

## Six Appeals in Compensation To Be Argued Next Week

Appeals have been taken by injured workers and the General Electric Company or the Special Fund in six cases which were decided by a referee recently. These cases are to be argued next week before a panel of three members of the Workmen's Compensation Board. Attorneys for both sides have filed briefs in each of the six cases.

### Silicosis Victim's Case on Appeal

The case of Joseph Cermak, a porcelain worker for 40 years, who contracted silicosis of the lungs in January, 1956 was appealed by the G.E. Company. As in all cases of workers who have been totally disabled by silicosis, the Company was ordered to pay compensation for five years. After the first five years the Company was relieved of any further responsibility as required by law and the Special Fund was ordered to pay compensation for the balance of the injured worker's life. The Company appealed from this decision claiming that it was entitled to an additional three years relief from payments owing to the fact that when it hired Cermak he had a serious affliction, being a deaf mute. This additional relief was sought on the basis that when an employer hires a worker already partially disabled who becomes even further disabled by an accident in the plant, the employer is given special relief allowing him to pay only two years' compensation following which the Special Fund pays for the rest of the worker's life. Although the Company's appeal will not seriously affect Cermak's right to compensation it does, in the meantime, while the appeal is pending, suspend Cermak's weekly benefits until the appeal is decided. All payments thereafter will be retroactive.

lawyer. The referee decided the case against the widow. The union's lawyer is arguing that a successful case was made out for the widow and that she should be awarded compensation for life.

The other death case involved a worker, Nicholas DeLucia, who contracted a serious skin disease in 1943 while he was working as a material handler in Building 285. Compensation was paid to him for many years. Over these years DeLucia developed a crippling arthritis and finally died from a weakened heart. The union's lawyer presented the case on the theory that the chain of events from the serious skin condition to the heart failure which caused the death was closely related. It is on this basis that an appeal was taken from the decision of the referee which was to the effect that there was no casual relation between the death and the skin condition.

### Technical Defense Raised by Special Fund as to Injured Back

Another case, in which compensation payments were awarded for an injured back was appealed by the Special Fund. Although the worker was an employee of G.E., the injury was more than seven years old and became a charge against the Special Fund. Frank Caiazza, who is now living in Arizona because of ill health, is being represented by the union's lawyer in Caiazza's absence. The Special Fund is denying that it has any obligation to Caiazza claiming that the worker had not proved successfully that he had received treatment at the G.E. clinic up to 1947. On this technical defense, the Special Fund would escape liability. The worker testified, however that he did in fact receive treatments up to 1947 at the Clinic. If the decision in Caiazza's favor is upheld, he will receive benefits while he lives in Arizona.

### Two Facial Scars Appealed

The Company and the union's lawyer each have appealed from awards given to two workers by a referee. The appeal taken by the union's lawyer involved Erich Puff who lacerated his forehead in Building 40 when he was struck by an elevator door. An award of \$500.00 was given him but it was felt that this award, in light of the scar which remained, was entirely too inadequate. On the other hand, the Company appealed from an

## TOP OF THE LABOR NEWS

HOUSTON, Tex. (PAI)—Roy Shipley, a former member of Local 185, National Federation of Post Office Clerks, has learned that the many benefits of trade unionism come in unexpected packages.

Shipley, who had to quit his job when afflicted with muscular dystrophy several years ago, couldn't manipulate his wheel chair in the sticky terrain around his yard. His union brothers came to the rescue. His own local furnished materials and Houston unions built a 60-foot smooth concrete walk leading around the yard.

WASHINGTON (PAI)—With some officials of the Federal Communications Commission under charges of accepting payoffs from interests and subject to pressure from the White House and elsewhere the Washington Daily News had this comment:

"Maybe FCC should set up an Ethical Practices Committee—like the AFL-CIO."

COLUMBUS (PAI)—It seems that the labor movement has done such an excellent job of pinning a "fraud" label on so-called "right to work" laws that the Ohio Chamber of Commerce has come up with another title.

