

EDITOR'S NOTE: This is the 3rd and final article answering GE's propaganda that the I.U.E. contract providing small annual wage increases is inflationary.

## WHO IS CAUSING INFLATION?

GE talks fluently about money paid out in wages. What about money paid out to executives?

In 1957 Mr. Cordiner drew in salary and CASH profit sharing ----- \$264,973

He was given also 1863 shares of stock as profit sharing. This was worth to the company at \$58 a share ----- 108,000

Total ----- \$372,973

In addition to further give him "incentive" to work hard he was given permission to buy 45,000 shares of stock at \$23.75 a share. This stock was worth \$58 a share to the company. In 1957 he bought 4,500 shares. The net gain to him was ----- \$154,125

Total benefit from 1957 employment ----- \$527,098

This is more than five times the salary of the President of the United States. It is nearly equal to the total salary of a quarter of the members of the U. S. Senate.

It is obvious from these figures, taken from GE's own financial reports, that wages have not caused inflation in GE. Wage cost increases have been made up by increased productivity.

GE's argument that it would be inflationary to provide unemployed workers and workers who face unemployment, with some security, is just plain ridiculous. Actually, not to help them would further diminish purchasing power and would increase the suffering created by deflation.

We must press ahead for the following 8 point Employment Security Program in the September negotiations:

- The Guaranteed Annual Wage
- Severance Pay
- Restrictions on farming out of work
- Protection of seniority in Plant Movement
- Ending area and sex wage differentials
- Handling the problems of automation
- Improved scheduling of work
- Reduction of hours of work

The employees need it!  
The communities need it!  
GE can afford it!

## Top of the Labor News . . . .

### GOMPERS ADVOCATED POLITICAL ACTION BY LABOR

WASHINGTON (PAI)—Samuel Gompers' own written words refute Senator Barry Goldwater's (R. Ariz.) remark at the Senate Labor Subcommittee hearings that workers might "get back to the suggestion of Samuel Gompers that they stay out of politics."

In the library of the AFL-CIO there is a slim pamphlet published in 1920. Called "Labor's Political Banner Unfurled" it was written by the late president of the AFL.

Boxed on the title page is Gompers' political credo. It reads: "Stand faithfully by our friends and elect them. Oppose our enemies and defeat them; whether they be candidates for President, for Congress or other offices, whether Executive, Legislative or Judicial."

INDIANAPOLIS, Ind. (PAI)—The International Labor Press Association's Executive Council rebuked both the National Association of Manufacturers and the U. S. Chamber of Commerce for unfair attacks upon the American labor press. The resolution called the attacks "an obvious attempt to intimidate the labor press and thereby lower an iron curtain between union members and any facts which management finds embarrassing in its economic and political objectives."

WASHINGTON (PAI)—Senator Irving S. Ives (R. N.Y.) told Donald D. Hardenbrook, of the National Association of Manufacturers, that his organization's program for repressive labor legislation "would destroy the trade union movement." The Senator's comment was provoked by Hardenbrook's testimony before the Senate Labor Subcommittee.

SPRINGFIELD, Mass. (PAI)—Chairman Paul M. Butler, of the Democratic National Committee, speaking to the Springfield Chamber of Commerce, rebuked the U. S. Chamber of Commerce for an intemperate attack on labor at the national Chamber's annual convention.

## Older Injured Workers in Sad Plight as Higher Benefit Rates Take Effect July 1

The new law, increasing weekly benefit rates for injured workers, goes into effect on July 1, 1958. All workers who should be injured or disabled after that date will receive weekly benefits of up to \$45.00 a week. Minimum benefit rates have been set at \$20.00 a week.

As these rates go into effect, workers who were injured years ago when rates were much lower, are wondering whether any consideration is going to be given to them by the State Legislature. There are instances where injured workers, unable to do any work because of their injuries, are receiving benefits as low as \$3.00 per week!

