

## Crafts Discuss Wage Structure

Craft groups are continuing their meetings to decide what to do about the company's refusal either to negotiate or arbitrate the union's demand for a complete wage structure for the plant.

The wage structure proposal, based on a job evaluation made last year by a 301 executive board committee, is intended to correct the many job rates that are out of line. While it would affect many jobs, the principal groups involved are the skilled trades and the women's jobs.

At a grievance meeting in New York last week, James Burnison, for the top management, flatly refused to submit the union's proposal to arbitration. This means that on this case the grievance procedure has been exhausted, and the union cannot be held to have violated the contract because of any action the workers may take in protest.

The building trades groups, including the electricians, masons, carpenters, ironworkers, painters, tinsmiths, millwrights, riggers, roofers, machine tool fitters, pipe coverers, glaziers, crane repair men, shovel operators, and construction laborers, will hold their second meeting next Wednesday, June 2, at 7:30 p.m. Their first meeting last week held a general discussion in which members protested strongly against the fact that GE pays substantially lower rates to the skilled crafts than other companies. They then voted to build a bigger meeting to consider action.

The machinists met Tuesday night and planned for a big meeting Friday night, June 4. They first adopted a resolution calling for the correction of their rates and asked the national negotiating committee to press the demand for correction of wage inequities in the contract negotiations.

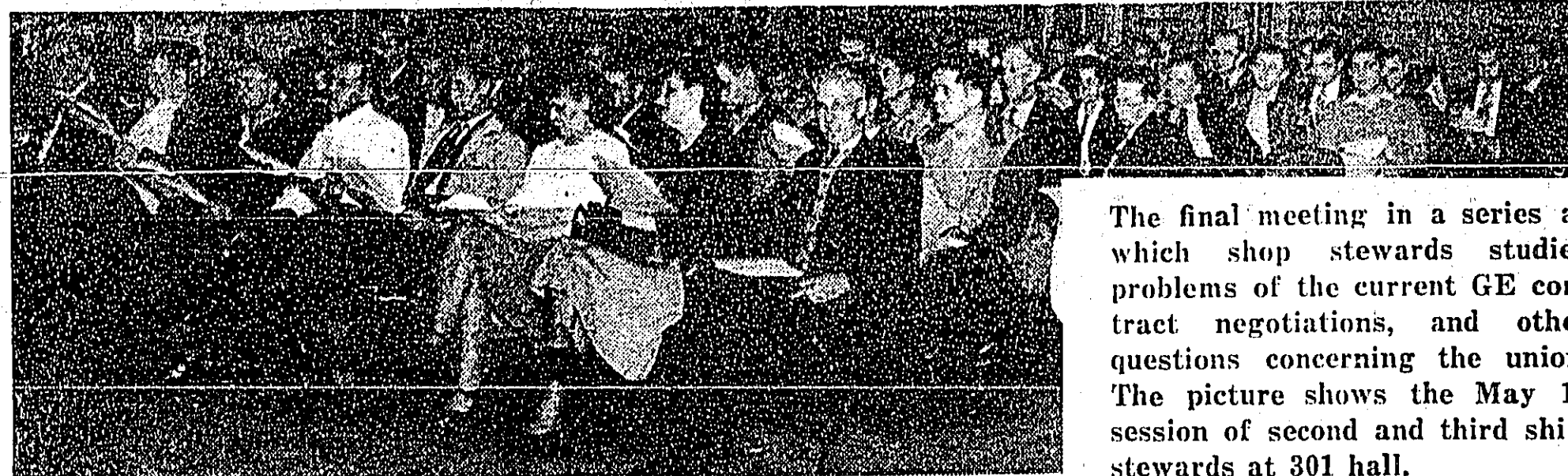
Other meetings were scheduled for this week by the toolmakers and the welders.

The wage structure proposal was submitted by Local 301 last November under the grievance procedure. In the contract negotiations, the union committee also told the company that any wage offer, to be acceptable, must provide for the correction of rates that are out of line.

## Pensioners' Meeting

The UE-301 Pension Organization will meet at 2 p.m. Wednesday at the union hall.

