

Reopening Closed Compensation Cases Bewilders Injured Workers

The question most frequently asked by workers who were at one time injured on the job is "How can I reopen my case now that I am again having trouble with my injury?"

First of all it must be understood that an injured worker is protected and can make a claim in connection with his injury for eighteen years from the date of the accident. Once a worker has ceased taking treatment and is not losing pay or time from work due to his injury he need not worry about the closing of his case as he can reopen it within the eighteen-year period. This explains the worker's right to reopen his case but does not tell how he goes about reopening it.

To explain how a case is reopened we must first distinguish between two classes of cases: Cases which are less than seven years old and cases which are more than seven years old.

Cases Less than 7 Years Old

Where the accident took place less than 7 years ago and the injured worker wants to reopen his case either because he needs further medical attention or is losing time or pay from work or both, he goes to a doctor of his own choice (preferably the doctor who treated him after the accident) and informs him of his difficulty and that he wants the doctor to reopen his case. If the doctor find a change

in condition he files with the Workmen's Compensation Board a medical report known as a C-27 which is reviewed by the Board and following which notice is sent to the injured worker as to the action to be taken. When the case is reopened it is the same as if it never was closed and the worker's rights are fully protected. Medical bills for the new round of treatment must be paid for by the employer and if there is lost time due to the accident, the employer must pay benefits.

Cases More than 7 Years Old

Where a case is more than 7 years old the procedures are somewhat different. The worker still goes to a doctor of his choice but the doctor, this time, must get authorization to treat in advance from the Workmen's Compensation Board as otherwise his bills do not have to be paid unless he has given "emergency" treatment. Only after he gets this authorization to treat does he file the C-27 to reopen the case. There after, the worker will receive a form from the Board which he must fill out and return to the Board. When the worker receives notice that his case is reopened then he has the same rights as if it were never closed.

In all cases involving the reopening of a closed case the worker should notify and consult with the union's lawyer.

Children Are the Wealth of the Nation

A very controversial question today is what can we do to keep children in school?

Board of Educations and some educators talk about making schools more attractive, having better athletic programs, music programs, club programs, etc.

To us as a union, all this talk is well and good but it does not get at the root of the trouble which hardly no one talks about.

We propose that these educators and Boards of Education make a survey of the respective industries in their localities, as to what wages they are paying. Chances are that they will find that if wages are inadequate, their problem is not any of the ones mentioned above but of one where they will have to induce these industries to pay adequate wages so the breadwinner of a family can afford to keep his child in school.

We Like Ike's Proposal

In view of mounting unemployment, "five and a half million as per U. S. Dept. of Labor figures, discounting workers who have exhausted their unemployment benefits and young folks who never held a job, college graduates, high school graduates or youngsters who just quit school to subsidize family incomes", we like the President's proposal which reads as follows:

The use of Federal funds to extend to thirty-nine weeks the unemployment compensation period of twenty-six weeks or less authorized in State laws.

This is further proof that we in N.Y.S. need a more liberal unemployment insurance law with no strings attached.

Hats Off to Dr. Mario Steffani

Ten years of research by Dr. Mario Steffani at St. Elizabeth's Hospital in Boston, Mass., have been crowned with success in heart work. He has discovered a mold which can be injected into the blood stream and which will hunt down and break up blood clots. The discovery is a major find, possibly as significant as the discovery of penicillin.

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. 17: Due to the fact that this department has been working overtime on Saturdays, Sundays, etc., the group under Shop Steward J. Hurd request that said department rehire employees who have been laid off due to lack of work (last layoff one week ago). They ask that the working force of the group or department be brought up to a normal 40-hour work week.

Bldg. 50: Edward Smith who works in Shop Steward J. Wager's group feels that due to the skill and responsibilities involved on the "Process - Pack - Include Check" job, an upward revision in rate is warranted.

Bldg. 97: Leonard J. Yager who works in Shop Steward H. Plummer's group feels the price on the large baling press work is inadequate, and that, therefore, a revision in this price is necessary.

