



REPORT TO LOCAL. All of the UE Local 301 delegates to the national women's conference reported back to the stewards' meeting Monday. Three delegates, Anna May Sullivan, 68 (above), Helen Quirini, and Julia Mitchell, 40, are pictured here.

410 Women's Conference Delegates Map Program To Destroy Sex Discrimination

In the first meeting of its kind in American labor history, 410 UE members from all over the United States jammed into the auditorium of the Hotel McAlpin in New York City for an inspiring women's conference. The gathering produced a concrete program to force all companies with which UE has contracts to end pay discrimination against women.



Twelve UE Local 301 members attended the conference, 6 as delegates and the other half dozen as observers. The delegates were Frank D'Amico, 40; Ethel Furman, 100; Sadie Iovinella, 81; Julia Mitchell, 40; Helen Quirini, 81; and Anna May Sullivan, 68. Local 301 observers were Mary Bohanski, 269; Elsa Ferguson, 69; Laura Jacob, 28; Helen Karoline, 269; Wanda Smith, 60; and Mary Virgil, 81.

The conference which was conducted on Saturday and Sunday was successful beyond the highest hopes of its planners. Arrangements had been made for 250 delegates, 160 fewer than the number who actually attended.

About 75 men attended, indicating the growing realization that unless low rates for women are ended, the wages of men workers are seriously threatened.

All of the 301 delegates took an active part in the discussions both in the full conference and in the 3 working committees. These committees dealt with problems of pay discrimination, speedup and health and labor legislation.

Helen Quirini, the 301 woman executive board member-at-large was one of the main speakers at the opening session. She told of the Schenectady women's demonstration last year, and of the fight for pay equality that the demonstration had launched. Her report on 301 progress toward ending the "pay the women less" racket of GE drew prolonged applause.

Participating in the committee discussions were Sisters Furman and Quirini (job discrimination); D'Amico and Sister Mitchell (speedup and health); and Sisters Iovinella and Sullivan (legislation).

Hit Mine Head

Denver—Tom Lyon, slated to head the U. S. Bureau of Mines was hit as a "company man—morning, noon and night" by the International Mine, Mill and Smelter Workers. Lyon has been similarly condemned by the United Mine Workers.

Program Adopted by Women's Conference

Last weekend's UE national women's conference drew up a fighting program to end job discrimination on account of sex and to establish equal pay for equal work. That program was embodied in 3 major resolutions drafted by separate committees and approved by the entire conference. Here are the major points of those resolutions.

JOB DISCRIMINATION

An end to all discrimination against women in hiring and in wage rates. Establishment of active fair employment practices committees in all locals to push the fight for equality in hiring, especially with regard to Negro women. Promotion of job training programs for women to prevent companies from claiming that they are not qualified for jobs which they can do. Ending of dual seniority

Slate Meeting

UE Local 301's executive board women's committee will get together Monday at 6 P.M. to plan a meeting of the local's women members in the near future. The purpose of the proposed gathering would be to discuss the union's national women's conference and to draw up plans for putting the program of that conference into effect in Schenectady.

Map Statewide Confab

Helen Quirini, chairman of the UE District 3 women's committee, will meet on May 15 with representatives of the District 4 women's committee to plan a New York statewide women's gathering for sometime next month.

wherever it exists so that women will have exactly the same service status as men. A program to assure women workers of deserved upgrading.

The committee on job discrimination also endorsed the UE Local 301 plan for a survey of all women's jobs to determine where discrimination exists.

SPEEDUP AND HEALTH

An all-out fight to end vicious speedup which damages the health of all workers, but which is particularly hard on women. The effects of the speedup system on women workers was dramatically illustrated by reports on UE Local 301 compensation cases.

LABOR LEGISLATION

Defeat of the union-busting Goldwater-Rhodes bill which, as delegates pointed out, would make the fight against sex discrimination impossible and outlaw conferences such as the one being held. A national equal pay for equal work

law. A national law to provide weight limits safeguarding the health and safety of women. National and state laws providing maternity leave for women workers, establishing adequate child care facilities for women workers, providing adequate seating facilities and guaranteeing proper rest periods.