## Shop Stewards Discuss Contract Problems



The final meeting in a series at which shop stewards studied problems of the current GE contract negotiations, and other questions concerning the union. The picture shows the May 19 session of second and third shift stewards at 301 hall.

## Gazette Is Scarcely In Position to Talk

The leading editorial of the Schenectady Gazette May 22 criticized the EU News story on check-off arrangements for not mentioning that on 30-day notice to the company and the union a member can withdraw his check-off authorization.

Presumably the Gazette didn't know that the union office mailed letters, the day before, to all members explaining the check-off in detail, including the 30-day period. And it's too bad that the Gazette didn't mention that GE refused to have the kind of check-off clause that Westinghouse and the other great electrical corporations agreed to, a check-off lasting for the duration of the contract.

Like the rest of the Big Business press, the Gazette is an old hand at concealing and distorting news. For instance, the newspapers have kept from the public the real contents of the Mundt bill, a bill which would change the form of government in the United States.

It's interesting to see a paper like the Gazette become excited when a union paper omits a single fact from a story.

## Looking for Band For 301 Field Day

The Activities Committee will take bids till next Friday, June 4 from union orchestras interested in playing for the annual 301 Field Day July 10 at Columbian Park, Damsville Rd. Preference will be given to musicians from Local 301. They should contact the committee through the union office.

Mrs. Dorothy Perlin, in charge of arranging for Field Day skits, needs actors and actresses. There will be a try-out at 8 p.m. Friday, June 4 at the union hall.

Names of candidates for the title of Field Day queen should be given to Sadie Iovinella of the Activities Committee.

## Here's the Way It Really Was

A story in the Union-Star Tuesday pointed out that the General Motors cost-of-living wage proposal was not new because GE used to have such a scheme, started in 1936, under which wages could go up and down by a maximum of 10 percent in either direction, according to the cost of living index. The story said that agreement was in effect until 1941, "when UE forced its abandonment." Here is what that story did not say:

In 1941 the UE negotiated for abandonment of the cost-of-living, and instead got the 3 percent, the highest point, at which the plan stood then, added permanently to all the wages. UE also established the principle of permanent general increases, and thereafter negotiated four such increases, totaling 45 1/2 cents.

## Two Foremen Attempt To By-Pass Stewards

Local 301 last week protested to the company over attempts by two foremen, both in the Control Division, to by-pass shop stewards and deal directly with the operators, while grievances were pending.

One case was in Bldg. 53 and one in Bldg. 69. Both cases involved piece work prices.

The company labor relations office in Bldg. 41 agreed to instruct the foremen that they had done wrong and should deal with the stewards.

Union representatives felt that the foremen apparently were being influenced by the Boulware propaganda suggestion that workers could do better by ignoring the union.

## Bus Service Cut Arouses Protests

Marty Lewis of Building 46 represented Local 301 Monday night at a meeting of the city and county Joint Legislative Transportation Committee, considering ways of improving the Schenectady bus service. He substituted for Willard Kuschel who attended a meeting of the 301 Executive Board of which he is a member.

General Electric has sent no representative to the committee meetings so far, although invited to participate. ALCO was represented at the two meetings which have taken place.

Officers of Local 159, Transport Workers Union, CIO, reported both times to the committee on improvements which the Schenectady Railway Company could make. The union told the Capital District CIO Council that changes in the bus schedules Apr. 26 cut down mileage 6,000 miles a week and cut out 1,200 hours of work for TWU members.

During the first week of the new system, 11 regular men were placed on the extra list, at a loss of about \$15 a week in wages, and 10 extra men gave up their jobs because their earning would be so low.

The changes cover only "off-peak hours", but they affect workers at GE and ALCO nevertheless. With less bus service the rest of the day, there's a bigger crowd than ever looking for buses in the peak hours.

## Buttons for 301

Local 301 is going to return to its former custom of giving a union button every quarter of the year to each member. There will be a different color button for each quarter.

The Executive Board has decided that the first button will be issued for July-August-September.