Bldg. 107: The Furnace Repair Group under Shop Steward L. Feulner are protesting having work done on furnaces in Bldg. 85, by Machine Repair and Electrical Technicians. This work has always been done in the past by this group in Bldg. 107, and they are classified to do so.

Bldg. 40: The group under Shop Steward A. Coco feel that supervision is in violation of the contract when they inform the Union that the duties of the Production Follower in Bldg. 40-4, will be taken out of the bargaining unit and placed on a dispatcher set-up.

It Just Can't Be True

Although G.E. had said a million dollar dry milk processing plant opposite Appliance Park in Louisville, Ky., would damage attractiveness of the area, cause air pollution and increase traffic congestion, the Planning and Zoning Commission of Louisville considered only the pollution angle which it decided wasn't serious and then voted to change regulations to permit erection of the plant.

This all happens in view of General Electric's propaganda that they welcome other industries into towns where they are located but we also say that the cow is just as important as a turbine.

IUE-CIO LOCAL 301 NEWS
OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

Published by the Editorial Committee.

President.....Harry Williams
Vice President.....John Shoop
Treasurer.....Gerald O'Brien
Recording Secretary.....Larry Gabo
Asst. Recording Secretary.....Michael Rakvica
Chief Shop Steward.....Vincent DiLorenzo

121 ERIE BLVD. SCHENECTADY, N. Y.

Bldg. 93: The group under Shop Steward B. Donnelly are charging violation of contract under Article I, Sect. 1, in this instance where a supervisor is running a job which falls into the bargaining unit and is being time studied by a rate man after the regular shift has gone home.

Bldg. 273: The group under Shop Steward J. Thomas feel the price for welding the double elbow reheat valve casings is inadequate and request adjustment.

Bldg. 273: The group under Shop Steward J. Thomas feel that there should be no time study unless the steward of the group is first notified and the only part of the price that should be changed is the part where the method is changed.

Bldg. 285: The group under Shop Steward P. Sipone feel that there has been no change in the method of chipping the welds on 1st stage nozzles. Therefore, they are protesting any change in price. There is some change in the extra cost portion and that is the only part which should be changed.

NOTICE
Executive Board Meeting
Monday, Mar. 24, 1958
7:30 P.M.
UNION AUDITORIUM
121 Erie Blvd.

Truths That Have Been Denied Struggling Humanity

For every word that has left the lips of politicians or statesmen and even some labor leaders to enlighten man, a thousand have been withheld. For every book publicly exposed to the inquiring mind, one hundred more have been suppressed, "damned to oblivion". Each year of progress has been wilfully delayed centuries. Wisdom has had to filter thru biased, secret sessions where high dignitaries of state, labor and industry alone proclaimed what man should know.

How long will we continue to believe that we are not capable of weighing the worth of knowledge that concerns your personal freedom and happiness?

Let us not keep anything under a bushel.

**Attend Your
Union Meeting**

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 4 — No. 28

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

March 28, 1958

Special Board Meeting Called Because of Company's Attitude

Due to the G.E. Company's position on many cases which have been discussed on the 3rd level, the Executive Board is meeting on Monday, March 31st, 1958. At an Executive Board meeting held on March 24th, 1958, the Board voted to give full support on three cases which were discussed at that time:

One case is from the Tube Dept. and concerns a release date on Irene Samolek who the Company is obviously trying to hold on a job out of seniority. The Company used the argument that other women could not qualify for the job. There are now longer service women on the job, but the Company still insists they are unable to release Irene Samolek before July 11th, 1958, as they have her on a special assignment. This Dept. seems to have many new ideas on how they can violate our contract, even going to the extent of trying to tell the Union Stewards they are talking too much to their people. The members of the Union can expect full support of Local 301 on cases of this kind.

