

Scamson Has Nothing on This!

There has been much dissatisfaction in the past on what is normal effort or: What is a day's work—or: Is it just common labor? Well, what is your opinion of this job? . . .

Pete operates a paint machine in the Refrigerator Department. The production speed is 131 per hour. Pete lifts a 25-pound part from knee high to over shoulder high placing it in the machine and then takes a finished one off. Another operation of blowing with air requires another lift by Pete.

Pete's effort formula: 131 per hr. times 3 equals 393 times 25 normal equals 9,825 pounds per hour—close to five tons per hour, or 39 tons for a day's work.

Pete is not a small fellow. He is quite a man. It was necessary to send out a request for some oversized fellows to fill the qualifications, says the foreman.

Management says glorified common labor is well paid at job rate of 75c per hour. What do you think?

Refrigerator Workers Request Further Information

Changes made without first discussing the change with the Union Representatives is beginning to have its effect in the Refrigerator Department. The idea of introducing the change on one of the three shifts usually at the weakest point is beginning to wear out. The foreman then notifies the other two shifts that it must be O.K., because the other shift did it.

If the change is a reasonable one, it is not necessary to sneak it under the wire. A full explanation to the Union Representative would be an overture of cooperation which is usually necessary on moves of this kind.

If harmony is to exist in the Refrigerator Department, policy of this type should be changed.

Screw Machine Ops Ask Reclassification

Hand screw machine operators request higher rate for work that has tolerances in the tenths. Request is also made for job definition to distinguish class of work.

The screw machine department is contemplating a meeting to hear the management's answer to these requests.

Company Requests Change in Contract

The Company requested the Union to make change in contract embodied in G. E. Q-105 under Decreasing of Forces. The present wording is: "Generally speaking the personnel will not be reduced until production has decreased at least 10 per cent below that called for by the established working schedule and after every effort is made to transfer employees from slack to busier departments. If reductions in forces are necessary, advanced notice will be given together with reasons for the change. An employee to be laid off for lack of work for an extended or indefinite period will be given notice of at least one week."

The change suggested by the company is: Generally speaking the company will maintain a work schedule of 40 hours per week until 12 1/2 per cent of the force has been laid off. Then hours will be reduced to 36 before additional lay offs are made. If further reductions are necessary consideration will be given additional lay offs or shorter hours. Before employees are laid off every effort will be made to transfer them from slack to busier departments. Employees scheduled for lay offs will be given reasons for the change and if laid off for an extended period will be given notice of at least one week."

Cable Department Requests Review of Job Value

The employees on the galvanized braiders are requesting a review of job value. Comparing the work on these machines with others, the operators claim it to be low.

New machines with higher output, requiring more skill, have been introduced, so why not more money, say the boys.

Toolmakers Reject Management's Answer

(Continued from Page 1) (2)

Apprentices will receive 81c per hour upon graduation and will receive 81c six months after graduation and 93c after one year's experience after graduation.

An apprentice will be given preference in filling openings on machine work incidental to tool work.

An apprentice will not be placed on any job with the intention of keeping him as a permanent operator. After graduation an apprentice will be given preference on any opening in a tool room, or shall be given preference over new operators on highly skilled machine operations, such as: jig borer, Gedding and Lewis, Keller, etc.

(3)

Inasmuch as they could not find Gedding and Lewis in two communities, we feel that where these machines are used in other industries, then these industries should be used as a comparison. Furthermore, Keller machines had a job rate of \$1.10 which was lowered according to the management. This does not concur with the practices in other industries. The Keller is rated one step higher in other industries than Gedding and Lewis.

(4)

Because of the dissatisfaction existing among the toolmakers with the present rates and classifications, and after considering the management's statement that rates are set based on the community rate survey, it is the opinion of the majority of the toolmakers that the class of work done in the Schenectady G. E. is of a much higher class compared to what is being done in the community. Moreover, the Company has confirmed this opinion, and claims five per cent was allowed for the differential.

This committee feels that something more tangible should be produced in the form of drawings, so we can assure ourselves and the employees we represent that a fair comparison of jobs is being made.

(5)

Inasmuch as there are rates of \$1.25 and \$1.30 respectively, being paid in our community for a particular class of work, we interpret this as a going rate or actual rate paid to groups of employees. Therefore, we feel that similar should prevail in the Schenectady Plant for similar work.

Rep. Crowther Speaks Up

COPY In WASHINGTON: The Lee House, 15th & L Streets, Washington, D.C. UNITED ELECTRICAL RADIO & MACHINE WORKERS OF AMERICA 261 Fifth Ave. at 29th Street New York City

Monday, May 6, 1940. Rep. Frank Crowther (R-NY) has informed me that he has decided to vote against any amendment to the Wagner Act—and I trust this coincides with any report you may have gotten. I am sure that it is the pressure Local 301 has been able to put on that has secured this vote for us in the coming floor fight. With best personal wishes.

LYLE DOWLING C: Emspak.

Electricians Meet —Discuss Shop Problems

The Shop Electric turned out in mass Thursday night, May 9th. Shop problems of all sorts were discussed. Plans were formulated to round out all the grievances into a program covering working condition, job classifications, and rates to be presented to the supervision and management.

The discussion brought out the fact that considerable misunderstanding existed which resulted in dissatisfaction and worked to the disadvantage of the employees. The indication is that the Electricians are determined to clear this whole matter up.

JUNE BUTTONS ARE IN — ARE YOU WEARING Y O U R S ?

Help maintain the American standard of living in our community. Patronize our C. I. O. UNION LAUNDRIES!

FUNERAL DIRECTORS

THE BOND FUNERAL HOME R. R. BOND Broadway & Gullerland Ave. Schenectady, N. Y.

GLEASON AND BERNARDI Phone 4-1134 1 06Jay St. Schenectady, N. Y.

JAMES JENNINGS & SON FUNERAL DIRECTORS 1130 Third Ave. Schenectady (Mont Pleasant) Telephone: 4-5065 and 6-4342

PECKHAM WOLF & CO. 467 Nott St. Telephone 4-9371 Lumber - Millwork - Screens - Storm Sash - One Coat Wall Paint - Roofing - Cabinets - Rare Woods

McDONALD Furniture Store Complete Home Furniture 131-133 Broadway Phone 4-7341

ROSA Coal Company Dist 4-4238 Keep the Warm Air in Your Home Pure with Lehigh Valley Anthracite The Coal That Satisfies

YOUR HALL WHY NOT ARRANGE YOUR SECTION MEETING AT UNION HEADQUARTERS? THERE ARE MANY CONVENIENCES ACCOMMODATING ANY TYPE OF ENTERTAINMENT. THE USE OF THE HALL IS FREE TO MEMBERSHIP. CALL THE OFFICE AND MAKE ARRANGEMENTS.