# ELECTRICAL UNION NEWS

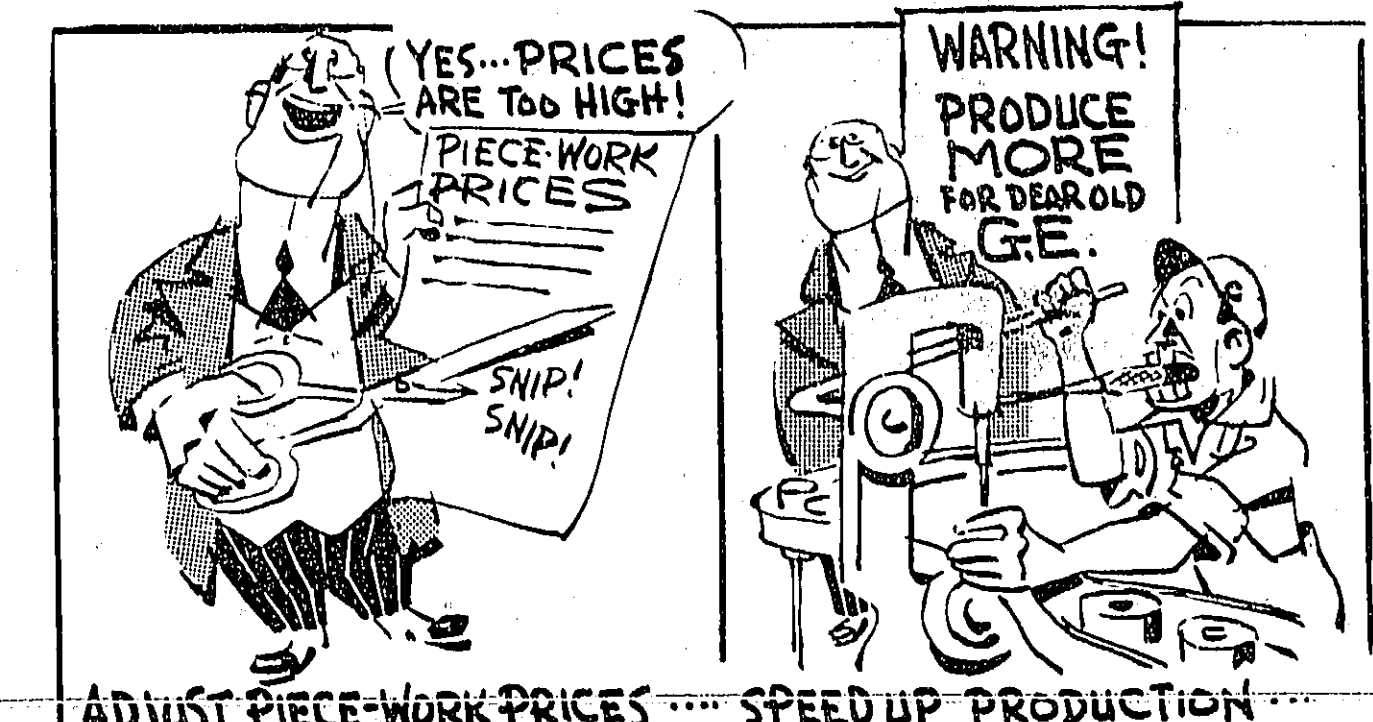
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June 4, 1948

## "How To Handle Employee Relations"



## Gannett Paper Refuses Ad Against Mundt Bill

The Knickerbocker News, Albany Gannett newspaper, refused Tuesday to print a paid advertisement against the Mundt bill, signed by over 50 individuals, including clergymen, teachers, attorneys, and union members. Among the signers were the Rt. Rev. G. Ashton Oldham, Episcopal bishop of Albany, and Dr. Edward S. Godfrey, former state health commissioner.

The same newspaper in February refused to print an advertisement submitted by UE District 8, calling on Governor Dewey to use his influence to induce James H. Rand, Jr., president of Remington Rand, to live up to his signed agreement with UE.

## Works News Hits Railway Workers

Railway unions were attacked in a column by Hugh Crane in the May 21 Works News. Crane complained of "feather-bedding" on the railroads, which the engineers, firemen and switchmen are trying to get increased. Crane doesn't mention any specific rule. He just makes anti-union generalities.

## Real Facts on Wages

Here are a few facts that he didn't print about wages and working conditions of the three unions which voted to strike May 11, the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen and the Switchmen's Union of North America. (Their strike was broken by President Truman who obtained an injunction against the unions and who "took over" the railroads the day before the strike).