Another case is a Gas Turbine problem where the Dept. is insisting the foreman has the right to tell an employee he must work out of classification if asked to do so. The Union's position is that an employee should be given only work that falls within his classification unless a lack of work exists. This case points out one of the problems in this Dept. which could affect every member of our Union. There were other cases from this Dept. which were also discussed in N.Y. on 3/13/58, and which will be taken up at the Special Board Meeting on Monday.

The third case concerns a General Foreman Dimmick who is well known in Turbine for his overbearing manner and poor relationship with people from his section. This General Foreman evidently believes he can intimidate people under him but all he is doing is creating trouble by some of his actions. Turbine management should certainly look over a problem of this sort as the people in Turbine or any other Dept. do not have to put up with this type of a supervisor. The position taken by the Executive Board is very clear. If the Company representatives either locally or in N. Y. cannot straighten out this problem and live up to their responsibilities, they will have to face up to the consequences.

The Special Executive Board Meeting on March 31st is to review all the recent N. Y. level cases and advise the membership. The Union feels local management should sit down and try to resolve many of the problems facing our members today. These problems have been created due to decentralization, automation, lack of work and many other causes of GE's "New Look". If G.E. management is not willing to negotiate with the Union on these problems which are very disturbing to the members of our Union, it will be in order to call a special membership meeting also.

IUE Strike at Streck's Machine Co., Handles G.E. Farm-out Work

Streck's Machine Co., Watervliet, N. Y., is an unorganized shop that handles G.E. farm-out work. Some of the work involved are turbine wheels from Bldg. 49. This is not only a low-rated shop, but this vicious plant owner refuses to pay for overtime work and lays off the workers consistently out of seniority. Safety and health conditions in the plant are deplorable.

The IUE started an organizational campaign two months ago and better than 90% signed IUE cards. The company refused to consent to an N.L.R.B. election and then proceeded to hand out lay-off notices. The workers then voted to strike for recognition on March 11, 1958, and the strike commenced on March 12, 1958.

The company released a statement to the press stating that they were willing to have a member of the clergy or the judiciary check the IUE cards against the company roster and grant recognition if it were established that the majority of the employees wanted IUE to represent them. The IUE, on March 13, 1958, immediately sent a regis-

tered letter to the company accepting this proposal, and to this date has received no response from the company.

Picketing is on a 24 hour basis because the company is trying to sneak work in and out and is attempting to recruit strike-breakers. They have already hired Pinkertons on a 24 hour basis.

The success of the strike depends on the support of organized labor in the area and especially on the support of the brothers and sisters of IUE in the Schenectady area.

Voluntary pickets from Local 301 are needed and will no doubt perk up the morale of the militant workers.

Pickets are asked to report at any time of day or night convenient to them; duration of picketing will be left up to the discretion of the voluntary pickets themselves.

The Present Unemployment Situation

In 1949, this country went thru a downturn in production and employment. Four years later, 1953-54, it was repeated. Now four years after the 1953-54 downturn, we are again experiencing large scale unemployment. In the past year, industrial production has gone down by 8% and unemployment has doubled from 2,500,000 to about 5,500,000, and is on the rise.

Short work weeks have cut down the income of many other workers, and in many plants such as Schenectady hundreds of thousands are being down-graded to lower rated jobs as the bumping process goes on.

What is responsible for this curse of unemployment visiting us again for the third time in eight years?

In its "Year-End Review", G.E. claims that the trouble is simply due to the fact that "free and able buyers are being reluctant to buy and are increasing their savings".

That statement could only apply to the wealthy with whom the G.E. officials care to associate. Government reports show that in Decem-

ber, 1957, a smaller percentage of income was saved than a year ago.

Other figures show that the liquid savings (those readily turned into cash) are principally in the hands of the well-to-do. For example, the 16% of the population with incomes of more than \$7500 had as much liquid savings as the 58% of the people with incomes of less than \$5,000.

The higher income groups are those that are able to save a larger percentage of their incomes because they do not need it for living expenses.