In addition to the above program, the conference adopted a proposal to call for a national demonstrative action in order to encourage the fight for equal pay for equal work.

ELECTRICAL UNION NEWS

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

Vol. 11 — No. 20

SCHENECTADY, NEW YORK

Friday, May 15, 1953



Swissvale, Pa. — UE Local 610 last week crushed an IUE-CIO raid and maintained bargaining rights for the 2,000 employees of the Union Switch and Signal Division of Westinghouse Air Brake. The vote was UE 1117 and IUE 565. The 2 to 1 victory ratio far exceeded UE's margin in a similar raid in 1950 when the IUE was turned back by only 113 votes. The IUE campaign was hatched to a phony deportation arrest of UE Organizer Allan McNeil. McNeil, who was actually born in the U. S. was released from jail only on the morning of the election. However, the Westinghouse Air Brake workers had only to compare their conditions with those of the workers at the nearby East Pittsburgh Westinghouse works, where IUE has bargaining rights, to make their decision on the vote.

Dearborn, Mich.—A slate led by Local President Carl Stellato overwhelmingly defeated one supported by CIO President Walter Reuther in the officers' elections held last week at the CIO autoworkers' Ford Local 600. The margin of the anti-Reuther victory in the largest local union local in the U. S. was about 2 to 1.

Philadelphia—UE Local 155 has won a 15¢ package increase for more than 650 tool and die makers in the job shops organized by the amalgamated union. Included in the 15¢ package ratified by the toolmakers was a 10¢ hourly wage increase, a 19¢ increase for all apprentices, a third week's vacation for 15 years and full medical and surgical coverage.

Chicago — Many Chicago area tool and die shops were shut down this week as the AFL machinists struck for a 30¢ hourly wage increase. The demand is based on the finding of the tool and die and of the Wage Stabilization Board brought up to date. A number of the job shops involved in the IAM strike settled with the union by granting the wage boost.

Newark, N. J.—UE has won a complete victory in the strike at the Coxhead plant when management withdrew all of its union-wrecking demands and agreed to a wage boost averaging 12½¢.

Toolmakers To Meet

UE Local 301 toolmakers will get together on Tuesday evening, May 26, to plan ways and means of winning a wage increase. The meeting will start at 7:30 P.M. High on the agenda of the gathering, which was called by the union after receiving a petition signed by many toolmakers, will be the question of forcing GE to bargain on UE demands for special wage increases to end inequities for skilled craftsmen.

Leaflets Feature Demands For Skilled Craft Boosts

With the spotlight shifting to the fight to gain special wage increases to end pay discrimination against skilled craftsmen, UE's leaflet campaign continued this week with 2 distributions. The campaign is aimed at mobilizing UE members to force GE to bargain in good faith on wages and other economic issues.

Both leaflets, one issued by the national office and the other by

Local 301, stressed the importance of winning wage increases for the skilled craftsmen in order to lift the ceiling clamped down on the whole day work wage structure. GE's ability to pay substantial wage increases was also stressed through discussion of the company's huge profits.

The week also saw a negotiation session between UE and the company in New York. Local 301 Business Agent Leo Jandrea, one of the UE negotiators, reported that no progress was made, with the company persisting in its refusal to bargain collectively on wages, inequities and the holiday "steal." Another session has been set for May 20.

Mastriani Hails UE Progress In Organizing Louisville GE

UE is making substantial progress in its efforts to organize GE's big new Louisville appliance plant, but an election for bargaining rights does not appear likely in the next few

months, UE Local 301 Chief Shop Steward William Mastriani told the executive board this week. Mastriani's report was given following a flying visit to the Kentucky city to take part in a meeting of GE workers.

