Amateur Dancers by Belle Baxter

Music All Day - Dancing from 8 to 12 FREE TRANSPORTATION

ON 1/2-HOUR SCHEDULE FROM UNION HDQTRS. TO THE PARK First Bus Leaves Corner of Erie Blvd. and Liberty St. at 10 A.M.

Make Up a Family Basket Party

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GATE PRIZES

\$150.00 First - \$75.00 Second - \$50.00 Third

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-EXECUTIVE BOARD, Local 301

LOCAL 301 LADIES' AUXILIARY CARD PARTY

Wednesday, June 5th, at 8:00 P. M.

C. I. O. HALL

ERIE BOULEVARD AND LIBERTY STREET

Prizes - Refreshments

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The 100 Per Cent Union Man

By Eva Taylor

A most vital question today is: Are you a good Union man? By that I don't mean, do you go to meetings or take a committeeman's job, or hold an office.

These things are all important and essential to the well being of the Union, but to go still further, what does the Union mean in your home; is your wife a member of the Auxiliary, and is she interested in the ways and means that you earn your money.

Does she know how that last raise went through? I know she was glad of that extra money, maybe 5 cents an hour or over \$100 a year. Did it help pay the doctor or dentist, or perhaps just help to ease the burden all around?

What is an Auxiliary - what does it mean? I The word "Auxiliary" according to the dictionary, means helping or assisting.

II It also means that Women who are active in Auxiliaries know that they are assisting their husbands or family by helping build the Union.

III What makes a person eligible to membership in the Women's Auxiliary?

The qualifications for a member of the Auxiliary are: The person must be wife, mother, or daughter over 18 years of age, of Union members in good standing.

So to have a good Union and DOUBLE UNION strength encourage all the fair sex of your family to join the Auxiliary.

To make a good Union is like building a brick wall—you need bricks, and cement, to hold it together. The Auxiliary can be the cement to hold and give the Union its strength. In this way you will soon find a good Auxiliary means a strong Union—and a strong Union means good wages, better conditions, better hours and a better understanding of the job, which all leads to a happier home and a better life.

We want to help build up educational activities among the women. Invite speakers from various labor organizations, such as labor leaders; and learn how we can best support our labor legislation, that is so important at this time. Your wife may be just the person who can help teach us as well as learn.

Cooperation is what we want, and what we expect to give.

EVERY UNION MAN IS EXPECTED TO BRING HIS WIFE TO THE UNION AUXILIARY.

Do it Wednesday, June 5th - the last card party of the season.

As Eastman Sees Section C

By A. W. EASTMAN

We are very sorry to hear that William Russ of Bldg. 15 is on the sick list and hope that by the time this paper goes to press friend William will have fully recovered and will be back with us again.

Who is the elderly gentleman in Bldg. 16 who has to leave his cap on every night when he washes up so that he can tell where his face leaves off and his very bald pate begins?

Some few nights ago an old gentleman of Bldg. 16 was walking slowly and painfully up Broadway hill after a hard day's work when a friend passing in a car and thinking only to do his daily good deed stopped and asked him if he would not like to ride home. Whereupon the old gentleman launched himself into a long debate as to his chances of arriving home safely, considering the fact that there were numerous poles and trees between the spot where he now stood and his home and finally decided that it would be taking too much of a chance to trust himself in a car with his friend. (That's right, Nip, be careful who you ride with!)

Items of Interest from Bldg. 37

Harold Barber, a newcomer to this part of the State, claims to be a fisherman. Well, Harold, we'll see! All the girls and boys were glad to see our old shopmate, George Lindsay, who paid us a visit. Call again, George.

Patsy Mazzocco is all set to do his gardening again this year. Pat's a real he-gardener.

Bill Barhydt is sporting a new Ford. Good luck and good health to enjoy it, Bill.

If you see anything unsafe, report it.

That young fellow, Gus Hagberg, has put some extra pep in his step. It's spring, says Gus.

Phil Rohem has put the playing cards away for a garden rake is more in tune with the season.

You can't keep a good union man down. Doc Cook proved that locking his best after a long sickness.

George Witze is a busy man these days, checking road maps for his usual many trips out in the open spaces.

Attend the next department meeting.

Paul Zimmerman is busy with his grape arbor.

We sure do miss our shopmate, Carrie Cramer, who has been on the sick list for some time.

We're glad to hear that Phil Rohem's wife is coming along nicely after her operation.

The vacuum tube employees were sorry to hear of the passing of our old shopmate, Anna Rothenback. We extend our deepest sympathy to her family.

