

# Workmen's Compensation Law

Below are bills to improve provisions of the Workmen's Compensation Law in line with the 1956 Legislative Program of your State CIO. Each is designed to give greater protection and security to workmen and their families when the wage earner is incapacitated by occupational disability.

All of these bills are now BEFORE THE SENATE OR ASSEMBLY LABOR COMMITTEES. THEIR PASSAGE THIS YEAR IS UP TO ALL OF US. WE CAN ACHIEVE THIS ONLY BY IMPRESSING OUR LEGISLATORS with the FAIRNESS and IMPORTANCE of these measures. Here are the BILLS WE SUPPORT, listed by number, sponsor and text brief:

1. **Assembly Intro. 377 (Travia)**  
**Senate Intro. No. 1092 (Sorin)**  
Increases maximum benefit from \$36 to \$40 weekly for injuries occurring after July 1, 1956; ups minimum for total disability based on wages.
2. **A. I. 378 (Travia), S. I. 576, (Furey)**  
Permits separate awards for (a) temporary total disability and (b) permanent or partial disability from same injury, neither award limiting amount of other.
3. **A. I. 379 (Travia), S. I. 1091 (Sorin)**  
Permits awards for partial disability from silicosis or other dust diseases.
4. **A. I. 1836 (Travia), S. I. 1377 (Sorin)**  
Requires employers to replace or repair teeth lost or broken in compensation cases, with maximum of \$100 for each natural tooth.
5. **A. I. 381 (Travia), S. I. 577 (Furey)**  
Allows payment from day of injury if disability goes beyond seven days, instead of present 35 days.
6. **A. I. 1529 (Torres), S. I. 1379 (Sorin)**  
Fixes awards for permanent partial loss or loss of use of eye on basis of uncorrected loss of vision.
7. **A. I. 2169 (Travia), S. I. 1726 (Sorin)**  
Requires awards include amount adequate to reimburse employee for time lost pending claim hearing.
8. **A. I. 1313 (Weiser), S. I. 1476 (Sorin)**  
Makes employer liable when silicosis or other dust diseases results at any time after exposure, instead of present two year limit.

## Action

Communicate with the following Legislators and emphasize the importance of Workmen's Compensation generally and necessity for improvements.

**Senate Labor & Industry Committee**  
**E. I. HATFIELD, Chairman**  
**THOMAS CAMPBELL**  
N. Y. State Capitol  
Albany, N. Y.

**Assembly Labor & Industry Committee**  
**J. L. OSTRANDER, Chairman**  
**OSWALD D. HECK**  
N. Y. State Capitol  
Albany, N. Y.

### Ex-Head of NAM For Union Shop

Although the National Association of Manufacturers fights union security, many of its leaders have negotiated union shop agreements, including Henry Riter, III, former NAM head.

He was chairman of the Board of directors of the Copperwold Company when the firm signed its first union shop contract with the United Steelworkers, "to secure," as the agreement stated, "the increased production which will result from greater harmony between workers and employers . . . which cannot exist without a stable and responsible union."

### EXECUTIVE BOARD MEETING

**Monday, Feb. 27, 1956**  
7:30 p.m.

**UNION HEADQUARTERS**  
121 Erie Blvd.

### IUE Files NLRB Charges Against W

(Continued from Page 1)

year agreement even though this subject is excluded from negotiation under the current contract which runs to October 15, 1956; by refusing to furnish the union with information necessary for intelligent bargaining concerning wages and other negotiable matters.

#### W Locals Involved

"Units covered by the national agreement and involved in this charge are found at the following locations: Bloomfield and Belleville, New Jersey; Buffalo, New York; Cleveland, Ohio; East Pittsburgh, Pennsylvania; East Springfield, Massachusetts; Fairmont, West Virginia; Huntington, West Virginia; Indianapolis, Indiana; Jersey City, New Jersey; Lima, Ohio; Los Angeles, California; Penn Township, Pennsylvania; Mansfield, Ohio; Metuchen, New Jersey; Newark, New Jersey; Newark, Ohio; Philadelphia, Pennsylvania; Sharon, Pennsylvania; Union City, Indiana; Columbus, Ohio; Baltimore, Md.

