



## UE Fights Illegal NLRB Questionnaire As Latest Drive on Labor Takes Shape

Tiffin, Ohio—UE Local 732 has won an important victory in the fight to eliminate pay discrimination against women in the GE chain by forcing the company to agree to a 3c hourly increase for women inspectors and repair operators in the General Electric plant here. The 3c is in addition to the nationally negotiated boost, and paves the way for similar hikes for women workers in several other categories. An extended campaign to force these increases has been in progress in Tiffin for many months, and it was as a result of this pressure that the company agreed to grant them at a meeting of the UE-GE grievance committee held at the New York level.

Salt Lake City—The independent Mine, Mill and Smelter Workers have won a 9c hourly wage increase in a new contract negotiated with the Kennecott Company. The agreement covers Kennecott operations in Nevada, New Mexico and Utah. It follows the pattern established by Mine-Mill in negotiations with the other big corporations in the copper, zinc and lead industries, including Anaconda, American Smelting and Refining and Phelps-Dodge.

Toronto—Members of UE Local 523 have ratified a 13½c hourly package won by the union for 1,250 employees of the Page Hersey Tube Co. in Welland. The package includes a \$65 lump sum payment to workers, which was scheduled to be paid by the first of the year.

Detroit—The general council of UAW-CIO Ford Local 600, which represents more than 50,000 workers, has asked President Truman to grant clemency to Julius and Ethel Rosenberg, who are slated to die in the electric chair for alleged atomic spying during the week of Jan. 12.

Orange, N. J.—UE Local 407 has negotiated wage increases averaging about 10c an hour for workers employed by four companies in this city. The new agreements cover the plants of the Thomas A. Edison Co., the U. S. Instrument Corp., the Scientific Glass Apparatus Co. and Riley and Downer, Inc.

New York—A conference of AFL, CIO and independent union leaders to work our plans for achieving labor unity has been proposed by the top officers of the International Fur and Leather Workers Union.

A new drive by the big corporations to break UE and all unions which refuse to sell out their membership began taking definite shape in the past week as the National Labor Relations Board issued a completely illegal order asking that leaders of our union answer questions

which go beyond even the affidavit provisions of the Taft-Hartley law. The order was issued by the Taft-Hartley board without any hearing, and without anything resembling American legal procedure, which guarantees the full right to be heard in court. It was based on the illegal recommendations of a New York Grand Jury last month. That jury, made up entirely of corporation executives and top management, sought to lay the basis for decertification of UE under the Taft-Hartley law.

As soon as the grand jury action was taken, the union went to court to demand that the jury recommendations be wiped off the record as illegal and unjustified. The T-H board action comes while this UE demand is before the Federal District Court in New York. In fact, the NLRB move was so raw that Chairman Paul Herzog refused to go along, maintaining correctly that the board has no power to act while the case is before a court.

Acting on the situation, the national union's general executive board approved a motion made by UE Local 301 Business Agent Leo Jandrea to make an all-out court fight on the latest moves inspired by the union-busters. The motion made it clear that the two national officers involved, President Albert Fitzgerald and Director of Organization James Matles, were in complete compliance with the T-H affidavits, and that in accordance with the actions of the union's national conventions, they would remain in compliance.

However, the current questions being posed before Fitzgerald and Matles are actually violations of even the anti-labor law, and as such the latest procedure should be fought by the entire labor movement. Without such a fight, the strategy of the big corporations of destroying organized labor by first attacking the most militant unions and then going after those which are weaker, is likely to succeed.

### Defeat IUE Raid

New York—For the second time workers of the Anchor Wire Co. have defeated a raid launched by the IUE-CIO. The Anchor employees are members of UE Local 1227.

### Readers Digest Calls Grievances "Red Plot"

UE Local 301 is once again "honored" by an attack in one of the big corporation house organs which masquerade as national magazines.

This time the labor-hating publication which devotes its space to attacking our union is the Reader's Digest, which runs an article under the fancy title, "We are protecting Spies in Defense Plants!" in its January issue. The article is by none other than Rep. Charles Kersten, the congressional union-buster whose witch hunt committee was given its lumps in Schenectady when it tried to do a job on the local five years ago.