Mastriani gave as the reason for the feeling that an NLRB ballot is still quite far off the fact that only about 900 workers have been hired by GE at the appliance plant, which is eventually expected to have 16,000 employees. For this reason, the IUE-CIO petition for an election in Louisville was regarded as largely a maneuver, the Schenectady union leader said.

He described company efforts to keep open shop conditions in Louisville through "informative" meetings, visits by the foremen to the homes of workers, screening out of persons with active union backgrounds and mailings of anti-union propaganda.

Mastriani reported that the company was following a policy of hiring only white workers and keeping out Negroes in another attempt to divide the workers and prevent organization. He said that there were only a handful of exceptions in janitors' jobs.

Local 301's chief shop steward paid tribute to the efforts of the UE organizational staff in Louisville headed by International Representative Elizabeth Moore.

However, Mastriani warned against over-optimism in the Louisville campaign. He cited the tremendous difficulties faced by any union trying to organize in the South where the companies have complete control over the government and the press.

AFL Honors UE Lines Around Scranton GE

Backed by financial support from all over the country, including a \$100 donation from the UE Local 301 executive board, and by area labor solidarity, UE strikers at the Scranton GE plant continued to be solid in their determination to force the company to respect seniority and end wage cutting.

Most important feature of the labor solidarity was the decision of more than 100 AFL construction workers to respect UE picket lines. The construction workers' action halted work on the reconversion of the plant to tube production.

At the same time, an attempt by the Mayor of Scranton to settle the strike was turned down cold by GE Plant Manager M. J. Corwin.



ON AIR. Local President James Cognetta was one of the 301 members who took part in the opening week of union broadcasts over WTRY. The programs are on every morning between 6:45 and 6:50. See story on page 4.

One surprising feature of the talks was a company hint that it wouldn't even live up to the contract and pay people who have been on 6-day work schedules. When the union vigorously protested this, GE negotiators promised to "consider" their position and make an announcement before the end of this week.

With the first of the 2 Saturday holidays (Memorial Day) fast approaching, anger at the company's stand was mounting throughout the works. Reports from shop meetings held by many stewards indicated a determination by the membership to fight for the holiday pay.

For many GE workers, this holiday question highlights the whole management attitude of attempting to dictate terms to the union. They feel that the company must not be allowed to get away with using a contract technicality to deprive employees of 2 of the most important patriotic holidays in the year.

In the discussion of the skilled workers' demands, it was pointed out that the ceiling placed by the company on day work rates was in sharp contrast to the soaring GE profits. These profits were \$151-million dollars after taxes in 1952, and were running at a rate 58% higher than last year for the 1st quarter of this year. The 1953 profit rate indicated that GE was making \$1.59 an hour on all workers.

IUE Canadian GE Raid Flops As Ballot Bid Is Thrown Out

IUE-CIO raiding attempts against UE in the Canadian General Electric plant at Peterboro, Ontario, were smashed for the 4th straight year this week when the Ontario Labor Relations Board threw out the disrupters' petition for an election on the grounds that they did not have sufficient support in the plant to justify a ballot.

In effect, the Ontario board action upheld UE's contention that curbs presented by the IUE were phony. The CIO union's petition was filed in the midst of UE negotiations with the company in an attempt to disrupt those negotiations. This is the same tactic followed by IUE in Peterboro during the past 4 years.

This latest IUE defeat, coming on the heels of an election trouncing by UE at the Raybestos plant, also in Peterboro, underlined the complete failure of the Carey forces to split electrical workers in Canada. According to official government figures, IUE membership in the dominion is only about 2,000, as against 27,000 for the UE.

GE Gives New Support To Goldwater-Rhodes

Apparently angered by the opposition by every segment of organized labor to the union-busting Goldwater-Rhodes bill, GE's Lemuel R. Boulware came out with new support for the vicious measure. This time the GE Vice President-in-charge-of-union-splitting found it necessary to red-bait Jim Carey to justify backing for Goldwater-Rhodes, which GE has, virtually admitted writing.