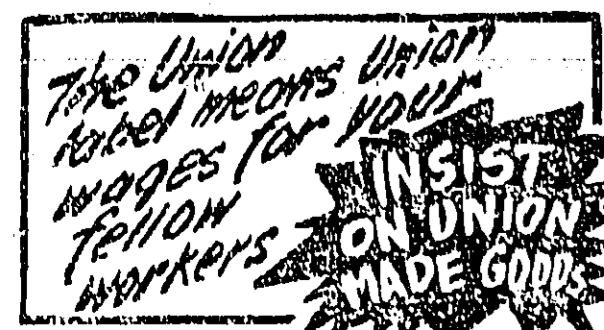
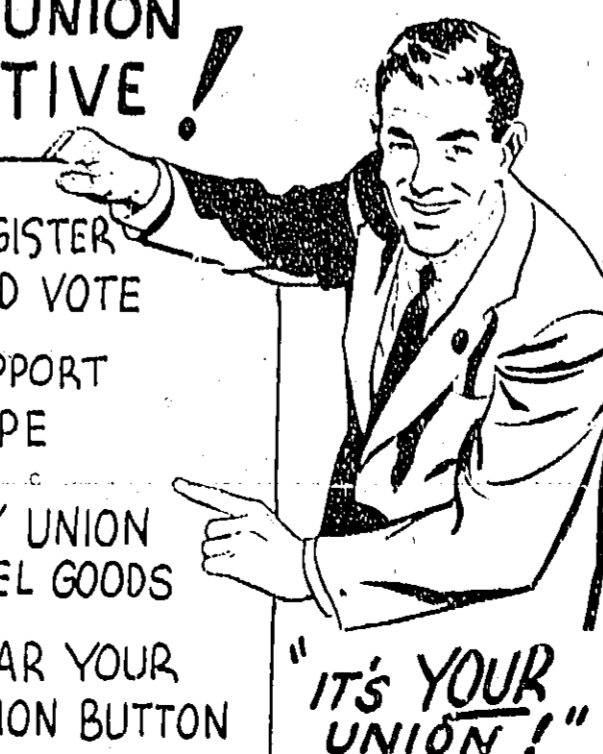
What happened in the last few years, as happened so often in our history, is that the wealthier groups had to find ways to use their huge savings. They, therefore, went into investment in new plants and equipment and into bidding up prices on the stock market.

(Continued on Page 4)

HELP MAKE YOUR UNION STRONG AND EFFECTIVE!

- ATTEND YOUR UNION MEETINGS
- TAKE PART IN UNION ACTIVITIES
- SIGN UP THAT NON-MEMBER
- READ YOUR UNION PAPER

- REGISTER AND VOTE
- SUPPORT COPE
- BUY UNION LABEL GOODS
- WEAR YOUR UNION BUTTON



New York State Unemployment Conference Held in Schenectady

On March 19, 1958, New York State Commerce Commissioner Dickinson held an unemployment conference in Schenectady. Harry Williams, President of Local 301, gave a comprehensive and factual report on the unemployment situation at G.E. along with the IUE Economic Program for 1958.

The same day, G.E. Vice President J. M. Crawford gave a long-winded report on the employment situation in Schenectady G.E. and completely ignored the fact that there are presently 5,986 less people working in the Schenectady works than in February, 1954. He also completely ignores the plight of the women workers in the last few years. There are approximately 500 women employees as compared to 3,000 that formerly were employed; some of the laid-off women workers have up to 16 years seniority.

Instead of recognizing the serious unemployment problem in Schenectady is almost robust when compared to Detroit, Mr. Crawford could very well have compared our unemployment with that of China and India and also make it appear favorable in comparison.

Mr. Crawford goes on to mention the year 1939 as the last of the so-called "normal" years when there were 15,000 jobs in Schenectady G.E., and while the county's population has increased 40 percent since 1939, the G.E. employment even at its lowest point is 80 percent higher. He again ignores the fact that in the last 3 years there are approximately 12,000 hourly and salaried workers laid-off from Schenectady G.E.