Kersten apparently now feels it's safer to attack 301 at a distance. He drags out all of the same shop-worn lies about the union that were used by the Saturday Evening Post recently. The main theme of the Digest piece is that all shop stewards are potentially or actually Communist spies, and that there is nothing more un-American than processing a grievance.

Kersten's pitch, like that of the Saturday Evening Post, is that, since the workers insist on voting for UE in democratic elections, the only solution for the bosses is to outlaw the union.

### Santa is Union Man

San Francisco, Santa Claus is a good union man, and this year he found that it pays off.

The 25 men who don red robes and white beards to work as department store St. Nicks in the Golden Gate City each year belong to the AFL Guild of Variety Artists. In 1951, the pay for the job of entertaining the kids was \$75 a week. This year, under a new contract negotiated between the union and the stores, the scale was upped to \$100 weekly.

### Nervy Free Rider Threatens UE Man

Free riders are born with plenty of the wrong kind of nerve, but few can equal the gall shown by Bonnie Bonesteel, a non-union member who works in the Building 285 shipping department.

Bonesteel is not content with just taking all of the benefits won by the union without paying a cent for them. His latest stunt is to try and act the big shot by threatening good union members. Recently the free rider warned a union member that he had "better behave if he knew what was good for him."

The UE man immediately reported the incident to steward Lou Riano. Riano protested to Foreman Frank Luther, but Luther refused to do anything.



NOW WHY DO YOU WANT TO SPOIL A SPOTLESS RECORD BY ASKING FOR A RAISE...?

ELECTRICAL UNION NEWS

# ELECTRICAL UNION NEWS

THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA UE LOCAL 301

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## Stewards' Pledge Meeting Sets Mark

More than 550 of UE Local 301's 630 shop stewards took their oaths of office on Monday in what was believed to be the best-attended stewards' meeting since the war years.

The swearing-in ceremony was conducted by Guide Mario Bagnato at both sessions of the meeting. One hundred of the committee men and women pledged themselves to work in the interests of the union and its membership at the 2nd shift meeting in the afternoon. The remaining 450 were sworn in at the night meeting.

Brief statements by Local 301 President Jim Cognetta and Chief Shop Steward Bill Mastriani marked the ceremonies. Both union leaders stressed the importance of the steward's role in processing grievances and in loyally representing the interests of the workers he or she represents. They also pointed out that the function of the steward made him a guardian of both the contract and of the union's constitution. As such, the steward must be an "active, effective leader and not just a messenger boy," Mastriani pointed out.

All stewards who attended the meeting were given red and white buttons designed to inform the men and women in the shops that they were represented at the January stewards' meeting. Similar buttons will be issued every month.

Those stewards who were unable to take the oath at Monday's meetings will be given the opportunity to do so at next month's meeting, which is slated to be held on Feb. 2.

## Matles Sees Continued Fight

"As long as we fight for wages and working conditions, and as long as we fight for the people, our union and its leadership will be attacked," UE Director of Organization James Matles declared in an address to 550 cheering UE Local 301 stewards on Monday. Matles added, "However, these attacks don't worry us because we know that as long as the corporations hit at us for these reasons, our members will stand together with us, and we will win."

The packed union hall was rocked with applause time after time as Matles outlined the union's position in the face of the current illegal attempts to set up decertification proceedings against UE, and to strip the union's organizational director of his citizenship.

Discussing the Taft-Hartley board demand that UE officers fill out new affidavits, the union leader pointed out that for the past four years, this union has signed the regular affidavits required by law. He noted that the last set was signed only a few weeks ago, and that the national office has on file statements from the NLRB that UE was in compliance with the law for the year, 1953.

"What then is the object of the new affidavit which doesn't ask us to swear to anything that we haven't sworn to in the others?" Matles demanded. Answering his own question, the UE leader asserted:

"The different thing about this is that it has absolutely no basis in law. It stems out of an illegal publicity 'presentation' by a grand jury made up of corporation execu-

tives. The object is obvious—to set a precedent by which the Taft-Hartley board can issue orders of any kind, without any regard for the law. Today that order is to sign affidavits. Tomorrow it may be to stop fighting grievances.