The average wage of the workers in these three unions was only

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## Check-Off Cards Still Coming In

Shop stewards had turned in 13,819 check-off authorization cards, signed by Local 301 members, by the time this week's EU News went to press Wednesday.

About 11,000 of them were received at the union office by last Friday night, after a three-day canvass of the shops. Stewards started bringing in cards again Tuesday, after the holiday weekend. Reports from first shift stewards are nearly complete, except for workers who are ill, on vacation, or on temporary lay-off, but there are still some gaps in the second and third shift reports.

The canvass for the check-off brought in 150 new applications for union membership. Stewards found only a few members unwilling to sign the check-off forms. Some of these said they prefer to pay their dues personally at the union hall. Shop stewards are pointing out that the union is strengthened if the members pay through the check-off.

Executive Board members have started making a follow-up check on the canvassing with all stewards.

Reports from other GE locals show that throughout the country members were prompt and cooperative about signing authorizations. The new form of check-off goes into effect July 1.

## Tune in on Gaeth

Arthur Gaeth broadcasts at 10 p.m. every Monday from the national UE over WOKO, Albany; WKBW, Buffalo; WGLN, Glens Falls; WKIP, Poughkeepsie; WSNY, Schenectady, and WAGE, Syracuse.

## Shop Stewards Call on GE for Offer At Least Equal to GM Settlement

Local 301 shop stewards went on record unanimously Tuesday to demand that GE offer UE at least the wage increase granted by General Motors.

On instruction of the stewards, the following telegram was sent Wednesday to Leo Jandreau at the GE Building, New York City, where he was at a negotiating session:

"Shop stewards of Schenectady Works last night asked the national negotiators to tell the company that they expect GE to negotiate seriously and to make an offer at least equal to that agreed to by General Motors."

The telegram was sent by William Mastriani, chief shop steward, and Helen Quirini, recording secretary.

## UE-GE Talks Continue on '48 Contract

While wage raise offers were spreading in industry, there still was no offer from the General Electric Company when this paper went to press Wednesday afternoon. The negotiations were resumed that morning in New York, but discussion was in general terms.

George Pfeif, chief company negotiator, admitted the picture had changed as a result of the other settlements with big companies, but was not more specific. The bargaining was scheduled to continue the rest of the week.

## Chrysler and GM

The picture had changed indeed. The Chrysler strike was settled for a 13-cent raise, without strings. This came the week after the General Motors offer to both UE and UAW, of an 11-cent raise, including 6 cents flat and a 5-cent cost of living raise. In the General Motors situation, the UAW plants had voted to strike, but had not yet gone out, while the UE was in the process of taking a strike vote in the five electrical plants of the company.

## RCA Wage 'Package'

Another national company under UE contract, Radio Corporation of America, agreed to a "package" consisting of an improved vacation plan plus 4 cents an hour, with a 10-day reopening when a pattern is set in the industry. This company already had agreed to a 5-cent "down payment" raise last October, so that the RCA workers already were ahead of the others by that much in their efforts to keep up with the cost of living.

The RCA vacation offer ranges from one week after six months' service to three weeks after 10 years.

GE Vice-President L. R. Boulware's public statement of last week was interpreted by many people to mean that GE would match the GM offer. Actually the statement said the company proposed that "earlier discussion as to wage adjustments be reopened." The statement contained a great many words about inflation.



## GE Propaganda About T-H Law

The following material on GE propaganda concerning the Taft-Hartley law was presented to the 301 shop stewards' meetings by Business Agent Leo Jandreau.

"Much of the company's propaganda has consisted of advertisements and Works News articles praising the Taft-Hartley law as protecting the workers. While it has not succeeded in selling the idea that the law is good, it has effectively used one of the principal purposes of Taft-Hartley, the idea that the interest of union members are contrary to the interest of the union as a whole. Obviously, many weaker union members have accepted this idea, even though they did not respond to such employer appeals in the days of Roosevelt.

"A large part of this company drive has centered around the filing of non-Communist affidavits which are supposed to 'guarantee NLRB rights to unions'. The impression has been created that the law required that such affidavits be filed. Actually all that the law says is that in order to use the Taft-Hartley Labor Board, union officers must file affidavits that they are not a member of the Communist party or affiliated with such a party."