#### Union To Aid TVA

The Tennessee Valley District Council of the Sheet Metal Workers urged that members donate \$2 each for use in promoting educational publicity programs about the Tennessee Valley Authority. Delegates agreed that the welfare and protection of TVA was vital to the welfare of the union itself.

#### Credit Unions Grow

During 1955, 1813 new credit unions were organized in North and South America, making a total of 21,139 according to the Credit Union National Association. There was an increase of 1529 in the U. S., 244 in Canada and 40 in Central and South America.

### Tennessee Merger First

Tennessee is scheduled to be the first state to merge its AFL and CIO organizations.

The Tennessee Federation of Labor and the Tennessee State Industrial Union Council have agreed to hold their merger convention April 7 in Chattanooga three days before the AFL-CIO merger in Missouri.

AFL-CIO President George Meany and Vice President Walter Reuther have been invited to address the joint convention.

Per capita tax will be increased for former AFL unions to include funds for a program of education, legislation, political education and public relations. Dues will be 8 cents per member for local unions, the amount now paid by CIO units in the state. Per capita tax for the AFL unions has been 5 cents, with political education activities financed by additional contributions from local unions on the basis of 10 cents per year per member.

# LOCAL 301 NEWS

IUE CIO

Vol. 2 — No. 18

The Voice of GE Workers, Local 301, Schenectady, N. Y.

March 9, 1956

## NEW PROPOSALS MADE IN WESTINGHOUSE STRIKE

### Carey Reviews Strike Support

The entire American labor movement has rallied behind the IUE Westinghouse strikers with greater financial support than has ever occurred in trade union history.

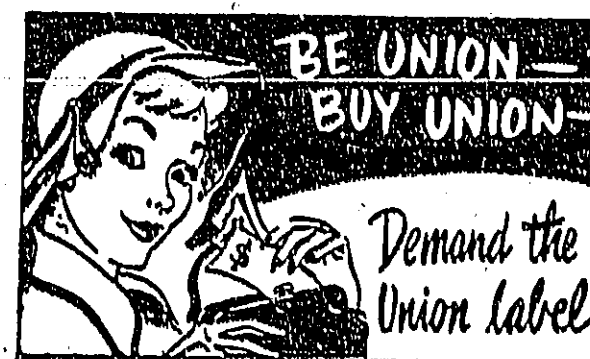
That was the highlight of a dramatic report on the Westinghouse strike presented by IUE President Carey to a 10-day meeting of the AFL-CIO Executive Council starting February 6.

"By far the most gratifying aspect of this long, bitter strike has been the spontaneous and militant support extended to the IUE Westinghouse strikers by the entire democratic labor movement," Carey stated. At the time he was speaking, \$2,040,000 had been contributed.

"From the nation's biggest and richest unions to the smallest organizations with very limited resources—virtually all have contributed to the best of their abilities and capacities. It has been this wonderful support—individual contributions from the nation's working men and women and lump-sum contributions from their unions—that has defeated Westinghouse management's efforts to starve this strike into submission and defeat."

The Westinghouse strike, Carey pointed out, was the first great challenge presented to the merged labor movement when it came into existence last December. The merger convention, however, met the challenge by voting all-out support to the strikers and the Convention's decision was quickly given vigorous reality by state and local bodies and by international unions affiliated with the new AFL-CIO.

(Continued on Page 4)



As we go to press, Wednesday noon the Westinghouse Conference Board was in session considering proposals made by the Department of Conciliation which includes Professor George Taylor, former War Labor Board Chairman, and David Cole, former Director of the Federal Mediation Service.

The proposal includes a 5-year contract with an opener in October 1957 on non-economic issues and an opener in October 1958 on "Employment Security". Local supplements covering any single plant may be opened yearly for changes. In the case of the above openers, the Westinghouse Union members have the right to strike.

The wage increases range from 5c to 12c annually for the duration of contract which is similar to the G.E. Contract.