"It is important to realize that after four years of having the un-American committees, the corporation-controlled courts and the press drag out stoolpigeon after informer after professional perjurer in efforts to frame our union leadership, the board has not been able to produce one shred of evidence against any of us. That's why they have to go after us with these illegal affidavits.

"And that's exactly why we're fighting this business in court. If we have to sign these affidavits to continue to protect our membership in basic economic and legislative fights, then we will, but not without a battle. We call on all of labor to recognize the danger in this new 'government by decree,' and to fight it alongside of us."

Turning to his own case, Matles told the stewards how he had come to this country before his 19th birthday, and how he had applied for his citizenship only three days after getting off the boat.

"Nothing would be worse to me than to be deprived of my American citizenship," he said, adding: "All my adult life, I have worked alongside of hundreds of thousands of others to build a better America, an America in which the working people would be able to live decently, eat decently and work under decent conditions."

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## Choose 11 New Board Members

Eleven newcomers joined 21 veterans on the 1953 UE Local 301 executive board as a result of elections conducted in the union hall on Monday. The union's 630 stewards cast the ballots that decided the makeup of the key body.

In all, the executive body is made up of 23 persons. However, one seat in the Turbine division remained undecided. This is the position occupied last year by Joseph Alois, now local vice president.

Building 273 committeemen chose four other members of the board, William Linka, William McColl, William Stewart and Ralph Vitallo. Of this group, all but McColl were on the 1952 body.

The important post of woman board member-at-large was won by Helen Quirini, former local treasurer, who replaced Sadie Lovinella. However, the latter remained on the board as a result of her election in Buildings 81 and 89.

Two others were chosen in at-large capacities, Fred Pacelli of 2nd shift, and Larry Geba, third shift. The following were reelected to the board:

Vincent Di Lorenzo, 69; Paul Ross, 60; Sidney Friedlander, 15, 17, 19; Frank D'Amico, 40; James DeMasseo, 49; Fay Hildreth, 59, 269; Miles Moon, 85; Edward LaBombard, 97; Henry Kaminski, 68, 72, 76, 80, 94, 227, 238, 241; Vincent Palazuke, 60, 107; George Agius, 22, 23, 24; Edward Marine, 57, 93, 95, 95A, 101, 105; Harold McClean, Race-track; Anthony Villano, Knolls; and Webster Bathrick, 13, 37, 60 Test, 61, 63, 265.

Newly elected board members were:

Charles Scott, 52, 66; P. Everett, 18; Lloyd Porue, 12, 14, 16, 29; Al-

(Continued on Page 4)

## Members Meet Jan. 19

UE Local 301's next membership meeting is scheduled for Monday, Jan. 19. The 2nd shift will convene at 1:00 p.m., with the 1st and 3rd shifts getting together at 7:30 p.m.

Under the schedule in effect for 1953, membership meetings are held the third Monday of each month, and stewards' gatherings on the first Monday.



TAKING OATH. A sea of raised right hands confronts the cameras as more than 450 men and women take the oath of office as UE Local 301 shop stewards. This picture was taken Monday evening. In the afternoon, 100 other persons had been sworn in as stewards, making 550 who took the oath on one day.



## White House Rips New McCarran Law

A report ripping the new McCarran-Walter Immigration Law as un-American was issued last week by the President's Commission on Immigration and Naturalization, which has just completed hearings on the measure in 11 cities.

The un-American measure is the one under which the lame-duck Attorney-General McGranery is now seeking to denaturalize, and eventually to deport UE Director of Organization Jim Matles. Its authors are Rep. Francis Walter of Pennsylvania, a member of the witch-hunt un-American committee, and Sen. Pat McCarran of Nevada, possibly the most notorious enemy of organized labor in Congress.

This piece of legislation has been denounced by church groups of all denominations, the entire labor movement and virtually all liberal and progressive organizations in the country. Among other things, the law sets up a vicious system of discrimination against Negroes, Italians, Jews and many other minorities.

The act, which went into effect Dec. 24, has caused a storm of protest at home and abroad. The commission found the new law "rests upon an attitude of hostility towards and distrust of all aliens," flouts "fundamental American traditions and ideals," displays "a lack of faith in America's future," damages American prestige among other nations and ignores "the lessons of the American way of life."