When You Have Finished Reading This Why Not Pass It On to Someone Else?

Electricians Meet —Discuss Shop Problems PATRONIZE THESE UNION LAUNDRIES: American Coat, Apron and Laundry Co. 1030 Barrett Street Phone 4-3166

Service Linen Supply 249 Green Street Phone 6-5550

JUNE BUTTONS ARE IN — ARE YOU WEARING Y O U R S ? Help maintain the American standard of living in our community. Patronize our C. I. O. UNION LAUNDRIES!

ELECTRICAL UNION NEWS LOCAL 301 THE VOICE OF THE UNITED ELECTRICAL RADIO & MACHINE WORKERS OF AMERICA — Local 301 — CIO

SCHENECTADY, N. Y.—JULY 2nd, 1940 No. 8

UNION FIELD DAY JULY 13th

Second Shift Workers Deplore Company's Action on Bonus

At a special called meeting of shift workers, the following resolution was unanimously adopted:

"WHEREAS, the company has refused to give the second shift the 10 percent night bonus, and

"WHEREAS, the company has refused to liberalize the pension and remedy the injustice in the present method of calculation, and

"WHEREAS, the company has taken the cheapest way out by giving negative answers on mostly all questions involving money, and

"WHEREAS, the company has given unsatisfactory replies to the union's request for a standardized time study and piece work procedure;

"THEREFORE BE IT

"RESOLVED, That we, the shift workers, endorse the union negotiating committee's replies to the company on pension and night bonus; while we accept the granting of the additional bonus for third shift and liberalization of vacation plan, we deplore the negative answers given by the company on other items.

"FURTHERMORE, We do not think the company's answer justifies the refusal to grant the union's request.

"We recommend that the membership instruct our delegates to petition the national office to resume negotiations and to take any necessary steps to achieve the request the union has made."

As it was expected, the second shift workers could not agree with the company's logic in not giving the same consideration to them as they did the third shift. The discussion centered about the question that "if Westinghouse does it, why not G.E.?"

The granting of the bonus to only third shift was viewed by those at the meeting as an obligatory act by the company done in the cheapest way. In other words, the company was obliged to recognize the 10 per cent bonus because Westinghouse had previously done it. The third shift, usually a skeleton shift and usually a temporary one, was granted the 10 per cent. This, as the shift workers expressed themselves, was the cheapest way out.

Membership Endorses Executive Board Recommendation

The Executive Board recommends that the local endorse the contract committee's statements to the company on their refusal to grant the union's request to liberalize pension and bonus to both shifts.

The boards recommends accepting of the liberalization of vacation plan and 10 percent for third shift and other minor concessions.

On the points the company refused to go along on: namely, Pensions, second shift bonus; pay for legal holidays, voluntary check off; time study and piece work procedure; the local recommends a long-range program should be initiated by the local protesting the company's answers on these matters through means of publicity in the local and national newspapers and other means that might be as effective to convince the company that their negative answers are not accepted by the local membership.

THE DATE

The Activities Committee reported arrangements are nearly completed for the Field Day, Saturday, July 13th. Transportation has been arranged from Union Headquarters, at Liberty Street and Erie Boulevard, to the park on half hour service. Transportation is free on presentation of ticket. Gate prizes will be drawn at the field some time during the late afternoon.

Prizes are: \$150.00, first prize - \$75.00, second prize - \$50.00, third prize.

The Program

- Music all day. Ladies' softball games. Children's races and games. Fat man's race. Three-legged race. Sack race. Soccer game. Climbing greased pole contest. Tug-o-war.

Bicycle race for boys and girls. (Note: Slowest one wins. Children participating will be obliged to bring their bicycles.)

Roller skating contest. Amateur performance.

Dancing from 8:00 to 12:00.

Prizes will be awarded to those selling the largest number of tickets. First prize, \$25.00; second prize, \$15.00; third prize, \$10.00.

The committee promises to top any program that we have had before.

The Committee

- P. De Siena, Chairman, Bldg. 53. A. Eastman, Sec'y-Treas., Bldg. 16. H. MacNicol, Bldg. 85. W. Sanders, Bldg. 85. W. Mastrrianni, Bldg. 12. E. Bauer, Bldg. 12. M. Tedisco, Bldg. 17. P. Carrese, Bldg. 63. G. Barton, Bldg. 11. M. Phillips, Bldg. 12. H. Bryant, Bldg. 85. D. Belott, Bldg. 19. J. Corsetti, Bldg. 53. R. Coleman, Bldg. 85.

The following Field Day committees have been appointed:

- Refreshments—A. Christison, Bldg. 16. Dance—F. Emspak, Bldg. 46. Food—Ladies' Auxiliary. Candy and Blankets—Bellinger, Bldg. 60. Transportation—C. White, Bldg. 10; J. Perretta, Bldg. 76. Ticket Selling—H. Rector, Bldg. 37; S. Klein, Bldg. 9; R. Anderson, Bldg. 17; A. Lenta, Bldg. 53. Sports—H. MacNicol, Bldg. 85. Gate—G. Crandall and W. Plummer, Bldg. 60. Parking—D. Belott, Bldg. 19. Vice-Chairman—E. Wallingford.

10 Percent Bonus Paid To Third Shift

The third shift received the 10 per cent bonus which was retroactive to May 1st, in their pay of June 20th and 21st.

There are some employees working on special shifts that extend their working time into parts of both the present shifts. These cases are still under discussion.

Time to Save the Wagner Act

There is still time to save the Wagner labor relations act.

The House has passed the Smith amendments by a vote of 258 to 129. These represent the most extreme proposals of the anti-union manufacturers for the emasculation of the act and the destruction of labor's collective bargaining rights.

The Smith amendments were denounced by Senator Wagner and every other friend of the Labor Act. Even President Green of the AFL declared not long ago that "the amendments offered by the Smith committee as a whole strike in a destructive way vital, fundamental principles of the Labor Act."