"The Howell letter has tried to suggest that the Taft-Hartley affidavits are an issue in the present negotiations, even though they have nothing whatever to do with the main issues. Even if the union were foolish enough to go to the Taft-Hartley Board, there is no way in which the Board could enter into settlement of the issues which are deadlocking negotiations. The company could have tried to make this an issue by cancelling the contract back in December. It did not dare to do so at that time. Now it is raising the issue solely to confuse the members. Obviously a certain number of members have fallen for this.

"The people who raise the question of the affidavits now are simply handing GE a weapon which it does not now have."

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## Vacation Proposal Under Discussion

A proposal made by GE to the UE negotiators last week provides for vacation payments this year in excess of 40 hours a week, based on overtime worked. The union committee is discussing the plan, including the question of payments to those who already have had their vacations this year.

The proposal calls for figuring for each worker individually the average weekly number of hours worked during an eight-week period immediately before the last week before the worker's vacation.

If the average is under 42 hours, the vacation pay will still be for 40 hours only. If the average is 42 or more, but under 48, payment will be for the number of hours nearest the average (for example, for an average of 43.6 hours, vacation pay will be for 44 hours). Where the average is 48 hours or more, payment will be for 48 hours.

The vacation pay figured will be at straight time rates. For example, if a man's average is 46 hours, his vacation pay for one week will be 46 hours, with no extra-half-time for the six hours overtime.

## New UE Plant

After nearly 200 workers joined UE at Rice and Holman, Camden, N. J., the company agreed to recognize the union. A pay increase of 10 cents an hour was promptly negotiated in the first UE contract at the plant.

WEAR YOUR UNION BUTTON

## Official Low-Down About High Profits

The National City Bank (controlled by J. P. Morgan, which dominates GE and U.S. Steel) has reported that last year's record profits represented a "return" of 17.1 percent on the net worth of the 960 leading corporations.

"The return last year," says the bank statement, "exceeded the previous peaks shown in our similar tabulations of 12.8 percent in 1929 and 12.4 percent in 1941. . ."

With a frankness never found in publications and letters to employees of the corporations the bank controls, the statement admits record profit and charges this to:

1. High volume.
2. Removal of price control.
3. Increased value of inventories because of higher prices.
4. Repeal of the wartime corporate excess profits tax and lowering of the normal tax.

## Yes Sir! It's Their Baby

The U. S. Chamber of Commerce takes credit for the Mundt bill. In a bulletin called Business Action, the Chamber said the Mundt bill closely follows "the National Chamber's testimony of a year ago."

Earl O. Shreve, retired GE vice-president, is national president of the Chamber of Commerce.

## Works News Hits Railway Workers

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\$1.27 an hour in 1947. They have received no wage adjustment since June, 1946. The 15 1/2 cent raise recommended by the Emergency Fact Finding Board didn't half-way catch up to the increased cost of living.

They are asking overtime pay for Sundays and holidays and a differential for night work. They want 16 days paid vacation a year, instead of the single week they now get. They want payment for delay at terminals.

## 7 Day Week

Those "high wages" which railway workers are said to get are estimated on the basis of an 8 hour day, 7 day week, and on passenger train service which constitutes less than 5 per cent of the total railroad service jobs.

On the grounds of "feather-bedding," railroads have fought practically every change in the laws or in the rules which would increase safety of the workers and the public. They fought the "full crew" laws which require that no trip can be made without a minimum number in the crew. They fought against the law which limits train service men from working more than 16 hours in any 24 hour period.

## Strike Threat Brings Pay Raise at Buffalo

On the eve of a strike, UE Local 326 at Buffalo won a "wage package" totaling 9 1/2 cents an hour from Pratt and Letchworth Company. The union can reopen the wage question in 60 days.

The package included an across-the-board increase of 5 cents; three weeks vacation after 15 years' service; removal of strings from the six paid holidays, an increase of 5 cents in the shift bonus, and pay adjustment for several job classifications.

## 12 1/2 Cent Pay Raise

UE Local 623 has won its two-week strike at the Pittsburgh Commercial Heat Treating Company, Pittsburgh, Pa., with a 12 1/2 cent general wage raise. The strike was called after two active union members were fired during contract negotiations. The company rehired the two and granted improvements in the seniority clause.