Mr. Crawford skirts around the serious unemployment situation caused by G.E. decentralization program and run-away operations in the South, Puerto Rico and Spain and instead attempts to convey the impression that G.E. is genuinely concerned with the economic outlook of the community with its program for capital improvements in Schenectady for 1957 and 1958 involving expenditures of \$45 million. An example of its investment in capital improvements is a monstrous automation machine now being built at Simmons Machine Co., Albany, N. Y., a machine that will cost approximately \$250,000 to build and when in operation will displace 125 workers.

G.E.'s program on capital investment is geared for higher and higher profits with complete disregard for the security of the G.E. worker.

Mr. Crawford made many more misleading and pious statements, and if Mr. Crawford and G.E. are sincerely interested in the welfare of the G.E. employees and the community, the Union is proposing a

comprehensive program that will alleviate a great deal of the hardship and economic difficulties caused by lack of work, not only in communities such as Schenectady but other N. Y. State communities as well. We think it is not only the responsibility of the General Electric workers to try to induce the Company into accepting this program; because this program is designed for the benefit of our whole Community as well as the State, we think the local government officials and the City Council and the County Board of Supervisors and the State legislative bodies and officials should intervene by urging the General Electric Company to accept the Union's proposal for Employment Security or to offer a program that will be equally as adequate.

Just a Reminder

During each fiscal month, the number of weeks in such General Electric fiscal month multiplied by 1½ hrs. per week for those stewards whose names and sections have been furnished to the Company pursuant to the provisions of Section 1 (b) hereof, while engaged in processing grievances at foreman's level pursuant to the provisions of Article XIII, Section 2 (a).

Where any plant is regularly scheduled on a forty-eight hour per week basis, the above allowance will be based on 2 hrs. per week.

This simply means that a steward is entitled to 1½ hrs. a week on a yellow voucher paid for by the Company providing a grievance is talked on the foreman's level. Two hours a week if on a 42 hour schedule.

NOTICE Specially Called Executive Board Meeting

Monday, March 31, 1958
7:30 P.M.

UNION AUDITORIUM
121 Erie Blvd.

IUE-CIO LOCAL 301 NEWS
OFFICIAL ORGAN OF LOCAL 301,
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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. 64: The Varnish Cloth group under Shop Steward A. Dieshner feel the Company should compensate them for the change of shift payments due them for the period Jan. 1, 1957 to March 6, 1958.

Bldg. 60: The group under Shop Steward R. Howard feel that the laying off of service help will reflect in the earnings of the production workers they service. Since there is enough work to keep these men busy, they are protesting this indiscriminate laying off of employees.

Bldg. 273: The group under Shop Steward R. Rissland feel that the 2-pole Gen. Field price should not apply to a 4-pole price. They request adequate price for work performed.

Bldg. 273: George Blair who works in Shop Steward L. Reynolds' group feels that he is entitled to 8 hours pay as he was sent home when he reported to work on the 3rd shift and a 2nd shift operator working on same job, rate and classification was kept working for 20 hours.

Bldg. 273: A. Lombardi who works in Shop Steward J. Grabo's group feels that the rate he is being paid for running a boring mill under piece work conditions is inadequate. The Union is requesting that management investigate and correct this matter.

Bldg. 273: The Union is charging violation of contract under Article VI, Sect. 4B, in this case reducing a price without a change of method. The complainant involved is Henry Florckiewicz who works in Shop Steward P. Bowers' group.

Bldg. 52: The group under Shop Steward M. Paludi is protesting the use of 3M brand caulking compound as it is made to be used in places where there is adequate ventilation which Bldg. 52 does not have.

Vacation-Pay Unemployment Benefits Still Under Appeal

The appeal which was taken by the General Electric Company from the decision granting unemployment benefits to workers in the Schenectady plant who were affected by "vacation shut-down" last summer is still undecided. A decision on the appeal may be handed down shortly. Briefs were filed by the attorneys a few weeks ago. Workers affected by this appeal will receive individual notice of the decision when it is made.