In a 35-page booklet on Goldwater-Rhodes, Boulware charged that Carey is "not sincere" in his opposition to communism. Boulware should know!

UE LOCAL 301
MEMBERSHIP MEETING
2nd SHIFT
Monday, May 18, 1953
1:00 P.M. (before work)
1st and 3rd SHIFTS
Monday, May 18, 1953
7:30 P.M.
Local 301 Hall

Probe Fluorination

UE-Local 301's legislative committee decided Tuesday to investigate charges that the practice of putting fluorine into the local water supply could have detrimental effects on the health of the people of this area.

The probe was voted by the committee after receiving a letter from the Schenectady County Taxpayers' Association outlining the charges and asking support for their opposition to the fluorination process which is intended to preserve teeth.

NLRB Tries More Illegal Affidavits

The National Labor Relations Board which was repulsed by the courts in one attempt to force UE leaders to sign illegal affidavits, has bowed to company pressure and is trying again to enforce illegal oaths. This time the attack is aimed at International Harvester locals, which have just won overwhelming victories over raiders and company-inspired decertification moves.

An NLRB order last week ordered all members of the UE-Harvester conference board to sign Taft-Hartley oaths. There is nothing in the law to justify this move which is obviously designed to overrule the votes of Harvester workers and snatch the election victories from UE.

UE immediately took action to force the NLRB to stop harassment of UE and to obey the court injunction against illegal oaths. If the board gets away with its latest maneuver, then all union conference boards will be threatened.

Listen!!
UE on the Air
Every Morning
6:45
WTRY - 980 kc
It's Your Show!

AFL Pittsfield Strike Uses UE Headquarters

Close to 500 GE draftsmen who went out to back demands for a wage increase this week have established their strike headquarters at the offices of the UE organizing committee in the Massachusetts city. The draftsmen are members of an AFL union.

This action by the draftsmen was evidence of the growing recognition by GE workers in all unions of the importance of UE's fight for united action to win a decent wage increase and contract improvements from the company. The decision of the AFL local in Pittsfield to use UE headquarters from which to conduct their fight was warmly applauded by UE supporters there, as well as by thousands of IUE-CIO members who have demonstrated a mounting desire for united action as the only means of winning anything from the company.

The draftsmen's strike was precipitated by the refusal of GE management to bargain in good faith on the demands of the AFL union. In addition to the backing they were receiving from UE, the draftsmen were also getting support from several hundred AFL construction workers employed in the Pittsfield plant. These construction workers have been respecting the draftsmen's picket lines. Similar action was taken by AFL construction workers at the Seranton GE plant, where UE Local 125 is now on strike.

Profits Near Record

Profits for the 1st quarter of 1953 were approaching the all-time highs set during the opening months of the Korean war according to a survey reported by New York's Wall Street Journal. The financial daily said that net profits (after taxes) for 27 industries were 10% higher than for the same period last year with the aircraft, radio and television and electrical manufacturing industries leading the parade.

Local Women's Meetings Next Wed. & Thurs. To Map Continued Fight to End Discrimination

Schenectady GE women workers will gather at the UE Local 301 hall next week in meetings to plan intensification of the drive to end pay discrimination on account of sex. Joining with the women will be men shop stewards and executive board members who have women workers in their jurisdiction. The meetings are scheduled for 1 P.M. Wednesday, when 2nd shift workers will get together, and for 8:00 P.M. Thursday when 1st shifters will gather.

Dates were set for the get-togethers by the special Local 301 women's committee made up of delegates to the recent National UE Women's Conference and members of the executive board with substantial numbers of women in their sections.

One of the most important items on the meeting agenda will be complete reports on the national conference by the 12 Schenectady delegates and observers who attended. Plans will also be made to apply the information obtained in a recent union survey of women's jobs in the GE Schenectady works. This survey was designed to show just where discrimination on account of sex exists in the plant.