During the strike the company tried unsuccessfully to turn the membership from the UE to the International Association of Machinists. Not a single member left UE.

## New Workmen's Compensation Awards Made to Schenectady GE Employees

Awards made last month in Workmen's Compensation cases against GE, handled for union members by Marshall Perlin, Local 301 attorney, include:

\$128 to Roland G. Fagnan, screw machine operator in Building 18 for 10 per cent loss of the use of his right index finger in an accident last Sept. 4.

\$319.20 to Angelo Madelone, Bldg. 52, for injuries to a toe in an accident in July, 1946.

Additional \$16 to George Langlois, Bldg. 69, to cover part of strike period in 1946. He suffered a back injury Aug. 27, 1940. The case has been continued for another six months.

\$1,306.40 to John Raetzkowski, Bldg. 68, for 20 per cent loss of the use of his left hand in an accident Mar. 14, 1947.

\$14.80 to George Umbach for an injury to a toe last July 9.

\$250 to Walter Van Dyke, Bldg. 75 varnish maker, for a facial disfigurement suffered last Nov. 8.

\$200 to Daniel H. Warner, Bldg. 12 dip room, for a facial disfigurement caused by a potash burn last Oct. 15.

\$300 to Sam Falcone, Bldg. 52, for a facial disfigurement suffered last Oct. 21.

\$260 to Eugene T. Wells, crane follower in Bldg. 66, for back injury suffered Mar. 15.

\$350 to Quirini Corasano for 50 per cent loss of the use of his right ring finger, in an accident Mar. 18.

\$11.20 to Walter Garwacki, grounds and buildings, for lost time as the result of an accident Mar. 24. Final adjustment will be made in September.

\$21.03 a week from Feb. 28 to Mar. 33 to Marie Joiner for a back injury suffered Apr. 2, 1943, on the basis of 75 per cent disability.

\$25 a week to Stanley Kilian for a back injury suffered Apr. 30, 1942. The case will come up again in September.

\$4.88 a week for Stephen Metz continued for six months. His back was injured Jan. 14, 1945.

\$28 a week to Kenneth Mallard, Bldg. 60, from Nov. 11 to May 11 for a back injury incurred last Nov. 10 when he fell about 30 feet. He has since been given a job and the question of reduced earnings will be involved. The case will be taken up again in two months.

\$78.40 to Joseph Mogavero, Bldg. 68, for an injury suffered Mar. 2.

\$28 a week to John Pietzykowski, Bldg. 64, from Mar. 9 to May 11 and award to be continued till next hearing. His back was injured Jan. 1.

\$28 to John Spaas for five days

additional lost time in January, 1947, as a result of injuring his spine falling down subway stairs Jan. 9, 1947. The case has been continued for four months.

\$28 a week to Thomas Donato, Bldg. 68, from Mar. 10 to May 10 for a back injury suffered in an accident Mar. 6. The case is continued for another month at 66 2/3 per cent disability.

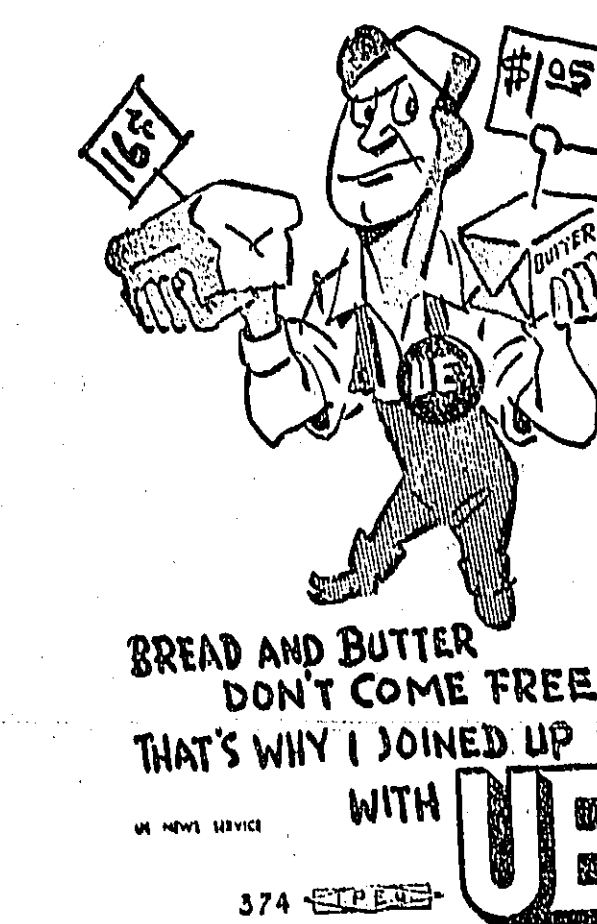
\$89.60 to Stephen Machovic, Bldg. 109, for injuries to his left arm resulting from an accident several years ago. The award covers Mar. 8 through Apr. 6.