On pensions the proposals include \$2.00 for each year of service prior to January 1, 1956 and \$2.25 for each year of service subsequent to that date.

Previously the Westinghouse Contract did not provide for arbitration of many types of complaints. The new proposal includes a much improved arbitration provision.

On time studies of day workers the proposal modifies the Westinghouse Company's former position; however, does allow for limited studies on a limited number of people.

The Westinghouse Company had refused to reinstate 93 strikers because of behavior on the picket line. The proposal offers to reinstate 57 and arbitrate 36.

On other contract provisions, as we understand it today, they match the new improvements in the G.E. Contract.

While the Westinghouse Corporation has announced they would accept the proposals made by the "Fact Finders", the Union is naturally having difficulty in accepting because of the 36 strikers who will not be reemployed upon settlement pending the outcome of arbitration in each individual case. This type of proceedings and litigation lasts for months in some cases.

### G.E. Considers Plant in Puerto Rico

The island government of Puerto Rico is offering industry many favorable conditions that will fatten profits if they set up manufacturing plants.

The concessions leading to larger profits are tax exemptions, low wages and no unions. Some large corporations have already established plants there, such as Sunbeam Corp., Carborundum Co., Remington Rand, Firth Carpet Co., Sylvania Electric, Univis Lens and Western Electric. General Electric is also in the process of establishing a plant there according to the March 5th issue of the New York Times. General Electric has given as a reason for locating plants in small towns, particularly in the South, that they felt obligated to place more payrolls in more communities. We wonder how this fits into the Puerto Rican situation. It's certain the sale of G.E. products in this neck of the woods doesn't obligate G.E.

The facts about GE's Decentralization Program insofar as motive to move into small towns is concerned is to take advantage of low cost production which means low wages and low taxes. The climate is good in Shelbyville, Indiana and Jonesboro, Arkansas, says G.E. Why not the G.E. workers in both places just voted in an NLRB election for "No Union"? A Toolmaker was hired in Shelbyville recently for \$1.50 per hour. A recent analysis of one Ohio firm revealed that due to tax exemptions and low wages, it will increase its net profit from \$187,000 to \$442,000 a year by locating its new plant in Puerto Rico.

The following was carried in the New York Times as examples of high profits offered to industry:

#### "HOW CORPORATE TAX EXEMPTION BOOSTS PROFITS

"If your net profit after U. S. Corporate Income Tax is:	Your net profit in Puerto Rico would be:	Your gain with exemptions:
\$ 17,500	\$ 25,000	\$ 7,500 (+ 43%)
29,500	50,000	25,000 (+ 69%)
53,500	100,000	46,500 (+ 87%)
245,500	500,000	254,500 (+104%)
485,500	1,000,000	514,500 (+106%)

#### HOW DIVIDEND TAX EXEMPTION BOOSTS INCOME

"If your income* after U. S. Individual Income Tax is:	Your net income in Puerto Rico would be:	Your gain with exemption:
\$ 3,900	\$ 5,000	\$ 1,100 (+ 28%)
7,360	10,000	2,640 (+ 36%)
10,270	15,000	4,730 (+ 46%)
14,850	25,000	10,150 (+ 68%)
23,180	50,000	26,820 (+116%)
32,680	100,000	67,320 (+206%)
43,180	200,000	156,820 (+363%)
70,180	500,000	429,820 (+612%)

\*These examples are figured for dividends paid in Puerto Rico to a single resident. Based on Federal rates effective Jan. 1, 1954."





U.E. Still  
Sitting It Out

It has been 30 weeks since the general officers of U.E. turned down the contract proposals offered back on August 15, 1955.

This represents a loss in wages from \$60.00 for common labor to \$180.00 affecting Tool and Die Makers. The loss to U.E-GE workers is not confined to wages alone. The new vacation schedule, effective January 1st, 1956, is, in effect, giving additional vacation to those employees between 10 and 15 years of service. A substantial loss in benefits affecting insurance, hospitalization, pensions and other contract improvements is the reward to U.E-GE workers for following a bankrupt leadership down a dead end road.