Furthermore, the report said, its countless provisions adding difficulties to naturalization and making naturalized Americans "second-class citizens" are downright cruel.

After detailing its charge that the act is "an arrogant, brazen instrument of discrimination based on race, creed, color and national origin," the 319-page report outlined what commission members believe should be substituted by Congress for the new law.

It recommended abolition of the present limited quota system and substitution of an overall quota to be administered by a permanent commission of three, five or seven members appointed by the President with consent of the Senate. The overall quota would be fixed at 1/6 of 1% of the current U. S. population. The McCarran-Walter act fixes the overall quota at this percentage but uses the 1920 census, instead of the current one, and counts only the white population.

## UE ON THE JOB!

**Bldg. 10:** A new setup for drawing vouchers from dispatch cage, under which operators are required to contact foreman and make out new card before turning old vouchers in, is resulting in excessive lost time without compensation for extra effort. The union demands payment of extra work for this.

Production grinders are being required to work to tolerances far closer than the normal machine requirements. The union demands that the workers be compensated for this through an upward adjustment in rate on the plug gauges.

**Bldg. 24:** Deflection coil group of the national UE-GE agreement, working with skills far in excess of those which they should need for the \$1.37 rate they are receiving. In fact, the work is strictly A classification, and the union demands that it be given this status.

**Bldg. 46:** Under article XIV.3b of the national UE-GE agreement, executive board members are authorized to contact stewards providing only that the foreman in the board member's department and in the steward's department are notified. On Nov. 13, Bossier Lighthall was called in by a steward to help work out a solution to a problem which had led to a stoppage. Lighthall notified the two stewards involved, Bowen in his own department, and S. Hall in the stewards area. However, Hall and another foreman, T. Honan, harassed Lighthall while he was in on the grievance. They admitted that they were doing so under instructions from top supervision. Supervision went even further, issuing Lighthall a warning notice holding him responsible for the work stoppage. This is the second time that such a notice has been issued to Lighthall. There can be no question but that this is an outright attempt by top supervision to intimidate a union leader. The union demands that these tactics be immediately halted and that the two warning notices be rescinded.

**Bldg. 49:** Arthur P. Abbale is a steward working under Foreman Mankowski. He went to Mankowski to discuss a grievance, but the foreman refused to either recognize or discuss the merits of the case. Instead he resorted to abusive language and issued an ultimatum to Abbale, demanding that he return to his machine within 5 minutes. The union demands that management instruct the foreman on his responsibilities in a grievance procedure, and order him to refrain from all coercive tactics.

Although tool inspectors are responsible for all tools ground in 49, and it has always been the custom to have inspectors work overtime with grinders, supervision recently has called in the grinders on overtime without calling in the inspectors, and as a result tools have been issued directly onto the floor without inspection. The union demands that inspectors be called in on all overtime with the grinders, and that overtime be equally distributed.

William Coely was discussing a grievance with Foreman Mays recently, when they were interrupted by Asst. Gen. Foreman Schneider, using abusive language, ordered the foreman to keep a record of the steward's union activity time. This is a clear case of interference and attempted coercion, and the union demands that such actions be halted immediately. Lathe operators are protesting supervision's utilization of machinists to do lathe work on Saturdays and Sundays while regular operators are not called in. The union demands an end to this discrimination.

**Bldg. 50:** Frank Viccio and Pasquale Giaguinto are classified as tractor operators but are receiving only \$1.56 day rate instead of \$1.60 1/2, the established rate for the job throughout the plant. The union demands proper rate adjustment.

**Bldg. 52:** W. Burdick, R. Acciucchi, M. Mone, J. Pochily and J. Steuart demand a procedure sheet on job 109D339. This is a new job and the price does not cover planning.

The 5 workers listed in the above case are classified as hand welders but also do assembly work. Therefore, they are entitled to reclassification and adjustment of rate.

**Bldg. 60:** Eugene Ellis protests the breaking of his service while he was on granted leave-of-absence. As a result, he was given a lower rated job than he had had when he returned to work. The union demands restoration of service and return of Ellis to his former job and rate.

**Bldg. 66:** C. G. Smith protests the change in method and cut in standard price on stator frame job for assembly and weld. The union demands standard price in accordance with contract VI-6d-5e.