The new title is "Freedom of Choice" which John R. Rooney, secretary-treasurer of the Ohio CIO Council, says is "simply an effort to come up with some more fancy language in another attempt to disguise its campaign against unions and workers."

HOMESTEAD, Pa. (PAI)—Anthony Vrabel, a long time member of the Steelworkers, in a recorded interview for world broadcast by the Voice of America, told the Voice's labor editor Liston Oak, what the union means to him.

"The union means job security," he declared. "The boss cannot fire me without cause. It gives me financial security too. With my long years of service I now have an equity in a pension program the union won in 1949 and has improved upon in the current contract with management.

"If I get hurt, my union-won insurance program protects me, providing medical care and hospitalization and the services of a doctor. It also provides that my family would get an income until I recovered and was able to go back to work."

## IUE-CIO 301 On the Job

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

Bldg. 49: The group under Shop Steward J. O'Gorman are charging violation of the contract under Article III. These conditions exist in Foreman Weston's area; one violation is having one man work under the turbine handling heavy plates—there were previously two men doing this work; the other violation is oil on the steep steel stairs which are used to get into the testing pit, and there is no hand rail.

Bldg. 273: The operators on the 8' drill press, who are under Shop Steward A. Polson, feel that they should be able to maintain their previous earnings after a time study. The Union is requesting that the Company investigate.

award of \$550.00 made to Warren Feathers of Building 273 on the ground that it was excessive. Feathers was scarred on the forehead when he was struck by a saddle handle of a boring machine. These workers will appear before a panel which will review the appeals.

Bldg. 50: The group under Shop Steward A. Simmons feel that the job of clean (check R-14 weld) is improperly evaluated, and they are asking for an investigation.

Bldg. 18: The Union is protesting the cut in price on the milling and assembling of end shield. The price is being cut as much as 50% coincident with the transfer of the job from Bldg. 40-2 to Bldg. 18-1. These prices are being cut with no change in method. The complainant in the case is Edwin W. McFarran who works in Shop Steward S. Roberts' group.

Bldg. 269: The group under Shop Steward J. Natonski feel that due to the high skills and very long period required to become a Cl. A Tube Assembler, the rate on this job is too low. They are asking that this rate be increased to properly compensate the people for this work.

Bldg. 285: The group of Winders under Shop Steward S. Borovicka feel that the only part of a job that should be studied is the part affected by a change in method. They believe that since there is sufficient data on the unaffected part from which to make a table, the Company has an ulterior motive when it deliberately wastes the time of such valuable employees as time study men.

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 4 — No. 31

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

May 16, 1958

Editor's Note: We expect to carry a series of 3 Articles in answer to General Electric's propaganda that the I.U.E. contract providing small annual wage increases is inflationary. We suggest you read these Articles carefully and discuss these facts with your co-workers and friends in our Community.

## Who Is Causing Inflation?

It is strange today, with about 25,000 GE employees laid off, that GE is not concerned about what happens to them. It is worried only that if it provides employment security benefits to its employees in our negotiations in September, it will further contribute to inflation. In fact, says GE, the so-called "Better Living Program" that it boasted was its own invention, "is already inflationary."

Since GE has publicized this position widely to its employees and the public, we should look at the facts and see what they really show.

For something to be "inflationary" means that it must have pushed up prices substantially.

Have GE prices gone up substantially? They have! From 1949, the year IUE was formed, through 1957, GE average prices rose by 30.5%.

From 1955, when we signed our last contract, to 1957, GE prices rose by an average of 15%. This is a sharp and inflationary increase. But what caused it? Was it the benefits we negotiated with GE? Or was it greed for profits?

1. WHO IS CAUSING INFLATION? Let's look at the period from 1949-57 and see what happened over the history of IUE.

Production per employee INCREASED 33.7% or 4.2% a year ("Employee" means every person employed by the company and includes salesmen, executives, clerks and the vastly increased number of scientists, engineers and technicians.)