It is becoming more apparent every day that National U.E. is pretty helpless in its program to protect their members and win improvements in their working conditions, particularly in the large corporations. They are equally as bad off with their merger program which has also bogged down to a standstill.

Whitbeck to Board

Joe Whitbeck, Bldg. 40, has replaced Frank D'Amico on Local 301's Executive Board for this section. Whitbeck will represent Bldgs. 40, 50 and 60.

He has been Shop Steward and Executive Board Member of Local 301 for many years and also presently holds the office of Treasurer.

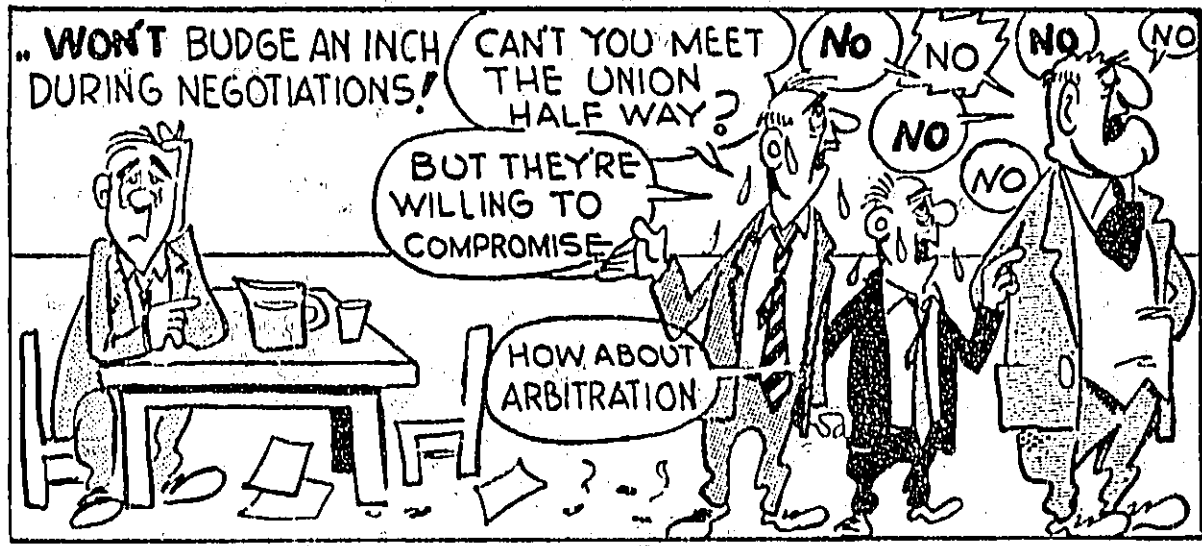
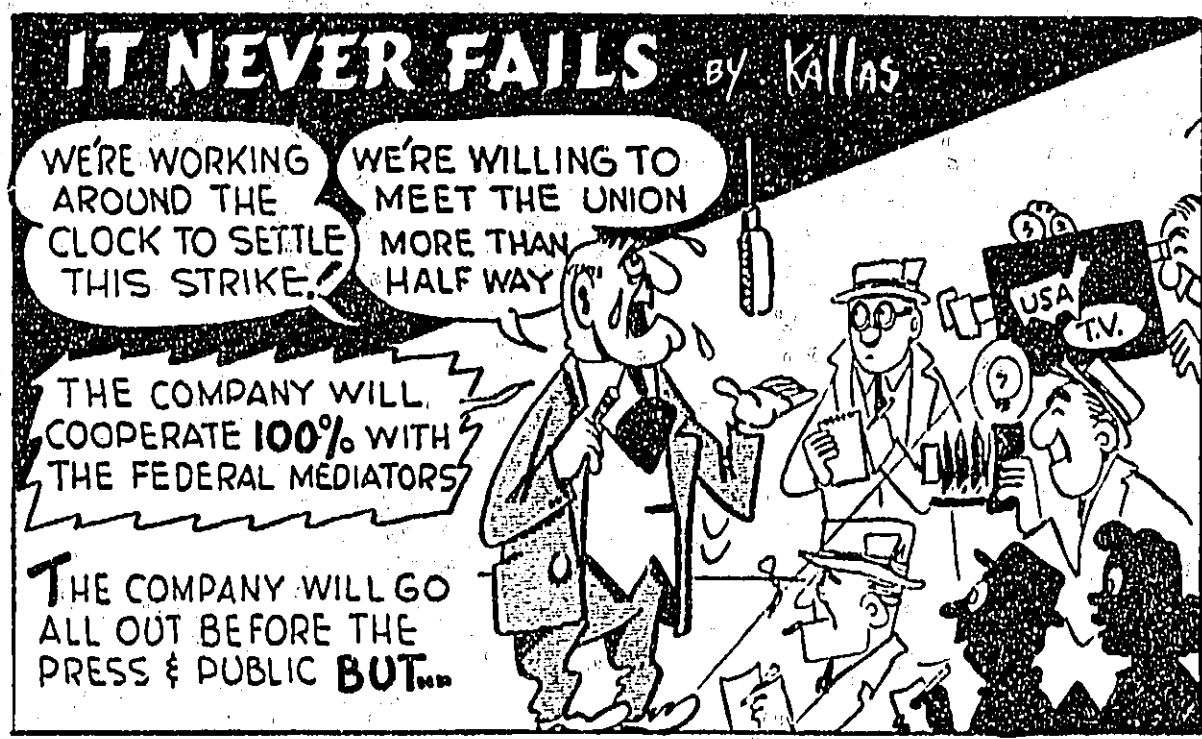
Local 301 IUE-CIO  
JOINT MEMBERS  
and STEWARDS  
MEETING