Job evaluation in group under Foreman Houck has always been almost entirely on a comparative basis. On the upper bearing bracket job in question, the original price of \$49.30 plus a \$20 adjustment is being paid. However, \$11.00 extra work, to which the operators are entitled, is not being paid. The union demands payment of the extra work money.

Assemblers' group demands equalization of overtime as provided in the contract. The union demands immediate management action on this situation.

**Bldg. 69:** Test group protests the assignment of inspection duties outside of their classification. Women workers are being forced to combine test and inspection work, and they feel that either the speed-

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.

up should be ended or that they should be paid for additional duties. The union demands reclassification or rate adjustment.

**Bldg. 73A:** Spot welders' group demands that management live up to its agreement, made at a joint sub-committee meeting, to furnish atomic tables for their operations.

Spot welding group objects to the techniques used by supervision to try and justify a change in method on a case enclosing job. The old price was \$3.19, and the present price is \$5.70 temporary. The union demands a time study on this job under normal conditions.

**Bldg. 105:** A radial drill press operator was timed 9 months ago. Although the methods are fully developed, the prices are still being issued as temporary. The union demands that the prices be made standard in accordance with contract article VI-5b.

**Bldg. 107:** Vincent Palazuke demands an investigation to determine why his foreman refuses to transfer him to the cable gang. He is entitled to this transfer on the basis of service, ability and job performance.

**Bldg. 273:** Albert Petronia requested upgrading from C to B on floor stator frame job on Nov. 23. This request was based on the fact that the majority of his work was B. He now has been notified that the effective date of his upgrade will be Dec. 22, and even from that date he will receive no increase. Under contract article V-2a-3, he is entitled to the B classification and rate increase from Nov. 23, and the union demands he be given them.

Shop Steward R. Squillace is the victim of a vicious campaign of discrimination on the part of Foreman W. Krug. Krug continuously checks the work of this steward, although there are regular inspectors to do this job. The foreman has done everything possible to foment trouble between first and third shifts, and it was when Squillace protested and warned he would expose these tactics that Krug threatened him. The union demands that management immediately put a stop to the coercive actions of Krug.

A group is protesting the major health hazard created by the constant opening of doors in their work area. There has been considerable resulting illness and lost time. The union demands management correction of this situation.

Group does not feel that the \$1.31 timing rate is adequate for the 10" Sellers horizontal boring mill in K-Ray. The size of the mill and the nature of the work justify a higher rate, and the union demands an increase to \$1.50.

Group is protesting prices edges on job 170-3026-107D33, parts 1 & 2. Offered prices have been \$6.75, \$9.77, \$13.75, \$12.00 and \$10.75. The last figure was arrived at as a result of a production check that was entirely out of order since no effort was made to maintain normal conditions. The union demands that management instruct supervision to price the job correctly.

## Complete Pay Raise Chart

Many questions are being asked in the shops regarding the new pay rates established by the recently negotiated increase for UE members. For this reason, the EU News this week prints this chart containing all of the old and new rates for both day workers and piece workers.

The day work increase is calculated by taking the rate prevailing before the increase of March, 1951, and adding 8.74% to that. The system for calculating the increase for piece workers is mathematically much more complicated, so that we are presenting all of the rates without giving the formula used to arrive at them.

DAY WORK RATES				
Labor Grade	March 1951 Rate	Sept. 1951 Rate	New Rate	Increase
R-7	\$1.29	\$1.34	\$1.41	7c
R-8	1.32	1.37	1.44	7c
R-9	1.35	1.40	1.47	7c
R-10	1.38	1.43	1.50	7c
R-11	1.42	1.47	1.54 1/2	7 1/2 c
R-12	1.46 1/2	1.51 1/2	1.59 1/2	8c
R-13	1.51	1.56 1/2	1.64	7 1/2 c
R-14	1.55	1.60 1/2	1.68 1/2	8c
R-15	1.59 1/2	1.65	1.73 1/2	8 1/2 c
R-16	1.65	1.71	1.79 1/2	8 1/2 c
R-17	1.70	1.76	1.85	9c
R-18	1.75 1/2	1.82	1.91	9c
R-19	1.81	1.87 1/2	1.97	9 1/2 c
R-20	1.86 1/2	1.93	2.03	10c
R-21	1.92	1.99	2.09	10c
R-22	1.97	2.04	2.14	10c
R-23	2.02	2.09 1/2	2.20	10 1/2 c
R-24	2.08	2.15 1/2	2.26	10 1/2 c
R-25	2.13 1/2	2.21	2.32	11c
R-26	2.19	2.27	2.38	11c
R-27	2.24	2.32	2.43 1/2	11 1/2 c