Productivity per production worker by our estimates INCREASED 55% or 6.9% a year

An average production worker who in 1949 earned \$1.49 had wages INCREASED 49.5% or 6% a year

But his real wages after the cost of living is considered INCREASED 26.8% or 3.3% a year

But GE Prices INCREASED 30.5% or 3.8% a year

Because of this, profits before taxes Per Employee (Remember this considers the vastly increased number of non-production workers) INCREASED 66.9% or 8.3% a year

And PROFITS after taxes Per Employee INCREASED 36% or 4.5% a year

This shows who benefitted the most due to increased prices. The Corporation was piling up additional profits much faster than it was making wage increases.

2. LET'S LOOK AT IT ANOTHER WAY TO SEE WHO WAS CREATING INFLATION. Take the case of Joe Worker and James Investor.

Assume Joe had the average wage of \$1.49 January 1, 1950 or \$3099 a year if he worked every hour. Mr. Investor, we will assume, got from dividends as much as Joe got from wages. This would have required 815 shares with a 1950 dividend of \$3.80 a share to bring \$3099 a year in dividends.

At an average price in 1949 of \$38 a share, Mr. Investor invested \$30,970.

(Continued on Page 2)

## 800 More to Be Laid Off

The Officers and the Placement Committee of the Union met with representatives of management on May 5, 1958, to discuss the proposed layoffs.

We were informed by management that there will be about 800 more people laid off in our Bargaining Unit by October. This will reduce the number that we represent to about 12,000 employees. This is a shocking figure when you think back to 1954. In that year at the time of the N.L.R.B. Election, there were over 19,000 people in our Bargaining Unit. The layoffs in the past 6 months are due largely to the so-called recession or depression; however, we have lost over 5,000 jobs due to G.E. moving work out of Schenectady.

You might say we have had a "Company - Made" recession in Schenectady since 1954.

We asked the Company for a breakdown on the 800 to come out as to which departments they would be coming from. They informed us they were unable to project this to October, but they could give us the breakdown for the month of May. 210 people are to be laid off in May and the breakdown is as follows:

Light Military	10
Insulated Materials	3
Gen. Eng. Lab	3
Research Lab.	2
M.A.C.	24
S.A.C.	13
Steam Turbine	30
Gas Turbine	60
L.M.&G.	29
S.R.&U.	24
Power Tube	12

Our problem now is to see that these people are properly placed in line with their service and background. We will expect the Company to live up to the layoff and rehiring procedure as agreed to in the Local Supplement.

### Half-Hour Test:

ARE MOST MANUFACTURERS DISHONEST?

Yes  No

Answer is "NO", but the half-hour time is given for people to remember those who are and have been proven guilty in courts-of-law.

Without mentioning names, to prevent embarrassment to the obvious, we remind you of those companies who had world-wide cartels to suppress competitors and those companies who vigorously upheld "fair price" rules where the companies prosecuted retailers who dared to sell products for less than the Company said they could.

So remember well, that while many manufacturers are creating anti-labor hysteria with their propaganda against all labor unions, they themselves have been found guilty in courts of law and convicted.

### FLASH

#### Union Wins Appeal on Vacation Pay Benefits

The Unemployment Insurance Appeal Board has just handed down a decision denying the Company's appeal from a referee's decision granting unemployment benefits to workers affected by vacation shut-down. The Company has the right to take another appeal to the courts.

### Attend Your Meetings Regularly

### LOCAL 301 PARTY NITES EVERY TUESDAY 7:00 p.m. UNION AUDITORIUM



## Who Is Causing Inflation?

(Continued from Page 1)