Monday, Mar. 19, 1956  
2nd Shift—1:00 P.M.  
(Before Work)  
1st and 3rd Shifts—  
7:30 P.M.

KRUEGER'S HALL  
LIBERTY and SOUTH FERRY STREETS

Regular Order of Business  
Report of Committees

EXECUTIVE BOARD  
LOCAL 301, IUE-CIO  
MILES MOON, Rec.-Sec'y



Unemployment Compensation  
Ordered Paid In Pennsylvania

The Pennsylvania State Department of Labor and Industry has declared the Westinghouse strike to be actually a lockout.

As a result of that ruling by the department more than 16,000 IUE members in Pennsylvania become eligible for unemployment compensation.

However, Westinghouse is as usual attempting to break the strikers' morale and deny them their rights by appealing the decision in order to delay payment.

That appeal will be heard soon by referee 6C, the Unemployment Compensation Board of Review and may possibly go further.

Affected by the ruling, announced by department head John R. Torquato, are members of Locals 601 in East Pittsburgh, 617 in Sharon and 111 in Philadelphia.

They may be eligible for payments of a minimum of \$10 to a maximum of \$35 a week for 30 weeks.

Under terms of the ruling eligible strikers could collect retroactive pay for 8 weeks in a lump sum.

The basis of Torquato's ruling was that on December 19 the strike became a lockout when the company turned down a state proposal that the strikers return to work while arbitration of all issues went on.

The proposal for final and binding arbitration of all issues came from Governor Leader of Pennsylvania. The IUE promptly accepted the arbitration proposal. Westinghouse, as it has blocked every other effort to end this strike, just as promptly turned down the proposal.

Attention — Toolmakers

In order to facilitate the restoring of all Toolmakers who were taken off their occupation due to lack of work, we urge all Toolmakers currently not working on their occupation to fill in the following information and send it to Union Headquarters, 121 Erie Blvd., Schenectady, N. Y.