Only an amazing last-minute reversal of position by Green made possible the passage of the Smith amendments. Without this, even the most reactionary members of Congress might have hesitated to incur labor's wrath by voting for such a barefaced destruction of labor's rights.

The craft amendment embodied in the Smith bill threatens the very existence of all industrial unions. It would subject them to immediate raids and division, even in the face of existing contracts. It would also destroy company-wide or region-wide collective bargaining by permitting division of all workers into the smallest possible units for election purposes.

But the amendments passed by the House go much further than this attack on industrial unionism. They include numerous assaults on the organizing and bargaining rights of all labor unionists.

In a letter to all CIO affiliates, Pres. John L. Lewis has urged that the following steps be taken:

- (1) That letters be written to all Senators, particularly the members of the Senate Education and Labor Committee, and Senator Wagner, expressing opposition to the Smith amendments that have been brought before Congress.

(Continued on Page 4)

Fed Up With AFL, Local Votes CIO By 3 to 1

(Union News Service) DAYTON, Ohio, June 15.—Fed up by two years' experience in the AFL Intl. Moulders Union, employees at the G. H. & R. Foundry voted 425-127 to be represented in the future by the CIO-United Electrical, Radio & Machine Workers.

Organization Director James Matles of the UERMW said the local group is the third AFL union which has swung into the VIO affiliate's ranks in recent weeks. Earlier Local B-1010 of the Intl. Brotherhood of Electrical Workers in New York City and the federal local at the Ramington-Rand plant in North Tonawanda, N. Y., had kissed the federation goodbye.

The 127 votes cast against the CIO in the local NLRB poll were not for the AFL organization but for "no union." Two years under a Moulders Union contract left the AFL with so little support among the company's employees that it could not even get a place on the ballot.

The plant is a division of the Dayton Malleable Iron Co.

ORIGINAL TORN

... ELECTRICAL UNION NEWS ...

Published by: UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, LOCAL 301 301 Liberty St., Schenectady, N. Y.

SCHENECTADY, NEW YORK JULY 2nd, 1940

EDITING BOARD

- William Turnbull Seymour Schreier
Thomas Caulfield Sidney Webb, Secretary
Benjamin Goerssen Michael Tedesco
Fred Schoeffler Fred Maern, Chairman
Editor - L. Jandrecu

EDITORIAL

IS IT TRUE THAT ...

Employers Invest Money To Create Jobs?

There is much propaganda in the world aimed at "convincing" men and women who work for a living that everything any employer may happen to do is bound to be perfect for the employee. Some of it is very clever; it consists of drumming away at pseudo-facts—false "facts"—to show that Mr. Employer is working night and day for the sole purpose of providing his employees with a living.

A recent example, for instance, that comes to our desk includes the statement:

"The steel industry, for instance, estimates that it costs \$10,000 to make a job for a worker in that field (\$7,300 to provide land, buildings and machinery; \$1,800 to supply raw materials; and \$900 to meet incidental costs)."

This statement creates an entirely false picture.

For, obviously, the big industries do not in fact put out \$10,000 per head in order to "make a job for a worker," but in order to draw larger and larger profits for the company. One doubts seriously that any investment—even if it were twice \$10,000—can be listed as an especially charitable act when it brings back hundreds of millions of dollars in profits, executive salaries, management fees, and special bonuses.

Nor is it true that investment of money invariably makes jobs. On the contrary, as technological change advances, money is invested not to make jobs but to make fewer jobs. If a management puts \$10,000 into a new automatic or semi-automatic machine, it is not for the purpose of employing more people, but for the purpose of getting more production out of fewer people.

There may be a few cents more in the pay envelope for the two or three employees who stay to operate the new machine (and very often these are among the lowest paid, for such machines tend to throw out of work the skilled men), but twenty, fifty, or even more employees are just out of luck.

As long as the company propaganda sample we mention cites the steel industry, let's take a look at the steel industry.

In 1937, organization of CIO in steel brought about a fairly general reduction in work-week from 48 hours to 40 hours. This naturally raised the number of wage-earners required to produce the same number of ingots. And in the same period, union activity lifted average hourly earnings from 66.8 cents to 84.3 cents per hour—and this raised the total payroll. (See transcript of hearings on steel industry before federal TNEC committee.)

Between September 1937 and September 1939, the industry began to feel the full impact of automatic strip mills and other new machines. Whole towns of steel-workers and their families were reduced to poverty.

And the number of wage-earners dropped from 503,000 in September 1937 to 415,000 in September 1939—despite the fact that production was not reduced.

So, to the question of whether investment of \$10,000 to make a job for a worker really accomplished that much, the answer is an emphatic no. Investment in automatic strip-mills threw 88,000 workers out of jobs!

In our electrical manufacturing industry, the picture is even more staggering. The piece of employer propaganda cited mentions \$4,800 as the amount, for example, that it is supposed to cost "to make a job" for a worker in one section of the electrical industry.

Well, the fact is that the amount of product employers in the heavy goods end of the electrical industry get out of each hour an employee works has shot up by 32 percent! Comparing 1939 against 1937, we find that the labor cost for each \$100 of value produced in our industry is today 14 percent less than in 1939. So the result of these \$4,800 investments appears to have been a good thing for everyone except the employees.

Much direct testimony—letters from the shops, reports from officers and stewards—has come in to tell the grim story of men displaced by machines.

When the National Office of the UE put in its testimony with

PROFITS GOING UP

(Federated Pictures)

SOME PROFIT FIGURES

Table with columns: Company, 1st quarter 1940, 1st quarter 1939, % increase 1940 to 1939. Rows include Douglas, Fairchild, Curtis Wright, United Alirrat, Martin, Chrysler, General Motors, Studebaker, Inland Steel, National Steel, U. S. Steel, American Rolling, Bethlehem, Youngstown, Republic Steel, General Electric, Westinghouse.

U. S. Steel shows a 2500% increase in the first quarter of 1940 over the same period in 1939. The other companies listed in this chart taken from The Economic Outlook are also doing nicely.

"THIS MIGHT BE YOU!"

THE UNITED STATES DEPARTMENT OF LABOR with the cooperation of the MUTUAL BROADCASTING SYSTEM announces

A NEW RADIO SERIES Beginning July 6 — on Saturdays at the following time — coast to coast

Table with columns: Eastern, Central, Mountain, Pacific. Rows: STANDARD TIME, DAYLIGHT TIME.