Bldg. 285: The group under Shop Steward S. Wright feel that a basic stockroom supply should be maintained in the toolroom in #285 as the tool crib attendants each night must go to #273 for such items as chisels, files, emery paper, etc. The Union is requesting that management investigate and correct this condition.

Bldg. 273: The group under Shop Steward J. Sickinger are charging violation of contract under Article VI, Sec. 11, in this instance assigning inspection work to Assemblers without first notifying the Union of the proposed change and giving the Union enough time to negotiate this question if it so desires.

Bldg. 60: The group under Shop Steward W. Martin are charging the Company with violating the agreement reached on "Crane Jumping". They feel that the Company should keep agreements reached through negotiations and not force the operators to request further meetings on matters already settled.

Bldg. 60: The group under Shop Steward A. Schaaff are protesting the assembly price paid on Gas Turbine Bases and request adjustment. They feel the price is low and are also questioning the fact that these bases are given to Medium Assemblers instead of Heavy Assemblers.

Bldg. 93: The group under Shop Steward B. Donnelly are charging violation of contract under Article I, Sect. I, in this instance a supervisor working on shell moulding and set-up.

Bldg. 53: The group under Shop Steward A. Burditt are charging violation of contract under Article I, Sect. I, in this instance the foreman doing Stockroom Accumulator's work.

Bldg. 17: The group under Shop Steward E. Luberda are protesting overtime and double time being worked in their group during a lay-off.

Bldg. 269: The group under Shop Steward G. Dreher are requesting an upward revision in rate on the Checker Packer job due to the skill and responsibility involved.

Automation . . .

Automation is largely responsible for a long term decline in employment. Surveys made by business magazines show that the employer claims that reductions in the number of workers on the production line will be balanced by increases in technicians and mechanics.

Now let us look at the truth: The highest skilled trade in industry, the toolmakers, which include some mighty skilled inspectors—the job decline in their case was cut more than half. This is a far cry from the GE's statement that skilled people will be or are in demand.



The above picture is of the March 19th Meeting of Pensioners.

Pensioners News

The second meeting of the "Retired Workers of America", National Conference Board of delegates, was held in Pittsfield, Mass., February 26th, 1958.

Members of the R.W.A., Local 301, IUE-AFL-CIO, who attended the meeting in Pittsfield were as follows:

Ben Geersen, President
John Lindsay, Secretary
Jack Briggs, Delegate

Jack Lindsay who is Vice-President of the National Conference Board of delegates was also elected President of District #3, New York State.

Mr. Lindsay and local President Ben Geersen extend an invitation to all G.E. Co. workers who are retired or near retirement to attend meetings. Meetings will be advertised in our local paper.

Right to Work Laws

The right of labor to organize is a natural right. The dignity of man implies that every man has basic rights which cannot be denied, and the fundamental duty of according a like respect to his fellow men. A man may not be treated as an animal or as an inanimate tool, to be used as far as possible and then discarded. Man is more than an instrument for gratifying the whims of other men. His high destiny gives him a nobility which may not be ignored. Practically, this means that the laws and institutions of mankind must guarantee the basic rights of man, namely, the right to live, to marry and to raise children in dignity and security.

We say that the right to live is the right to a job. The closest thing to any guarantee of this kind is a good labor union.

Furthermore, the job itself must permit a man to exercise as fully as possible his basic human rights. The wages he receives from his toil

The Big Steal

Let us not lull ourselves to sleep by thinking that the Natural Gas Bill is dead. Let us not underestimate the recuperative powers of this piece of legislation. It rivals the cat with nine lives.

The bill which would remove gas from federal regulation was believed to have been killed at least for this session of Congress. Let us point out that the oil and gas industry has had a bill to end federal regulation for the past ten years.

It is estimated that the value of oil and gas reserves will rise from 25 billion to 30 billion with passage of the bill.