NAME \_\_\_\_\_ Check No. \_\_\_\_\_  
Former Class and Rate \_\_\_\_\_ Former Bldg. \_\_\_\_\_  
ADDRESS \_\_\_\_\_ Service Date \_\_\_\_\_  
Present Bldg. \_\_\_\_\_ Foreman \_\_\_\_\_  
Current Class and Rate \_\_\_\_\_  
Date when you were taken off the occupation \_\_\_\_\_

More Contractors  
Show Interest  
In Building

To date the following contractors have picked up blueprints and specifications for the new building:

- MacFarland Construction Co.
- Hanson Construction Co.
- Pioneer Construction Co.
- Christensen & Nielsen
- Liberty Electric
- M. Gold & Son
- D. L. Ring
- Congress Plumbing & Heating
- F. W. Dodge Corp.
- A. S. Wikstrom, Inc.
- Joseph G. Gologna
- F. A. Baehner, Inc.
- Joseph A. Tozzi & Son
- Schenectady Hardware
- Sweet & Snow Associates
- American Plumbing
- C. Roland Oswald

Local Civil Rights  
Committee Meets

The Civil Rights Committee of Local 301 held its first meeting last Monday evening at Union Headquarters. The committee elected William Garrison, 2nd shift, Bldg. 73A, as chairman, and Charles Scott, 1st shift, Bldg. 52, as secretary.

The committee voted to establish the first Tuesday of each month as a regular meeting night. The meetings will be held at Union Headquarters at 7:30 p.m.

Those present at last Monday's meeting, March 5th, were: William Garrison, 73A; Charles Scott, 52; Ralph Boyd, 40; James Carey, 46; Mario Bagnato, 52 and Joseph Saccocio, 60.

G.E. Conference Board  
Elects Officers

The G.E. Conference Board elected officers at its last meeting. John Callahan was reelected Conference Board chairman and Frank Fiorillo was reelected secretary.

The National Negotiations Committee was enlarged by allowing a representative from Pittsfield G.E. and another representing the new southern G.E. Locals.

SIGN UP THAT  
NON-MEMBER TODAY!

IUE-CIO LOCAL 301 NEWS  
OFFICIAL ORGAN OF LOCAL 301,  
REPRESENTING SCHENECTADY  
GE WORKERS  
Published by the Editorial Committee  
President.....James J. Cognetta  
Vice President.....Joseph Alois  
Treasurer.....Joseph Whitbeck  
Recording Secretary.....Miles Moon  
Asst. Recording Secretary.....Allen E. Townsend  
Chief Shop Steward.....William Mastriani  
Business Agent.....Leo Jendrov  
121 ERIE BLVD. SCHENECTADY, N. Y.

G. E. CONFERENCE BOARD ADOPTS RESOLUTIONS

Resolution on Westinghouse Strike

Nearly 55,000 of our IUE brothers and sisters are now in the fifth month of their nationwide strike against the billion-dollar Westinghouse Electric Corporation. This struggle, supported by the national AFL-CIO and all its affiliates, has become the longest major strike of the past 30 years.

The entire labor movement and the American public now understands that this strike was deliberately provoked by Westinghouse management which refused to honor a current two-year collective bargaining agreement with the IUE and insisted that the prevailing contract be destroyed and replaced with an inferior five-year agreement.

Within the past two weeks the State of Pennsylvania officially confirmed what the IUE has claimed from the beginning of this dispute: that management's refusal to bargain in good faith actually constitutes a lockout.

The labor movement and the public are aware, also, that Westinghouse management, with cold calculation, has prolonged this lockout by rejecting literally scores of proposals

for arbitration and fact-finding by Congressmen, Governors, State Legislators, Mayors, clergymen and civic leaders.

THEREFORE BE IT RESOLVED, That this meeting of the IUE General Electric Conference Board, representing more than 100,000 GE workers, wholeheartedly commends the conduct of this nationwide Westinghouse strike by the IUE Westinghouse Conference Board and Negotiating Committee, and

BE IT FURTHER RESOLVED, That we fully support the position taken by the national officers and negotiators in these negotiations under federal mediation auspices, and

BE IT FURTHER RESOLVED, That this meeting of the IUE General Electric Conference Board pledges complete organizational and financial support to the IUE Westinghouse strikers until they win their justified demands, and

BE IT FINALLY RESOLVED, That IUE General Electric workers will refuse to handle any Westinghouse materials or strikebound equipment completed or uncompleted, and that IUE General Electric members will accept no

subcontracting work that will help Westinghouse destroy this strike.