American workers today constitute a major line of our defense. "THIS MIGHT BE YOU!" tells of the progress in protection and human dignity made by America's millions under our democratic system.

The title of the program, "THIS MIGHT BE YOU!", expresses the conviction that our laws, State and Federal, for the protection of American workers, are not yet as fully understood as they need to be—if they are to function to the best advantage.

Fifteen mailbags of letters come into the Department of Labor every day. These letters show that many workers do not know just what their rights are under workman's compensation, wage collection, minimum wage, and other labor laws. Some do not know where they can get advice and help in claiming their rights.

Actual experiences from the lives of working men and women in all states of the Union provide the drama for "THIS MIGHT BE YOU!"

TO HEAR THIS PROGRAM

To Extend Its Usefulness in Your Community

- 1. The Mutual Network will broadcast this program from Washington, D. C.
2. Local Mutual stations in each locality will usually carry the program if it is requested.
3. Local newspapers will probably use a notice about the series, if requested, because it is new, timely and of general interest.

Letter to the Editor

This paper will experiment with a new column with the purpose of allowing the members to give their personal views on matters affecting the employees in a department, or what they think about questions such as: company's answer on pensions, bonus for night workers, non-union members, etc.

It is expected that we will receive many more comments than our limited space will allow us to use; however, equal consideration will be allowed to everyone.

Dear Editor: When George was in Bldg. 53, he said: "I swear on a stack of Bibles as long as I am in this department, I will not allow you girls to take a cut in wages." Well, George may be out of the

building, but he is still in the department, and we are getting the cut. The girls had a lot of faith in George and why not? 'He was the boss', as one of the girls put it. One of the girls said: "He was standing along side of me with his arm around my shoulder giving me the blarney—the sky is the limit, he would not cut, and he took good care of his friends."

Something should be done about this misrepresentation. Does the company allow such tactics as these? George claims to do all the hiring in this department, giving everyone the impression that they are obligated to look and listen but not to talk. We did not think we needed a union. Us girls learned a lesson and it was but we're all in the union now.

I could not find any company policy in G. E. Q-105 that agreed with George.

Fraternally yours, ANN ASSEMBLER.

the federal TNEC committee on technological change, it summed the situation up this way:

"Technological change today throws people out of work faster than it cheapens prices or increases wages. The three do not keep pace. Of the enormous savings effected by such improvements, a little may show up as a lower sale-price to the consumer, and a little may show up in the pay of those fewer workers lucky enough to survive displacement—but the bulk of the savings is retained as profits by the company."

Here and There In Building 12

By B. Goerssen

Sympathy is extended to our fellow worker on C P assembly, second shift, Joe Lambert, whose mother was called to rest on May 25th. A floral tribute was sent by his Local 301 brothers. Burial in Gains Falls.

The first and second shift are re-joining over the fact that Tom Bradley and Henry (Frank) Mische who were recent patients in Ellis Hospital have recovered from their operations and are again working in Bldg. 12. Both were greatly missed while they were away.

Robert Perkins of our second shift group is confined to Ellis Hospital where we hope his stay will be a short one. All Local 301 members of Bldg. 12 express the hope that "Bob" will soon be working again.

And sometimes we wonder why we have bosses. The way some certain woman in the building gives orders. Since when have certain individuals been given this authority to divide aluminum?

We are thoroughly convinced that this column (Here and There in Bldg. 12) is much read, as last issue went to press without it, and oh boy, was there a howl! We shall try to give you some Bldg. 12 news from now on in every edition.

Understand that a certain pretty Miss is sporting a large diamond ring, but we hear she wears it only on Saturdays and Sundays. Says she doesn't want the other girls to feel bad.

Several inquiries have come to the office of late asking about Mrs. Lillian Vrooman who is confined to her home due to a slight illness. We understand that Lillian will again be on her job in a few days, which we hope will be long before you read about it in this paper. Lillian is a member of 301, and is employed on the day shift in charge of cafeteria.

Save your Larkin Co. coupons. We hear some woman who has a racket in Bldg. 12 will soon be displaying Larkin Co. premiums in Bldg. 12.

Speaking about time ... Did you hear the one about a girl on a Monday but due to her close cycle she did not get a chance to pin it on her dress till Thursday? (It's a fact.)

Ray Gardiner, committeeman on test, second shift, has recently been transferred to Bldg. 40, and his group in Bldg. 12 wish him much success. We hear the name of Wilfred Mack, truck prominently mentioned as the one most likely to succeed as the next committeeman for the test department group on second shift.

Another one of our members who was recently transferred to another department is Eddie J. Solloway from the welding gang on days. Eddie will work on government jobs in Bldg. 60. When pressed for a statement, Eddie replied, "The President says I full speed ahead, so I just had to get a job where I can do my bit." Good luck, Eddie.

Max Kremzler reports he celebrated his birthday on Tuesday, June 12th. He hopes next year the boys won't forget him, but he hopes the gang won't buy him any knives.

George Smith, in charge of check volumetric on days is out due to a slight accident. We all wish George a speedy recovery.

We wonder why our friend, Brother Murray, in test department, keeps saying to himself, "Oh, give me my boots and saddle." The boys are thinking of donations of a wood-en rocking horse so he can practice riding.

You say someone is missing from the welders? Yes, our committeeman, Eddie J. Bowers, got sick. Eddie has been out for a week with a slight infection of his arm. Indications are that Eddie will be out for another week, but all members of 301 in Bldg. 12 hope this is an error and that our popular committeeman won't be out another day. Hurry back, Eddie.

Since the last edition of our paper, several of our fairest in Bldg. 12 celebrated their birthdays: Theresa Linger on May 26; Irene Avery on June 8; Mary Falconio on June 17; and Agnes Ivinski on June 17. To all were extended birthday greetings with the hope that there would be many happy returns of the day for all.

The way the "Doctor" runs in and out of the office makes us wonder if anyone could be sick. Perhaps the strong cigar someone in the office smokes makes the group sick ... Could be.

What Do YOU Think?

We have not given too much thought to the changes and trend of job classifications which are resulting in reductions of job value affecting earnings in many instances. The question of what is a minor's job, or female's job, or man's job has been left mainly to opinion and the physical possibility of doing it.