In addition, the meeting will discuss Schenectady representation at a proposed women's meeting of UE Districts 7 and 4, covering the Upstate New York and Metropolitan New York City areas. Helen Quirini, Local 301 women board member-at-large and chairman of the District 3 women's committee is meeting today with delegates from the 2 districts to discuss the setting of a date and place for the gathering.

In effect, the all-out campaign to

end discrimination against women workers was launched last spring when a demonstration to protest the "pay the women less" racket was staged in Schenectady. This was followed by a District 3 women's conference in Syracuse, and a number of similar gatherings sponsored by UE districts throughout the United States.

The national conference this month grew out of these area meetings, and was first proposed by Sister Quirini at the 1952 UE national convention in Cleveland.

A special wage increase to end sex discrimination is one of the main demands of UE in current negotiations with the company. The fight is also being waged at the local and national levels through the union grievance machinery.

UE Backs Seaway

The Canadian UE has launched a campaign to obtain quick dominion action on the building of the proposed St. Lawrence seaway. The seaway, which has been projected as a joint U. S.-Canadian enterprise, would establish a deep sea shipping channel between the Great Lakes and the Atlantic. Such a channel would greatly spur industrial development both in Canada and in Upstate New York, as well as in other U. S. areas adjacent to the lakes.

Kearney Backs Tax Cut Bill Petition

Rep. Bernard Kearney, member of Congress from this area, has informed UE Local 301 President James Cognetta that he has signed the petition to bring out of committee the Reed Bill to cut income taxes after July 1 by 10%.

A total of 218 signatures, a majority of the members of the House, are required to force an open debate on the tax cutting proposal. This is the only way by which a tax cut, opposed by the Eisenhower administration, is possible this year.

Kearney's letter to Cognetta was in reply to a communication sent by 301 urging the GOP lawmaker to sign the discharge petition and to oppose the vicious Goldwater-Rhodes bill, which could destroy the entire organized labor movement if enacted. Kearney said that he had not studied the Goldwater-Rhodes measure since it had not reached the House yet, and therefore he could not commit himself in regard to it. However, he promised careful consideration of UE's views on the bill if it reached the lower chamber.

In his expression of support for the Reed Bill, Kearney noted that he had committed himself to tax reductions in reply to a Local 301 questionnaire during the election campaign last fall.

The Republican congressman said that his views had not changed and that he still favored a "reduction in taxes along with a balanced budget." This combination would be entirely possible if the excess profits tax on corporations, now slated to die on June 30, is continued.

Board Votes New Help for Wausau

Local 301's executive board voted Monday to contribute an additional \$100 to support locked-out UE workers at the Marathon Electric plant in Wausau, Wisconsin, and to invite one of the workers to address the next stewards' meeting of the Schenectady union.

Marathon workers have held solid in their lockout which is now in its 16th month. The 700 UE members have been supported in their fight against the company's attempt to break their union by the entire area labor movement.

UE ON THE JOB!

Bldg. 17: It is impossible to maintain average earnings on standard punching job drawing 9347909, operation 3, with the 40c per thousand price established by wage rate. This job has always been run at guaranteed average earnings, and the union demands that average earnings be paid as in the past.

C. Vartnessian is entitled to top setup rate for the type of work he is doing and for skills required. The union demands he be paid this rate.

Mary Williams is a matron in the group under Foreman Maliszewski. However, she is not called in to work overtime when the rest of the group is. In addition, supervision does not abide by the contract in distribution of overtime between 1st and 2nd shifts. The union demands that these situations be corrected.

Bldg. 18: Prices set on a number of slotter jobs including drawing 8286677 flange are much too low. The union demands that they be raised to their proper levels.

Bldg. 19: Enamel furnace operators protest against Foreman Hotopp forcing 1 man to operate an automatic furnace. This is a 2-man job. The union demands that these speedup tactics be stopped.

Bldg. 28: Pia Isogna is not able to make her day rate on insulation of 6 MG stators because of improper planning. The union demands that planning be corrected so that this worker can make out.