Resolution on Organizing Unorganized

The IUE has set an example for all AFL-CIO unions in its successful organization of runaway plants to the South and to rural areas.

Southern and rural areas that had previously resisted CIO and AFL organization have been unionized by IUE in recent years and have opened new organizing areas for other AFL-CIO unions.

This IUE success emphasizes that there are more than 30,000 production and salaried workers in General Electric plants under IUE contract who are not now union members.

THEREFORE BE IT RESOLVED, That this meeting of the IUE-CIO General Electric Conference Board urges that all IUE Locals immediately inaugurate internal organizing campaigns to bring into IUE membership all eligible technical, professional and scientific workers in GE plants and installations now under IUE contract.

N.A.A.C.P. Invites Union Members

The Schenectady branch of the National Association for the Advancement of Colored People has invited the membership and representatives of organized labor to attend a showing of two films in the Steelworkers Hall, 140 Clinton St., on Monday, April 2, at 7:30 p.m. The films are "The High Wall" and "The Challenge".

Both films have been approved and recommended by the N. Y. State CIO-AFL organizations.

Violations of Labor  
Law Increased

More than half of the businesses checked last year were found to be violating the fair labor standards act according to a statement by Jewell Brown, administrator of the Labor Department's wage and hour division.

Testimony before a house appropriations sub-committee on January 25 was made public in which Brown indicated a big step-up is planned in the number of future investigations by his department. The rise in the minimum wage from 75c to \$1.00 an hour which took effect last Thursday will require even more enforcement in the future.

Of 39,300 establishments investigated in the year ended last June 30, according to Brown, 21,549 were found "in violation of the basic provisions of the fair labor standard act and 12% were found to be in violation of the minimum wage provisions of the act".

"Total back wages that were found to be due employees was in the amount of 12 million dollars affecting approximately 130,000 employees", he added.

Union Acts Fast  
In Hardship Case

District 4 has acted fast to take care of a hardship case in the Westinghouse strike.

A wife of a striker wrote the Newark, N. J., News that her husband was unable to travel to Newark, from their home 35 miles away, because the train fare would be equal to the value of the food given out each week.

District 4 made arrangements for another local, very close to the home of the striker and his wife, to take care of the food and other needs of the striker's family.

Executive Board  
MEETING

MONDAY, MAR. 12, 1956  
7:30 p.m.  
UNION HEADQUARTERS  
121 Erie Blvd.

THE LEGAL CORNER

(A Column Written by LEON NOVAK of Novak & Diamond, Attorneys)

State Legislature Should Correct  
Compensation Law Inequities Now

Recently, the Governor of New York State appointed a Commission to investigate the high cost, to employers, in connection with industrial accidents and Workmen's Compensation. It was suspected that the injured worker did not himself benefit from the high cost to the employer, and for this reason workers are as much interested in the outcome of the investigation as are the employers themselves. After all, if the State can help to reduce unnecessary compensation costs, it may make it easier to increase the direct benefits to be paid to the injured worker.

In the meantime, the State Legislature has been asked by Local 301 to make some changes in the Workmen's Compensation Law. These proposed changes are of great importance to every injured worker as anyone will recognize who has had an injury.

First of all, Local 301 again asks for a law which will make it possible for victims of silicosis who are still only partially disabled by the damage to their lungs, to obtain the protection of the Workmen's Compensation Law. Today, only those who are totally disabled get these benefits.

In addition, Local 301 asks for an increase in compensation benefits paid to an injured worker. The \$35 a week paid today is inadequate from any point of view particularly for workers who have larger families. In fact, the Law should have a graduating scale so that the larger the family of dependents the higher the benefits.

Another change that should be made is to require the employer to pay average wages to the injured worker who has to take time off from work in order to attend a hearing on his claim. This should be done particularly where the worker's claim is being challenged by an employer.

There are numerous other changes which the Legislative Committee of Local 301 is pressing for adoption by the State Legislature. Information as to these can be obtained by writing to me.

Attend  
Your  
Union  
Meetings