There is quite an incentive to change a man's job to a minor or female classification because of the 25 to 30 per cent difference in rate. The question is usually ydisposed of on the basis: Is it simple enough for a boy to do? The question of physical effort in deciding a boy's job is looked at very lightly. We have boys in the local plant that are required to work much harder than men, both working at comparable work.

The decision as to what is a female's job is generally based on physical ability. We find the dividing line in these cases creeping into what has always been considered man's work.

The female employees do not profit by this trend as they are obliged to apply more physical effort to their work with the pay remaining status quo. We may at this time cite a few examples of recent date.

The punch press operation of several years ago confined females to small punch presses such as bench presses or very light floor presses. Today we have women operating large presses on jobs and machines very comparable in skill required, but earning 30c to 40c per hour less. Some jobs operated by girls require them to work in a standing position all day. In one case where the job required two operators on a 100-ton press, a boy was used as a second operator.

On an index punch press operation where men have been used for 35 years, the proposal is to use girls. It is said that the company is obliged to do this because their competitors are doing likewise.

Every company has the same reason. The moves are not generally made because he sees the other do it. Each one moves on his own initiative. One trying to outdo the other. This policy is in effect in industry. What is your opinion?

More About the New Sunday Paper

Circulation of subscription blanks for the Sunday Tribune began in General Electric Shops this week. This action was the result of indorsement of the plan for the newspaper at Local 301's last general-membership meeting.

Shop committeemen will distribute the blanks. Minimum subscription price is 25 cents—payment for five issues. Thereafter carrier boys will collect 20 cents monthly at the homes of subscribers.

As it was pointed out at a recent meeting of the board which will advise on policy of the paper, it is vital that advance subscriptions be secured. Unless a sufficient number agree to read the paper no Sunday Tribune can be published.

Local 301, in endorsing the plan for the paper, realized the necessity for the publication. It is now up to the membership of Local 301 to support this decision by subscribing.

Other unions and organized groups which have endorsed the plan, are giving the paper splendid support.

The Sunday Tribune will honestly represent groups in Schenectady. This is a vital need. But before this aim can be realized, publication must be assured by advance subscriptions.

Cooperate with your shop committeemen! Subscribe now to the Sunday Tribune!

many happy returns of the day for all.

Belle Baxter's Dance Recital Highly Acclaimed!

On Monday evening, June 24th, Miss Belle Mondon Baxter handed everyone present at her dance recital held at Erie Theatre a pleasant surprise. The finest dance recital ever held by a dance instructor in this area was given by Miss Baxter.

Miss Baxter, who is employed in the General Electric Company, has sacrificed all of her spare time to prepare this beautiful show for the members, and is certainly doing a splendid job.

It is this self-sacrificing spirit which has made Local 301 possible. We often wonder how ymuch sacrifice, if any at all, is made by some of the rank and file of our Union who constantly criticize what the Union is doing.

Our Union needs more of the generous spirit which is well exemplified by Belle. The Executive Board of our Union hereby extends the heartiest congratulations and thanks to Miss Baxter for her fine work.

The fine program put on at the Erie Theatre by Miss Baxter, was participated in by the following promising students:

- Junior LaRosa, Norma Cogenina, Carol Nobokowski, Marie Matulek, Carol Garrett, Alice Klam, Anna Grasso, Patsy Bolvert, Ida VanBotten, Shirley Burger, Barbara Ann McFarland, Patricia McFarland, Elizabeth Strang, Marilyn Levere, Charlotte Grigoliet, Marion Jandreau, Lenora Fredericks, Barbara Moore, Catherine Galling, Eleanor Orlando, Jennie Monticello, Shirley Sweezy, Margarette Votits, Olive Grigoliet, Janet Bell, Richard Brown, Shirley Carpenter, Lucy Carpenter, Pierette Carpenter, Bill Dineen, George VanEtten, Carol Miller, Ann Gerasimos. Char shall Burger, Roselyn Harris, Frederick Grigoliet, June Bolvert, Dorothy Bolvert, Lawrence VanEtten, Edith Perman, Viola Pulver, Ella May Ethnik, Josephine Gledis, Mildred Kwoles, Carol Cole, Eileen Domminick, Irene Des, Irene Dobies, Irene Miller, Anita Meliewicz, Doris Cole, Heloise, Doris Miller, Frances Galtara, Gertrude Strang, Rose Marie Sweezy, Edna Zelanow, Jean Smith, Charlotte Jankowski, Angie Messina, Joan Cortese, Eleanor Jones, Shirley Nelson, Johnnie Cmeteki, Shirley Garrett, Geraldine Brelch, James Simmons, Barbara Simmons, James Burger, Barbara Moreno, Patricia Boger, Joe Monticello, June Stuckwisch, Duane Nokolawski, Edith Benson, Marie Gerasimos, Tam Madonna, Anthony Tano, John Andrews and Frank Ozeski.

Many Schenectady Residents Are Still Unemployed

During May unemployment insurance benefits amounting to \$10,876,190 in the form of \$32,237 individual checks, were paid to unemployed men and women according to a report issued by Frieda Miller, Industrial Commissioner.

Many payments for Schenectady amounted to \$45,000.50 in the form of 3,896 individual checks to unemployed persons formerly holding jobs in covered employment. The average benefit payment for a single week of unemployment in the Schenectady area was \$11.39 for the month.

The above unemployed does not represent the total unemployed in the Schenectady area. To be eligible for employment benefits, a person must have worked in covered employment the previous year. Several thousand unemployed Schenectady residents are not eligible for insurance because they did not have the opportunity to work for the past several years.

DUNLOP TIRE & RUBBER CO. 768 State St. Telephone 6-7184 UP TO 25% DISCOUNT FOR G-E EMPLOYEES—Just bring in this ad. Open Evenings

Ph. Sch. 4-8718 David V. Maxwell MAXWELL RUG CLEANERS The only modern plant between New York City and Rochester Oriental and Domestic Rugs Repairing and Weaving 1697 State St. Schenectady, N. Y.

CORNELL'S Brake Service Scientific Brake and Wheel Aligning Service DIAL 6-9794 279 Ballston Ave. Scotia, N. Y.

Call for ... Mynderse Beverages DIAL 4-9378 or at your neighborhood store

READ THIS AND PASS IT ON TO SOMEONE ELSE

CASH MAKES THE DIFFERENCE Rugs - Carpets Broadloom Special Sale of 9x12 Rugs Discontinued Patterns Watch For APRIL BROADLOOM SALE Bailey Rug Co., Inc. 789 STATE STREET Phone 4-2868 Schenectady

PHONE 4-3164 FRANKLIN PRINT SHOP For WEDDING ANNOUNCEMENTS 502 Broadway - Cor. Edison Ave.