Bldg. 29: A. Brunetti has been losing time because of having to wait for work. Supervision refuses to pay for this time as is required in contract article VI-5f. In

addition there is definite discrimination against this worker, who is a shop steward. He is sent home every time there is a lack of work, while another slitter is always kept on. The union demands that management investigate and correct these situations.

Bldg. 40: Although there are 4 qualified combination welders who could fill the job, supervision has not replaced a welder recently made foreman. The union demands that this opening be filled by upgrading in accordance with the contract.

Bldg. 49: A job involving approximately 1,400 hours of welding was left undone for several weeks while welders were either being laid off or transferred because of an alleged lack of work. Finally, the job in question was farmed out. The union demands that management investigate to put an end to such practices.

Bldg. 60: Adelbert Molyneux is classified as an accumulator with a rate of \$1.64 hourly. However, his duties include receiving and shipping assembled parts and making out all shipping papers. This work merits a higher classification. The union demands that Molyneux be upgraded to B stockkeeper, his correct classification, with proper rate adjustment.

W. F. Brayton has several times asked for a transfer because he is not satisfied with his job. Supervision has refused to allow him to go to Bldg. 1. The union demands that management investigate and correct this situation.

Group in 52 under Foreman Keller has been doing millwrights' and iron workers' jobs. The union demands a management investigation

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.

to halt this practice. The union demands a management investigation to determine the answers to a number of questions asked by Shop Steward Vincent Palazek, including demands for information on whether millwrights have installed ash can welders, whether they will install them in the future, whether it is company policy to lag all welders carrying 550, and whether the company has standard safety rules for all or whether these rules apply only to certain departments.

Group under Foreman Stewart protests the improper classification of their tool crib. It is rated lower than other comparable cribs in the plant. They also ask that a man being properly broken in and assigned to 2nd shift to replace the part-time crib keeper now on the job. The union demands that management take care of these legitimate complaints.

Group of accumulators under Foreman Doesburg has not been given any consideration for recent upgrading. One opening for an A stockroom keeper was filled by a short service worker. The union demands that this group be given

proper consideration for all future openings.

Bldg. 68: Group under Foreman Druzba asks that time studies be taken on jobs under normal conditions as required by the contract. On job 327A978, with a special price of \$10.30, the foreman refused a time study, using the excuse that the blanks had been on the floor too long and were too dry and hard. He also complained because some blanks had flat holes, and maintained that it would be unfair to run the job under these conditions. The workers point out that these conditions are common, and charge that Druzba is trying to get jobs timed under conditions that are not normal. The union demands that management abide by contract rules on time studies.

Bldg. 69: The 41J line formerly had 7 women working at a price of \$23.50 a thousand. Two new operators have been added and the price cut to \$20.65. This price is inadequate and the union demands that it be adjusted.

Bldg. 273: Alex Daszewski was given a lack of work pass and punched out at 8:15 on the morning of 4/27. Supervision refuses to pay him the 4 hours pay required under contract article V-8d. The union demands this payment.

Charles J. Zagala has not received the maximum allowance for recent hospital and medical bills. The union demands that proper payment be made for these bills.

Group feels that its members are being discriminated against by not being allowed to transfer to 113" lathes. They feel that they should have the opportunity to add to their experience and increase their knowledge since there is no opportunity for upgrading in their classification. Such opportunity would obviously be of advantage to the company, as well as to the workers. The union demands that members of the group be allowed to fill the 113" lathe opening in accordance with their seniority.

ELECTRICAL UNION NEWS
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA (UEI)
Local 301
Published by the Editorial Committee
President—James J. Cognetta
Vice President—Joseph Alois
Treasurer—Joseph Whitback
Recording Secretary—Rudy Ristland
Asst. Recording Secretary—William Mastromoni
Chief Shop Steward—Leo Andros
301 LIBERTY ST. SCHENECTADY 5, N. Y.