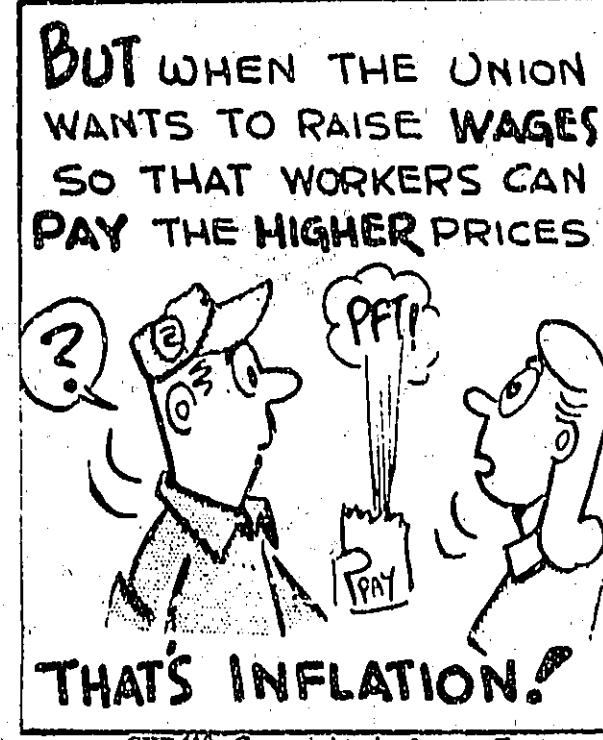
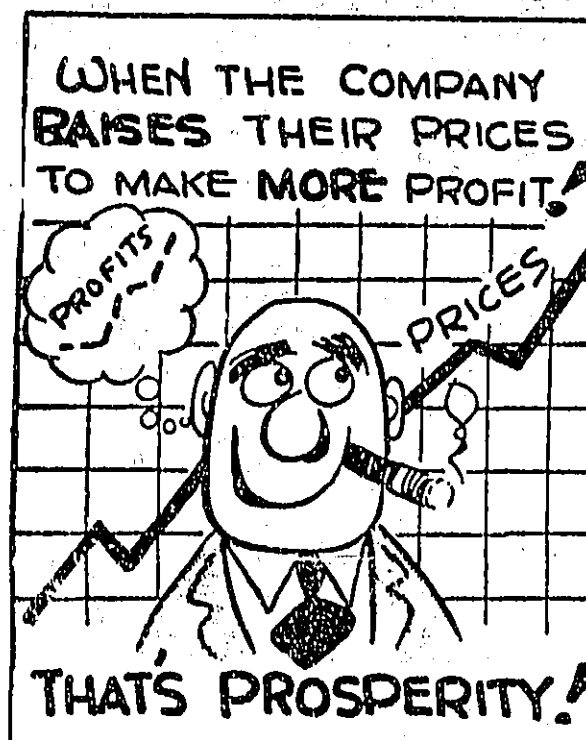
Let's look at what happened to them in the period through 1957.

Joe Worker	James Investor
If he worked every hour in the years 1950-57, or 16,640 hours, he earned in wages \$30,962	In the eight years he received in dividends \$28,480
	With the 3-for-1 split in 1954 he now has 2445 shares. At the present market value of about \$58 a share, it is worth \$142,810
	The total value is therefore \$171,650
	The cost of shares was 30,970
	The net gain would be \$140,680
If he worked only 16,000 hours (considering illness, layoffs, etc.) he earned \$29,972	

Mr. Investor's gain of \$140,000 amounted to \$8.70 for every hour that Joe worked!

Who contributed to inflation. Joe Worker who turned out over \$100,000 worth of goods working over 16,000 hours in these 8 years and got between \$29,000-\$30,000 in wages, or Mr. Investor who did no work and benefitted by \$140,000?

## DOUBLE STANDARD



## TOP OF THE LABOR NEWS

WASHINGTON (PAI)—A survey of the states by Press Associates, Inc. shows that three new and major developments favorable to labor are taking place in the campaign for the compulsory open shop or the so-called "right to work" proposal:

1. "Work" bills have been pretty well blocked in most state legislatures. Supporters of the anti-union measures are now concentrating most of their attention on initiative referendums;

2. As the recession deepens and more and more persons are losing their "right to work," the title "right to work" is being replaced by equally fictitious labels such as "Freedom of Choice," "Voluntary Unionism," and "Equal Opportunity."

CALIFORNIA—Backers of the "work" law are having real difficulty in securing sufficient signatures to place the initiative on the ballot in November. They filed only 150,000 valid signatures prior to deadline and were forced to ask for a 40-day extension, permitted under state law.