THE CITY'S 2 BEST BUYS! OLD MAC 100 PROOF Rye Whiskey 4 1/2 Yrs. Old Bottled in Bond \$1.15 pint \$2.25 Quart PAUL WILLIAMS 4 Year Old Bourbon \$1.64 Quart Fields LIQUOR STORE 6-8 ERIE BLVD. PHONE 4-6846

ORIGINAL TORN

... ELECTRICAL UNION NEWS ...

Published by:
 UNITED ELECTRICAL, RADIO & MACHINE WORKERS
 OF AMERICA, LOCAL 301
 301 Liberty St., Schenectady, N. Y.

SCHENECTADY, NEW YORK JULY 2nd, 1940

EDITING BOARD
 William Turnbull Seymour Schreter
 Thomas Caulfield Sidney Webb, Secretary
 Benjamin Geersen Michael Tedesco
 Fred Schoellier Fred Matern, Chairman
 Editor — L. Jandreau

EDITORIAL

IS IT TRUE THAT . . . Employers Invest Money To Create Jobs?

There is much propaganda in the world aimed at "convincing" men and women who work for a living that everything any employer may happen to do is bound to be perfect for the employee. Some of it is very clever; it consists of drumming away at pseudo-facts—false "facts"—to show that Mr. Employer is working night and day for the sole purpose of providing his employees with a living.

A recent example, for instance, that comes to our desk includes the statement:

"The steel industry, for instance, estimates that it costs \$10,000 to make a job for a worker in that field (\$7,300 to provide land, buildings and machinery; \$1,800 to supply raw materials; and \$900 to meet incidental costs)."

This statement creates an entirely false picture.

For, obviously, the big industries do not in fact put out \$10,000 per head in order to "make a job for a worker," but in order to draw larger and larger profits for the company. One doubts seriously that any investment—even if it were twice \$10,000—can be listed as an especially charitable act when it brings back hundreds of millions of dollars in profits, executive salaries, management fees, and special bonuses.

Nor is it true that investment of money invariably makes jobs. On the contrary, as technological change advances, money is invested not to make jobs but to make fewer jobs. If a management puts \$10,000 into a new automatic or semi-automatic machine, it is not for the purpose of employing more people, but for the purpose of getting more production out of fewer people.

There may be a few cents more in the pay envelope for the two or three employees who stay to operate the new machine (and very often these are among the lowest paid, for such machines tend to throw out of work the skilled men), but twenty, fifty, or even more employees are just out of luck.

As long as the company propaganda sample we mention cites the steel industry, let's take a look at the steel industry.

In 1937, organization of CIO in steel brought about a fairly general reduction in work-week from 48 hours to 40 hours. This naturally raised the number of wage-earners required to produce the same number of ingots. And in the same period, union activity lifted average hourly earnings from 66.8 cents to 84.3 cents per hour—and this raised the total payroll. (See transcript of hearings on steel industry before federal TNEC committee.)

Between September 1937 and September 1939, the industry began to feel the full impact of automatic strip mills and other new machines. Whole towns of steel-workers and their families were reduced to poverty.

And the number of wage-earners dropped from 503,000 in September 1937 to 415,000 in September 1939—despite the fact that production was not reduced.

So, to the question of whether investment of \$10,000 to make a job for a worker really accomplished that much, the answer is an emphatic no. Investment in automatic strip-mills threw 88,000 workers out of jobs!

In our electrical manufacturing industry, the picture is even more staggering. The piece of employer propaganda cited mentions \$4,800 as the amount, for example, that it is supposed to cost "to make a job" for a worker in one section of the electrical industry.

Well, the fact is that the amount of product employers in the heavy goods end of the electrical industry get out of each hour an employee works has shot up by 32 percent! Comparing 1939 against 1937, we find that the labor cost for each \$100 of value produced in our industry is today 14 percent less than in 1939. So the result of these \$4,800 investments appears to have been a good thing for everyone except the employees.

Much direct testimony—letters from the shops, reports from officers and stewards—has come in to tell the grim story of men displaced by machines.

When the National Office of the UE put in its testimony with

PROFITS GOING UP

(Federated Pictures)

SOME PROFIT FIGURES

Company	1st quarter 1940	1st quarter 1939	% increase 1939 to 1940
Altoona			
Douglas	\$1,804,877	\$771,552	134
Fairchild	209,102	56,254	274
Curtiss Wright	2,414,196	1,698,157	42
United Aircraft	2,380,029	1,490,799	60
Martin, Glenn L.	2,162,670	682,496	218
Automobiles			
Chrysler	15,742,388	11,638,290	35
General Motors	67,028,461	53,177,928	26
Studebaker	511,503	56,914	800
Steel			
Inland Steel	3,059,844	2,024,601	51
National Steel	4,009,193	2,426,609	65
U. S. Steel	17,113,995	660,551	2500
American Rolling	1,065,194	793,479	27
Bohlerchem	10,891,139	2,409,059	350
Youngstown	1,253,929	217,107	480
Republic Steel	3,111,723	532,899	490
Electric Equipment			
General Electric	11,951,450	7,373,431	62
Westinghouse	4,441,428	2,356,150	72

U. S. Steel shows a 2500% increase in the first quarter of 1940 over the same period in 1939. The other companies listed in this chart taken from *The Economic Outlook* are also doing nicely.

"THIS MIGHT BE YOU!"

THE UNITED STATES DEPARTMENT OF LABOR with the cooperation of the MUTUAL BROADCASTING SYSTEM announces

A NEW RADIO SERIES Beginning July 6 — on Saturdays
 at the following time — coast to coast

STANDARD TIME	Eastern	Central	Mountain	Pacific
1:00 p.m.	12:00 p.m.	11:00 a.m.	10:00 a.m.	
2:00 p.m.	1:00 p.m.	12:00 m.	11:00 a.m.	

American workers today constitute a major line of our defense. "THIS MIGHT BE YOU!" tells of the progress in protection and human dignity made by America's millions under our democratic system.

The title of the program, "THIS MIGHT BE YOU!", expresses the conviction that our laws, State and Federal, for the protection of American workers, are not yet as fully understood as they need to be if they are to function to the best advantage.