We wish to state that the write-up that appeared in the Works News was not printed as turned in by the reporter. It was not just a dinner party at the C.I.O., but it was a regular monthly 100 per cent union department meeting and the dinner party after the meeting.

READ THIS AND PASS IT ON TO SOMEONE ELSE

1. Do you attend your general and shop meetings regularly? 2. Do you pay your dues promptly? 3. Do you consider union dues as important an obligation as you do your rent and gas and light bills? (You ought to, for as a rule you are getting more from your dues payment.) 4. When you have a hick about the Union do you tell your committeeman or union officers instead of your neighbors? 5. When you are asked to take an active duty for your union, do you carry out this obligation gladly and to the best of your ability? 6. Do you do any part time reading or studying which will enable you to take a more active and important part in your union affairs? 7. Do you "talk union" to the unorganized workers whom you happen to meet from day to day? 8. Are you ready and willing to come to the assistance of your fellow unionists when they are facing a crisis such as a strike or organizational drive? 9. Do you support your fellow workers in other unions in times of "peace" by patronizing industries in which there are good union organizations? 10. Do you realize that if you do not patronize establishments which are unionized, eventually unionism will be thrown out of work because of the unfair advantage obtained by shops and companies in which cheap, badly paid labor conditions exist? 11. When you purchase a suit, eat in a restaurant, buy a radio or send out your laundry, do you inquire whether or not you are supporting union men and women by supporting unionized industries? 12. After taking this test will you try to have a perfect score from now on? There is not a question listed that would be impossible for anyone to answer yes to; if you will remember that being a good union man is a 24-hour job and is the best investment you and your family can ever obtain.

The News from Buildings 8 and 10

By C. WHITE

We are glad to have Brother E. Nelson back with us again after several weeks of illness.

Brother Picotte of the third shift is also confined in the hospital.

Brother A. Plude is confined in the Long Island Veterans' Hospital.

Brother Humphries is also confined to the hospital. We trust these brothers will soon be able to be among us again.

A lobster sale gave the boys and girls quite a treat one noon recently. By the sound of the squeals and laughter, it turned out to be a very pleasant diversion from the usual noon time.

Brother W. Coleman, who has just returned to work in Bldg. 10 from No. 68, had the misfortune to lose his father a short time ago. We all extend our sympathy to Brother Coleman. We are pleased to have him back in the gang.

Brother Ed Weiss is constantly putting his refrigerator baseball team to the test. Ed is ready to accommodate any team that thinks they are good enough to play in our class.

Brother James Kelly, second shift committeeman, says his dart team craves more exercise.

Brother Sam Friedman, chairman of the entertainment committee, has been doing a swell job. The gang all turns out when Sam says there is something doing.

So You Think You're a Good Union Man?

By United Laundry Workers Union Local 271, C.I.O.

Everyone who reads this paper probably thinks of himself as a 100 per cent union man, a real and vital part of the union movement in Schenectady. We wouldn't want to disillusion anyone—but try this test for proof of a good union member and see just how good you are.

Score five points for each question answered YES. If your score is 60: You ought to get a medal, you're practically perfect. Score of 50: You are O.K. above average, and one of the best in the Union. Score of less than 40: Only a firm belief that while there's life there's hope, enables us to look at a score like this without groaning.

Get your pencils? O.K. Start!

1. Do you attend your general and shop meetings regularly? 2. Do you pay your dues promptly? 3. Do you consider union dues as important an obligation as you do your rent and gas and light bills? (You ought to, for as a rule you are getting more from your dues payment.) 4. When you have a hick about the Union do you tell your committeeman or union officers instead of your neighbors? 5. When you are asked to take an active duty for your union, do you carry out this obligation gladly and to the best of your ability? 6. Do you do any part time reading or studying which will enable you to take a more active and important part in your union affairs? 7. Do you "talk union" to the unorganized workers whom you happen to meet from day to day? 8. Are you ready and willing to come to the assistance of your fellow unionists when they are facing a crisis such as a strike or organizational drive? 9. Do you support your fellow workers in other unions in times of "peace" by patronizing industries in which there are good union organizations? 10. Do you realize that if you do not patronize establishments which are unionized, eventually unionism will be thrown out of work because of the unfair advantage obtained by shops and companies in which cheap, badly paid labor conditions exist? 11. When you purchase a suit, eat in a restaurant, buy a radio or send out your laundry, do you inquire whether or not you are supporting union men and women by supporting unionized industries? 12. After taking this test will you try to have a perfect score from now on? There is not a question listed that would be impossible for anyone to answer yes to; if you will remember that being a good union man is a 24-hour job and is the best investment you and your family can ever obtain.

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