OHIO—"Work" law proponents are still far behind in their drive for signatures to place the measure on the November ballot. Some 7,000 petitions are currently out and many more will have to be signed before the August 5 filing deadline. However, union leaders feel the "open shoppers" have the time and the money to secure the names.

CHICAGO (PAI)—The Methodist Church national board of social and economic relations has adopted a resolution declaring that the "real menace" of state laws banning union shop agreements is that they deny "by law the possibility of increasing individual freedom . . . and are mis-called 'right to work' laws."

WASHINGTON (PAI)—The 18 "right to work" states led in minimum wage and child labor violations last year. They were responsible for 46% of violations of the minimum wage act though they only have 28% of workers subject to the act. They accounted for 59% of farm violations of the child labor laws. Though they have only about half the farming population, children exploited were 70% compared to 30% for the rest of the country.

## Current Events In My Section

by Allen E. Townsend

Docket #8615-58 was filed several weeks ago in the S.R.U. Department. This docket was filed by the Electricians of S.R.U. in protest of the violation of departmental seniority by this department. In this Electricians' group we have had layoffs of men with as much as 1942 service. The Company refuses to place them on other related jobs, namely Crane & Elevator Repair (Electrical) and Maintenance Electrician in the Powerhouses even though there are people in these classifications with five or six years less service. Because of the Company's attitude, these well qualified Electricians are being forced to go on Electrician Helpers and Lamp Trimmers jobs. The Company negotiators in Bldg. 41 claim that the Electricians are not qualified to do the jobs. They say this in spite of the fact that they have admitted many times in other meetings that

these Crane & Elevator and Powerhouse workers are, in fact, Electricians.

We have had several meetings in Bldg. 41 on this case; in addition to these meetings, we had a joint investigation of these jobs with the Company. Our side of this investigating committee who are people well qualified in the electrical field say without reservation that the Electricians from Shop Electric can do these jobs with very little training. This case is scheduled to be talked once more this week in Bldg. 41. If the Company remains adamant in their position, we will have no choice but to clear the New York Level on this case. We feel sure that the New York negotiators will see fit to reverse local management on such a flagrant violation of our contract. If local management persists in violations of this type, there can be nothing but trouble for them in the future.

## IUE-CIO 301 On the Job

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

Bldg. 49: The group under Shop Steward W. Gage do not feel it is necessary to farm out work in view of the serious lack of work situation in the Schenectady plant. They are requesting this situation be investigated and corrected.

Bldg. 273: The group under Shop Steward P. Lombardi do not feel that the proposed method of proportioning vacations is fair. They are requesting that they be permitted to take their vacations as they have done in past years.

Bldg. 273: The group under Shop Steward G. Rose feel that longer service Welders should be given the pipe test so that seniority shall be the factor determining which Welders will be released from the plant on a lack of work basis.

General Case: The Union is charging the Company with violation of the Local Supplement under Article II, Sect. E. The Company is refusing employees with longer service the right to displace shorter service employees on like kinds of jobs between divisions; for example Assembler Erectors from LM&G, Gas Turbine and MAC not being allowed to bump in LSTG; Assembler & Connectors from MAC and LM&G not being allowed to bump in LSTG, etc.

Bldg. 52: The Union feels that work that falls into the chip and grind and painting classification should be done by employees with that classification and not by grit

blast operators. The complainant in the case is Bradley Covert who works in Shop Steward C. Winkler's group.

Bldg. 29: The Union is protesting the way Gertrude L. Tamburillo who works in Shop Steward A. Brunetti's group was handled in Personnel. We believe she was discriminated against. Although there were 2 jobs available, a shorter service employee was interviewed first and given her choice of jobs and the longer service employee had to take the job that was left. We feel the longer service employee should have been interviewed first and been allowed to choose between the 2 available jobs.

Bldg. 285: The group under Shop Steward P. Sipone feel that since there has been no change in the work to be performed, the standard price should be paid on the 2 CW Operation.

Bldg. 285: The group under Shop Steward B. Abeel feel that the price on 518C458 polishing buckets is inadequate. They request proper price for work performed.