Fifteen mailboxes of letters come into the Department of Labor every day. These letters show that many workers do not know just what their rights are under workmen's compensation, wage collection, minimum wage, and other labor laws. Some do not know where they can get advice and help in claiming their rights.

Actual experiences from the lives of working men and women in all states of the Union provide the drama for "THIS MIGHT BE YOU!"

TO HEAR THIS PROGRAM To Extend Its Usefulness in Your Community

- The Mutual Network will broadcast this program from Washington, D. C.
- Local Mutual stations in each locality will usually carry the program if it is requested.
- Local newspapers will probably use a notice about the series. If requested, because it is now, timely and of general interest.

Letter to the Editor

This paper will experiment with a new column with the purpose of allowing the members to give their personal views on matters affecting the employees in a department, or what they think about questions such as: company's answer on pensions, bonus for night workers, non-union members, etc.

It is expected that we will receive many more comments than our limited space will allow us to use; however, equal consideration will be allowed to everyone.

Dear Editor:
 When George was in Bldg. 53, he said: "I swear on a stack of Bibles as long as I am in this department, I will not allow you girls to take a cut in wages."
 Well, George may be out of the

building, but he is still in the department, and we are getting the cut.

The girls had a lot of faith in George and why not? "He was the boss," as one of the girls put it. One of the girls said: "He was standing along side of me with his arm around my shoulder giving me the blarney—the sky is the limit, he would not cut, and he took good care of his friends."
 Something should be done about this misrepresentation. Does the company allow such tactics as these? George claims to do all the hiring in this department, giving everyone the impression that they are obligated to look and listen but not to talk. We did not think we needed a union. Us girls learned a lesson and it was but we're all in the union now.

I could not find any company policy in G. E. Q-105 that agreed with George.

Fraternally yours,
 ANN ASSEMBLER.

the federal TNEC committee on technological change, it summed the situation up this way:
 "Technological change today throws people out of work faster than it cheapens prices or increases wages. The three do not keep pace. Of the enormous savings effected by such improvements, a little may show up as a lower sale-price to the consumer, and a little may show up in the pay of those fewer workers lucky enough to survive displacement—but the bulk of the savings is retained as profits by the company."

Here and There In Building 12

By B. Geersen

Sympathy is extended to our fellow worker on C.F. assembly, second shift, Joe Lambert, whose mother was called to rest on May 25th. A floral tribute was sent by his Local 301 brothers. Burial in Gains Falls.

The first and second shift are rejoicing over the fact that Tom Bradley and Henry (Hank) Nitsche who were recent patients in Ellis Hospital have recovered from their operations and are again working in Bldg. 12. Both were greatly missed while they were away.

Robert Perkins of our second shift group is confined to Ellis Hospital where we hope his stay will be a short one. All Local 301 members of Bldg. 12 express the hope that "Bob" will soon be working again.

And sometimes we wonder why we have bosses. The way some certain woman in the building gives orders. Since when have certain individuals been given this authority to divide aluminum?

We are thoroughly convinced that this column (Here and There In Bldg. 12) is much read, as last issue went to press without it, and oh boy, was there a howl! We shall try to give you some Bldg. 12 news from now on in every edition.

Understand that a certain pretty Miss is sporting a large diamond ring, but we hear she wears it only on Saturdays and Sundays. Says she doesn't want the other girls to feel bad.

Several inquiries have come to the office of late asking about Mrs. Lillian Vrooman who is confined to her home due to a slight illness. We understand that Lillian will again be on her job in a few days, which we hope will be long before you read about it in this paper. Lillian is a member of 301, and is employed on the day shift in charge of cafeteria.

Save your Larkin Co. coupons. We hear some woman who has a racket in Bldg. 12 will soon be displaying Larkin Co. premiums in Bldg. 12.

Speaking about time—Did you hear the one about a girl on a Monday but due to her close cycle she did not get a chance to pin it on her dress till Thursday? (It's a fact!)

Ray Gardiner, committeeman on test, second shift, has recently been transferred to Bldg. 40, and his group in Bldg. 12 wish him much success.

We hear the name of Wilfred Matlock prominently mentioned as the one most likely to succeed as the next committeeman for the test department group on second shift.

Another one of our members who was recently transferred to another department is Eddie J. Solchuk from the welding gang on days. Eddie will work on government jobs in Bldg. 60. When pressed for a statement, Eddie replied, "The President says full speed ahead, so I just had to get a job where I can do my bit." Good luck, Eddie.

Max Kremzier reports he celebrated his birthday on Tuesday, June 12th. He hopes next year the boys won't forget him, but he hopes the gang won't buy him any knives.

George Smith, in charge of check volumetric on days is out due to a slight accident. We all wish George a speedy recovery.

We wonder why our friend, Brother Murray in test department, keeps saying to himself, "Oh give me my boots and saddle." The boys are thinking of donations of a wooden rocking horse so he can practice riding.

You say someone is missing from the workers? Yes, our committeeman, Eddie J. Baugus, is out sick. Eddie has been out for a week with a slight infection of his arm. Indications are that Eddie will be out for another week, but all members of 301 in Bldg. 12 hope this is an error and that our popular committeeman won't be out another day. Hurry back, Eddie.

Since the last edition of our paper, several of our fairest in Bldg. 12 celebrated their birthdays: Theresa Klingler on May 26; Irene Avery on June 8; Mary Falcioni on June 17, and Agnes Ivinski on June 17. To all were extended birthday greetings with the hope that there would be

What Do YOU Think?

We have not given too much thought to the changes and trend of job classifications which are resulting in reductions of job value affecting earnings in many instances. The question of what is a minor's job, or female's job, or man's job has been left mainly to opinion and the physical possibility of doing it.

There is quite an incentive to change a man's job to a minor or female classification because of the 25 to 30 per cent difference in rate. The question is usually ydisposed of on the basis: Is it simple enough for a boy to do? The question of physical effort in deciding a boy's job is looked at very lightly. We have boys in the local plant that are required to work much harder than men, both working at comparable work.

The decision as to what is a female's job is generally based on physical ability. We find the dividing line in these cases creeping into what has always been considered man's work. The female employees do not profit by this trend as they are obliged to apply more physical effort to their work with the pay remaining status quo. We may at this time cite a few examples of recent date.