PIECE WORK RATES			
Timing Rate	Old A.E.R.	New A.E.R.	Increase
54c	\$1.34	\$1.41	7c
57c	1.37	1.44	7c
60c	1.40	1.47	7c
63c	1.43	1.50	7c
67c	1.47	1.54 1/2	7 1/2 c
70c	1.51 1/2	1.59 1/2	8c
74c	1.56 1/2	1.64	7 1/2 c
78c	1.60 1/2	1.68	7 1/2 c
82c	1.65	1.73	8c
87c	1.71	1.79	8c
92c	1.76	1.85	9c
97c	1.82	1.91	9c
\$1.01	1.87 1/2	1.97	9 1/2 c
1.06	1.93	2.03	10c
1.11	1.99	2.09	10c
1.16	2.04	2.14	10c
1.21	2.09 1/2	2.20	10 1/2 c
1.26	2.15 1/2	2.26	10 1/2 c
1.31	2.21 1/2	2.32	10 1/2 c
1.35	2.27	2.38	11c
1.40	2.32	2.43 1/2	11 1/2 c
1.45	2.37 1/2	2.49 1/2	12c
1.50	2.43 1/2	2.55 1/2	12c
1.55	2.49	2.61 1/2	12 1/2 c
1.60	2.55	2.67 1/2	12 1/2 c
1.65	2.60	2.73	13c
1.69	2.65 1/2	2.79	13 1/2 c
1.74	2.71 1/2	2.85	13 1/2 c
1.79	2.77	2.91	14c
1.84	2.83	2.97	14c
1.89	2.88	3.02 1/2	14 1/2 c
1.94	2.94	3.08 1/2	14 1/2 c
1.99	2.99 1/2	3.14 1/2	15c

## Matles

(Continued from page 1)

Through UE, I have helped to accomplish a great deal in this direction, and I am proud of this.

"We, the working people of this country have a far greater investment in America than the big corporations, and a far greater investment than lame-duck politicians like (attorney-general) McGranery who are rushing to pay off corrupt debts to the likes of Carey

through actions like the denaturalization proceedings against me.

"We will fight back by refusing to allow our union to be diverted from its main job, waging the fight for our people on the economic and legislative fronts."

Following Matles' speech, the stewards unanimously approved a resolution pledging support from this local both in the fight against the illegal affidavits, and in the struggle to protect the organizational director.

## UE Court Action Gains Delay On Illegal Affidavit Deadline

UE this week won a postponement of the deadline date set by the Taft-Hartley board for signing illegal affidavits. The delay was obtained through action in a Federal Court in Washington.

The union presented the court with its arguments in a day-long session Monday. UE attorney David Scribner urged the court to nullify the NLRB affidavit order on the ground that it was completely illegal, and would set up a precedent for "government by decree." A government attorney, acting on behalf of 'Lame Duck' McGranery, opposed the union, and two other unions which took similar court action.

After hearing the arguments, Federal Judge Dickenson Letts conceded that there was sufficient merit in the union position to justify further study. He gave the lawyers 12 days in which to file briefs (written legal arguments). Since it is probable that the court will need additional time to study the briefs, this makes it unlikely that any action on the NLRB order can be taken for at least three weeks.