Bldg. 273: The union is charging violation of contract under Article IV, Sect. 3; in this instance not allowing the complainant, Josephine Borini, who is a female employee, to displace a shorter service male employee on the same occupation.

Bldg. 269: The group under Shop Steward J. Natonski are protesting salaried employees operating Exhaust Sets without hourly rated men assigned to this work. This is a constant violation of our Union contract.

## AS I SEE IT

by CHARLES SCOTT

Once more we are forced to visit the imaginary Allpurpose Lightening Company for this week's column. There were momentous happenings in the Gelectricady plant—the head of the Lightening Company was coming from New Cork to instruct the local management on how to quiet the employees who were starting to ask embarrassing questions.

The instructions from New Cork read to have all the local heads of the different divisions assembled and also to have a few members of supervision who had not been to the Croakem Training School there for comic relief.

The great day arrived and all were assembled and waiting eagerly with duly respectful bated breaths for the great words of wisdom that were about to be spoken. The great man began by first telling the different managers that people were getting restless and unless something was done and done quickly, the Allpurpose Lightening Company would be on the defensive and were there any suggestions from the assembled supervision?

Of course, the division heads having been through Croakem knew better than to make any suggestions, because if you make wrong ones you are not heard of again. The supervisors who thought that the Chief meant what he said asked why not provide more jobs and some sort of employment security so that employees will not be afraid to spend what little money they have? This was just what the big man was waiting for and he immediately began his spiel to his captive audience. "That, my boy, is negative thinking. Remember what that famous Roman, Nero, whom we admire so much, said: 'When the people are restless and discontented, give them Bread and Circuses'. Of course, the bread is out—that costs money, but circuses will be our pitch, and, besides, they can be charged off as publicity. We will deluge the community with a flood of propaganda on T.V., radio and in the newspapers. We will put it under the head of 'Function Upward'. We will tell the public to spend their savings; merchants to cut prices, but not us, and employees to work harder and better for the same wages. If the public and our employees do this, even if it doesn't end the recession, we will still make higher profits."

"Our pitch item by item will have this psychological effect on the public: First, we tell everyone to spend all they have—our slogan will be 'Buy with Assurance'. Notice how cute we are; we don't say money because confidentially the

bulk of the saving is controlled by you know which group and if anyone doesn't 'Buy with Assurance,' that means they don't have assurance and are troublemakers and should be watched closely."

"Second, we tell the merchants to cut their prices as low as possible. Of course, just between us, they have, but if they don't cut them further and the recession continues, it will clearly be the merchants and not us who are to blame."

"Third, and the most important item, will be jingles over radio telling our employees the picnic is over and we have to ship on time. Of course, they have never had a picnic in our plant and the only shipping dates that have been missed were through errors caused by the heads of divisions who are no longer with us, but the basic idea is to make the public as a whole think that the recession has been caused by picnic times and missed shipping dates. Now comes the real meat of the discussion! We follow up this picnic introduction with a plea to our employees for increased production and better work. We all know in this room that anyone who does spoil a job is taken off his job and we are pushing our help continually, but again the pitch is psychological; for, all we want to do is create the impression that our employees are not working hard and do not do good work. To top off the pitch, we will inform the public that we are 'Buying with Assurance'. We will point out our huge order for automation equipment."

The non-Croakem's broke in here to ask—"But won't that increase unemployment?" The great man again had the answer: "Boy, let me tell you that a course in the Croakem Training Center will sure straighten you out. We don't talk about increasing unemployment. We point to figures. Our pitch will be, 'Look how many less people are drawing Unemployment Insurance'. There are less people drawing Unemployment Insurance; hence less unemployed, but never say anything about the checks running out, and if there is any discussion about extending Unemployment Insurance, you will immediately start the propaganda machines rolling, saying loud and clear that people don't want unemployment benefits extended as that is the 'dole' and people would rather go hungry than accept extended benefits. You see, the pitch here is that unemployment benefits are charity and not something that the workers have paid into."