The punch press operation of several years ago confined females to small punch presses such as bench presses or very light floor presses. Today we have women operating large presses on jobs and machines very comparable in skill required, but earning 30c to 40c per hour less. Some jobs operated by girls require them to work in a standing position all day. In one case where the job required two operators on a 100-ton press, a boy was used as a second operator.

On an index punch press operation where men have been used for 35 years, the proposal is to use girls. It is said that the company is obliged to do this because their competitors are doing likewise.

Every company has the same reason. The moves are not generally made because he sees the other follow do it. Each one moves on his own initiative. One trying to outdo the other. This policy is in effect in industry. What is your opinion?

Belle Baxter's Dance Recital Highly Acclaimed!

On Monday evening, June 24th, Miss Belle Mundon Baxter handed everyone present at her dance recital held at Erie Theatre a pleasant surprise: The finest dance recital ever held by a dance instructor in this area was given by Miss Baxter.

Miss Baxter, who is employed in the General Electric Company, has sacrificed all of her spare time to train Local 301 kiddies free of charge to the members, and is certainly doing a splendid job.

It is this self-sacrificing spirit which has made Local 301 possible. We often wonder how much sacrifice, if any at all, is made by some of the rank and file of our Union who constantly criticize what the Union is doing.

Our Union needs more of the generous spirit which is well exemplified by Belle.

The Executive Board of our Union hereby extends the heartiest congratulations and thanks to Miss Baxter for her fine work.

The fine program put on at the Erie Theatre by Miss Baxter was participated in by the following promising students:

Junior LaRosa, Norma Cognina, Barbara Nicoski, Martha Matula, Carol Carrell, Alice Egan, Annie Patten, Patricia Bolvert, Ida VanBotten, Shirley Burger, Barbara Allen, Rosemary, Ernesta, Paulard, Elizabeth Strang, Marilynne Lester, Jeanne Brown, Florence Schramm, Lenora Fredericks, Barbara Loren, Catherine Collins, Eleanor Orlando, Emma Monticello, Shirley Sweetney, Margarte Vottis, Olive Grigolett, Arnold Richard Brown, Shirley Carpenter, Lucy Curpantler, Pierette Carrell, Ina Miller, Debra Smith, Charlotte Minnie Schenck, George VanBotten, Caroline Rozzicone, Ann Grasso, Marshall Burger, Roslyn Harris, Frederick Grigolett, June Bolvert, Dorothy Bolvert, Laurence VanBotten, Edith Forman, Viola Pulver, Ella May Blkin, Joseph Emma, Gladys Strang, Mildred Kwolols, Carol Cole, Ellen Dominick, Janet Dommitich, Angela Grasso, Marie Alice, Alice Kielewicz, Doris Cole, Jane Doble, Eleanor Doble, Irene Doble, Gene Miller, Irene Chauska, Gertrude Strang, Rose Marie Sweeney, Solie Zolnowy, Joan Smith, Charlotte Mikowski, Angie Messina, Iola Corsetti, Clara D'Astasio, Marguerite Catalano, Bathor Grigolett, Florence Brazostok, Ruby Crandell, Lester Crandell, Irene Kralice, Shirley Nelson, Charne Znetaki, Shirley Garrett, Geraldine Brlich, June Murray, Barbara Simmons, James Burgess, Barbara Moreno, Patricia Rogovin, Jean Marie Grigolett, June Stockwell, Donald Nicoski, Ann Indolma, Helen Spolski, Helen Matolona, Anthony Fano, John Andrews and Frank Ozeski.

More About the New Sunday Paper

Circulation of subscription blanks for the Sunday Tribune began in General Electric Shops this week. This action was the result of indorsement of the plan for the newspaper at Local 301's last general membership meeting.

Shop committeemen will distribute the blanks. Minimum subscription price is 25 cents—payment for five issues. Thereafter carrier boys will collect 20 cents monthly at the homes of subscribers.

As it was pointed out at a recent meeting of the board which will advise on policy of the paper, it is vital that advance subscriptions be secured. Unless a sufficient number agree to read the paper no Sunday Tribune can be published.

Local 301, in endorsing the plan for the paper, realized the necessity for the publication. It is now up to the membership of Local 301 to support this decision by subscribing.

Other unions and organized groups which have endorsed the plan, are giving the paper splendid support.

The Sunday Tribune will honestly represent groups in Schenectady. This is a vital need. But before this aim can be realized, publication must be assured by advance subscriptions. Cooperate with your shop committeemen! Subscribe now to the Sunday Tribune!

many happy returns of the day for all.

The way the "Doctor" runs in and out of the office makes us wonder if anyone could be sick. Perhaps the strong cigar someone in the office smokes makes the group sick . . . Could be.

DUNLOP TIRE & RUBBER CO.
 768 State St. Telephone 6-7184
UP TO 25% DISCOUNT FOR G-E EMPLOYEES—Just bring in this ad.
 Open Evenings

Ph. Sch. 6-5706 David V. Maxwell
MAXWELL RUG CLEANERS
 The only modern plant between New York City and Rochester
 Oriental and Domestic Rugs
 Repairing and Weaving
 1597 State St. Schenectady, N. Y.

CORNELL'S Brake Service
 Scientific Brake and Wheel Aligning Service
 DIAL 6-9794
 279 Ballston Ave. Scotia, N. Y.

Call for . . .
Mynderse Beverages
 DIAL 4-3878
 or at your neighborhood store

READ THIS AND PASS IT ON TO SOMEONE ELSE

CASH MAKES THE DIFFERENCE
 Rugs - Carpets Broadloom
 Special Sale of 9x12 Rugs Discounted Patterns
 Watch For APRIL BROADLOOM SALE
Bailey Rug Co., Inc.
 789 STATE STREET
 Phone 4-2869 Schenectady

PHONE 4-5164
FRANKLIN PRINT SHOP
 For WEDDING ANNOUNCEMENTS
 602 Broadway - Cor. Edson Ave.

THE CITY'S 2 BEST BUYS!

OLD MAC 100 PROOF Rye Whiskey
 4½ Yrs. Old Bottled in Bond
 \$1.15 pint \$2.25 Quart

PAUL WILLIAMS 4 Year Old Bourbon
 \$1.64 Quart

Fields LIQUOR STORE
 6-8 ERIE BLVD. PHONE 4-6846

ORIGINAL TORN