\$19.20 a week permanent award to Santa Viscusi for 75 per cent disability, a back injury suffered June 14, 1944. She had been getting \$12.80 on the basis of a so-called 50 per cent disability. The additional \$6.40 a week will date back to last Nov. 17.

## Won't Ask for Increase But Won't Turn It Down

The Schenectady Drafting Association, which has a contract with GE, isn't asking for a pay raise, but expects to get any increase granted to UE, according to the president, J. W. Barbeau.

This was the reply he made to a letter from the Syracuse Drafting Association asking what the Schenectady Association was doing in regard to the UE negotiations for a raise. Barbeau reported at a recent meeting of the Schenectady group that he had answered that "we were not asking for a raise, but that we would get the same as the CIO if a raise was granted."



## New Shop Stewards Take Oath of Office



Three more shop stewards are sworn in at the May 18 meeting of Local 301. Left to right, Ray Flanigan, Bldg. 49; Tom McDowell, 49 Patrol, and Hugo Brzozowski, Bldg. 53. Flanigan later was elected to the Executive Board.

## Flanigan Elected To Executive Board

Ray Flanigan, Bldg. 49 shop steward, was elected to the Executive Board last week to replace Lawrence F. Schilling who resigned. Flanigan was formerly an assistant to the business agent.

## Union Accuses FBI Of Strike-Breaking

The Food, Tobacco, Agricultural and Allied Workers of America, CIO, has sent EU News a statement describing strike-breaking and labor spying activities of the FBI against that union.

FBI threats and meddling were largely responsible for forcing the union to settle a strike last November in Arizona and California for bad terms and with a Taft-Hartley contract, the union reports. Details of the FBI activities were set forth so that other unions can guard against similar attack.

It used to cost the corporations plenty of money to hire the Pearl Bergoffs and Chowderhead Cohens to break unions, the PTA statement points out.

"Nowadays the union busting employer can get the job done free, with the taxpayer footing the bill. The United States government, in the form of the FBI, has moved in and nationalized the labor spy racket."

## March Gets Results

UE workers at the Sonotone Corporation, White Plains, staged a mass march on the company's offices to back up their contract demands. Six hours later the company came through with a wage raise offer of eight and a half cents an hour. The workers ratified it the same day.

## Public Use of Schools Favored by 301 Board

The Local 301 Executive Board has gone on record in favor of the city of Schenectady allowing public school auditoriums to be used for political meetings, "in the interest of democratic discussion of issues facing the people."

A resolution adopted by the Board stated:

"The freedom of assembly must be a reality as well as a principle if democracy is to function. Outside of the public school system it is virtually impossible to find a public hall large enough to accommodate a gathering to hear a major political candidate. Local 301 has taken no stand on any candidate for 1948. It believes that the use of public halls for the gatherings of citizens to consider political issues should receive full non-partisan support of the whole community."

Fred Paelli presented this resolution Tuesday night to the City Council in support of a request to lift a rule against the use of public schools for political meetings.

The Council declared that changing the rule is entirely up to the Board of Education.

## No Initiation Fee

Until June 15, new members joining Local 301 will not have to pay any initiation fee. The period for waiving initiation fees was to end with the recent membership drive, but the Executive Board voted to extend it.

## Cancer Fund

Local 301 has sent checks totaling \$1460.62 to the Cancer Fund from collections in the shops.