"Now, if everything is clear, and it had better be, I leave you with

## New Unemployment Law Eliminates Vacation Shut-Down Benefits

No unemployment benefits for periods of vacation shut-down will be paid in the future to workers affected by the shut-down of a plant for vacation purposes. The New York State Legislature made this ruling as part of the laws which it passed during its recent session.

Heretofore, a worker who was forced out of work for one or two weeks because of his employer's desire to shut down for vacation purposes without the consent of the employee or his labor union, was considered to be eligible for such benefits if he was available for work during the period of the shut-down. At the General Electric locations throughout the country, many claims were filed by workers for such benefits. Schenectady was one of the locations in which unemployment referees have held that the shut-down of certain buildings was not made with the union's consent. As a result, workers in Schenectady were held eligible for benefits until the new law was passed. In the future, Schenectady workers will not be eligible for such benefits.

Union leaders predicted that if the State Legislature were to amend the law with respect to vacation shut-down benefits, the Legislature would take advantage of the situation and open the floodgates to a flow of legislation unfavorable to workers. This, in fact, happened as predicted. Although the Legislature sugar-coated the pill with an increase in weekly rates to \$45.00, at the same time it included provisions making it easier for employers to defeat claims of unemployed workers by easy appeals on the part of employers by removing the opportunity of workers to regain their benefit rights during a seven week waiting period after losing their jobs through so-called "misconduct" or "voluntary leaving"; and by giving employers a bonanza of millions of dollars taken from workers who have had their ability to hear damaged by noisy work.



this statement of policy: 'All that the Allpurpose Lightening Company will contribute is slogans and propaganda — nothing material'. Now all rise and recite with me the Company slogan: 'A Lower Standard of Living for Employees and Higher Profits for the Company is Our Main Goal!'

## The Community And Labor Unions

by Dave Stockheim

The men and women of Local 301, after the day's work, go their different ways to meet the problems of living in the community. As in other communities, many meet on common ground by membership in fraternal, religious and public service organizations. Much time and effort is made to be successful in all the projects that these worthwhile organizations plan. This is not done for any special attention, applause or a pat on the back, but because these people have the welfare of others in their hearts.

The situation in Schenectady is not sound at the present time. Many who were in better circumstances will have to look to various agencies for help.

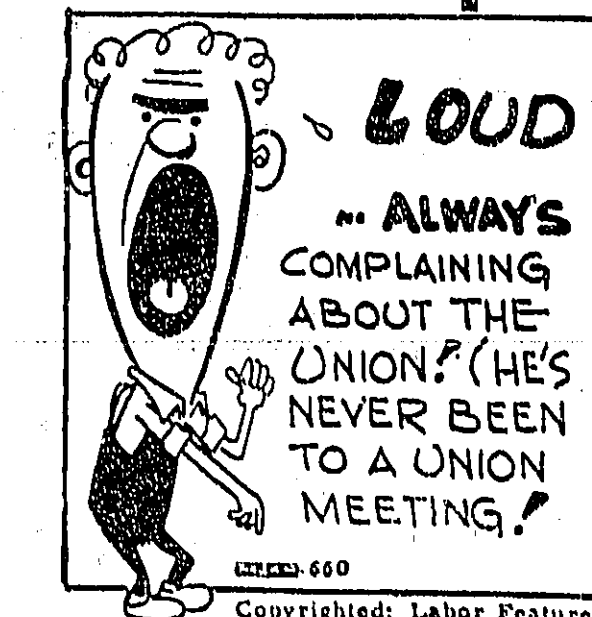
Those who support the Community Chest help the agencies that they themselves are interested in.

Local 301, as part of the Budget Committee of the Community Chest, assists in making recommendations on allocation of funds to the various public service agencies.

At last week's Budget Meeting we were quite impressed with the Visiting Nurse Service Association, which made over 15,000 bedside calls and only through lack of funds and nurses was unable to make an additional 2,000 calls. The majority of their calls to the sick and aged are free; in instances where remuneration is offered, fees are very nominal. Those under the G. E. Hospital Plan may seek aid from the Association.

To support this worthy organization and others like it, contribute to the Community Chest.

## Small People



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