At the same time, the union acted in a New York court this week to try and wipe off the record the grand jury publicity "pre-

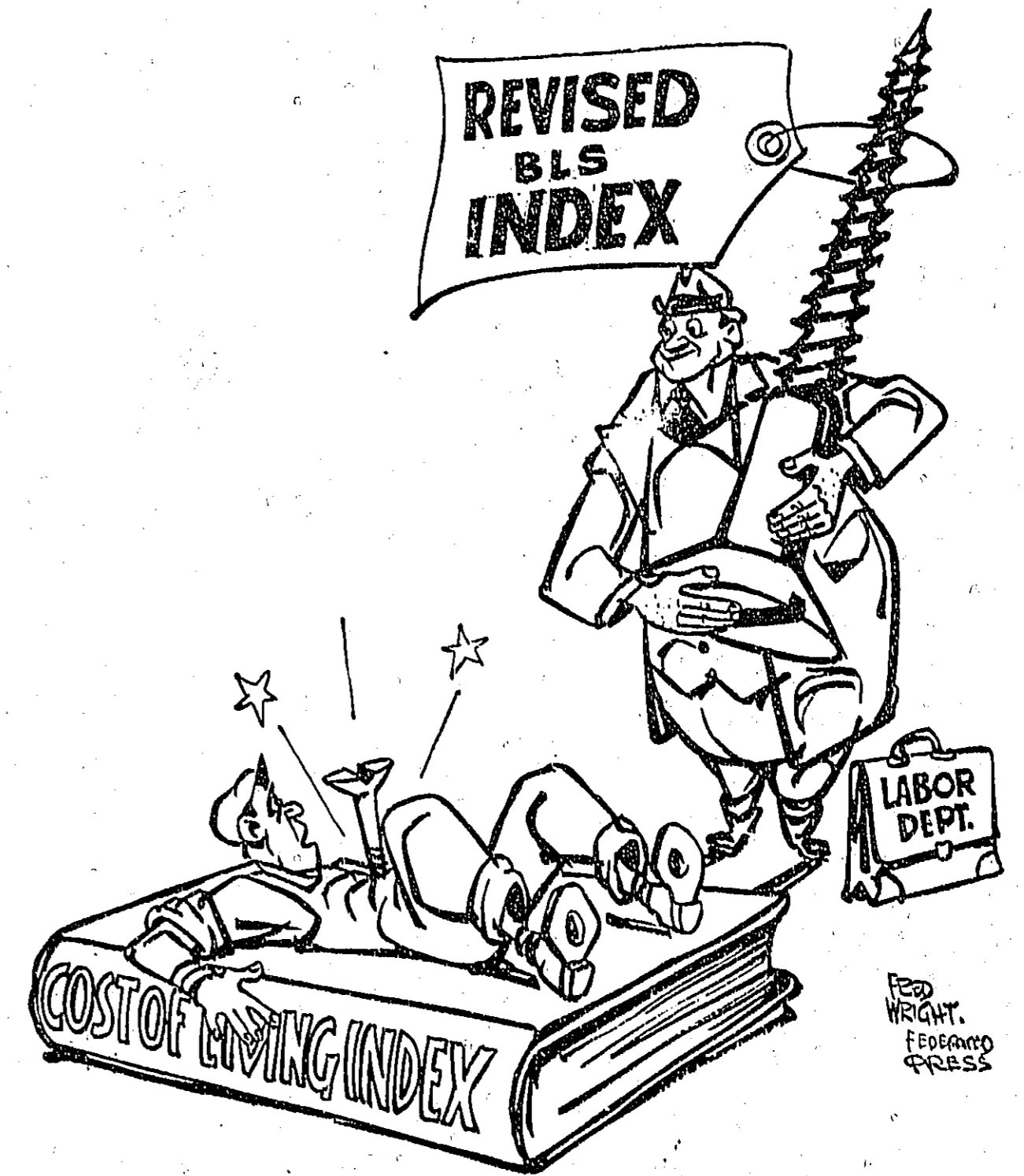
## Control Workers Hit Farming Out of Jobs

For the second time in the last few months, top supervision in the Industrial Control division has taken to farming out work to non-union shops while workers in the shop here are being sent home.

The latest incidents involve arc welding and painting groups in the sheet metal department. Last Friday, the painters were sent home, and there were indications that more time might be lost this week.

At the same time, GE is sending jobs to low-paying shops in New Jersey and in Western New York. The union has protested that all of these jobs could be done here, and that they belong in Schenectady.

When the same thing happened last year, the EU News reported the farming out after receiving reports of protests by shop stewards in control. The practice by top supervision was halted almost immediately after the protests were made known.



NEWS ITEM REVISED BLS INDEX MAKES IT MORE DIFFICULT TO GET LIVING COST WAGE INCREASES.