With stakes like this, it is no wonder that the oil-gas lobby continues to press for an end to regulations and that it uses every trick in the book to gain its ends. The latest trick is that they called the defeated bill, "The Producers' Bill". The new gimmick comes into a form of a new bill exactly the same as the old one which they call the "Consumers' Bill", under the pretense that this bill is the best thing that has ever happened to the consumer.

Any let-up in consumer interest will be interpreted as a cooling of the fire. The best way to assure that the fire will not cool is to continue to register protests in letters to Congressmen.

Montgomery Ward Unfair to Labor

must be such as to allow him to live a fully human life. Specifically, he must be able to marry and to perpetuate his name among generations of men. Anything less than this is less than human.

Two Injured Workers Chance Losing Benefits for Failure to Report Accident

In the last two weeks the Union's lawyer represented in court two workers who had injured their backs while at work. These workers stand the chance of losing their claims, although every effort is being made by the union's lawyer to get the benefits due these workers, because both workers had failed to report their accidents at the time they were injured.

The facts in both cases are almost identical although the two workers involved work in different buildings and did not know about each other's case.

Both workers injured their backs while doing some heavy lifting. In both instances the pain was sharp and lasted for the rest of the day; nevertheless neither worker, contrary to the advice repeatedly given in these articles, bothered to report these accidents to their foremen. Instead, they continued to work that same day and notified nobody, not even their fellow-employees about the accidents.

Following several days of continued pain, both workers went to their doctors for treatment but neither one made any mention about an accident. Both men had treatment over a period of months and were seen by various doctors who were called in, in consultation, but still these injured workers made no mention of an accident. Finally, after about seven months went by these men, for the first time related the accidents to the Company. Immediately, the Company challenged their rights to benefits on the grounds that the men had failed to meet the requirements of the law by not giving notice of the injury within 30 days of the accident. The Company took the further position that the Referee should disbelieve these men altogether as to whether the accidents occurred because both men had had previous accidents and had reported these other accidents promptly. The Company's argument obviously is that if the accidents had really happened these men knew enough from their previous experience to report the accidents promptly.

The union's lawyer is now faced with the need to try to find witnesses to these accidents to try to prove that the men were really hurt on the job. This points up the lesson repeatedly published in these articles that a worker who is injured should report his accident as soon as it happens to a foreman or the General Electric Clinic in order to protect his rights permanently. Otherwise he stands to lose all of his rights permanently. The union's lawyer stands ready to help injured workers to file their claims when called upon to do so and injured workers should avail themselves of this service.

Time spent by union stewards on grievance cases will be paid by the Company.

The workers will receive 10% night shift bonus, call-in pay, a seniority system, and 50 hours vacation after one year's service; 80 hours vacation after 3 years.

If Sunbeam opens a new plant in Puerto Rico, it has agreed to grant I.U.E. bargaining rights for the employees.

The I.U.E. which supported the strikers during the long walkout was aided by the cooperation of a number of island unions. The final negotiations were conducted for the union by Hartnett and Ben Sigal, I.U.E. chief counsel.

I.U.E. Opens Puerto Rico to Organizing

In answer to many queries as to where does our money go, let us give you one instance on where a tremendous amount of money was spent to good avail.

The I.U.E. has won a 115 day strike at the Sunbeam Corp. plant in San Juan, Puerto Rico. The victory is expected to clear the way for further unionization of the island's growing industry, which has been augmented lately by many "runaway" shops from the United States.

The strike began after the Company refused consent to a National Labor Relations Board election. I.U.E. signed up a majority of the 225-workers. The walkout had achieved great symbolic importance in Puerto Rico, where organized workers and employers alike were watching the outcome.

Under the terms of the one-year contract that was signed between management and I.U.E. Secretary-Treasurer Al Hartnett, the workers received a 12% wage increase, doubled insurance and weekly sick benefits, triple time for holidays, double time for Sundays and time and one-half for Saturdays.

The employees were granted a seventh paid holiday, which is the highest number under any collective agreement in Puerto Rico.

Sunbeam agreed to reinstate with back pay two discharged employees and to grant the union a maintenance and membership union security clause and a check-off of dues.