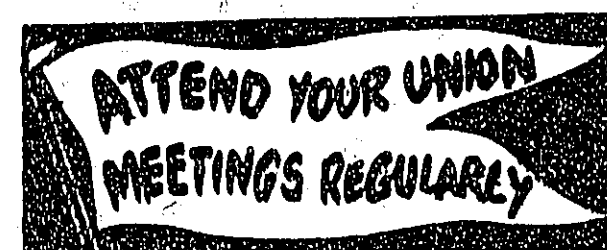
From time to time, as the Legislature has increased benefit rates to meet the new economic changes which have taken place over the years, no thought has been given to those workers who were already disabled. Their rates have always remained unchanged. Ten years ago, the State Legislature raised the benefit rates from \$28.00 to \$32.00 per week. Those who had already been disabled when those rates went into effect received no benefit from the increase. Four years ago, the rates again were raised from \$32.00 to \$36.00 per week. Again the already disabled workers were given no consideration. Now that the rates have been raised to \$45.00 per week, again no consideration has been given to the already disabled workers.

If every permanently disabled worker were receiving maximum benefits it would be difficult in itself because everyone knows how difficult it is to make ends meet in our present inflationary era even on full wages; but, in fact, very few of the injured workers who have been permanently disabled do receive maximum benefits. As a matter of fact most of them receive only a portion of the maximum rate. This is due to the fact that the law permits a man to be evaluated as being able "to do some work" even though he is too disabled to be able to find work and where this happens he is declared to be only "partially" disabled whereupon his rate of compensation may be put as low as 25% of his maximum!

It is no wonder then, that workers who were injured 15 or 20 years ago and who were never able to return to work are receiving shameful benefits of \$3.00 and \$8.00 per week and are expected to live on this income. Of course, these workers could not live on such an income; as a result, many of them have been reduced to degrading condition of becoming public charges! Their guilt, which brought them to such a pass, apparently lay in the fact that, through no fault of their own they became permanently crippled. The

irony of this sad situation is that while these injured workers of old are suffering through their remaining years, the Special Conservation Fund which was set up to take care of injuries more than seven years old consists of millions of accumulated dollars to which more money is being added annually.

It is up to the labor unions to give consideration to their former members who are now disabled and to move the State Legislature in making their lot more decent. Legislative committees of the local unions are giving this problem top priority during the coming year.



## C. O. P. E.

(Committee of Political Education)  
by William Garrison

Political action costs money. It costs money to take the issues and candidates before the public. It costs money to educate AFL-CIO members to the need of political education and political action.

Big Business is pouring millions of dollars into campaign advertising to influence public opinion and to help elect Big Business candidates. In the 1956 elections, for instance, 12 wealthy big business families gave \$1,153,735 to political candidates according to figures filed with the clerk of the House of Representatives. The Duponts gave \$248,423 in 1956 and members of the Pew family gave at least \$216,800. The Rockefellers were worth \$152,604 to their favorite candidates and the Whitneys, \$121,450.

To hold its own against the heavy flow of campaign and political "public relations" money from the few, labor must raise funds for political action from the many. Big Business candidates receive huge contributions from the millionaires, the large corporations, the manufacturers associations and the banks. C.O.P.E. depends on small contributions from individual workers and their families.

Your investment of \$1.00 in the 1958 C.O.P.E. campaign beginning on June 1st, will aid in supporting the political candidates, who are pledged to insure your family, with sound legislation for a better way of life.

Many small make a great!

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 4 — No. 34

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

June 27, 1958

## Mayor Stratton Endorses IUE Program Future Bright Says Ginn

At the IUE Employment Security Conference which was held in Washington, D.C., on June 13th and 14th, Mayor Stratton endorsed the IUE 8-Point Employment Security Program.

Mayor Stratton said the people did not elect him Mayor to preside over the liquidation of Schenectady and that since the number of jobs at G.E. had been declining steadily for the past few years, he should try to do something about it. He said that after studying the IUE 8-Point Program, he felt it would help to bring about Job Security in Schenectady. He further stated that the program was good, not only for employees at G.E. but for the City as a whole. He pointed out that just as employees with job security can plan for the future, so can the city in which they work.

IUE Local 301 feels that Mayor Stratton is to be commended for his forthright and courageous position.

The following is the IUE 8-Point Employment Security Program which the Mayor endorsed:

### 1. Guaranteed Annual Wage

More than ever before a Guaranteed Income Plan must be negotiated. There are now approximately 5,000,000 unemployed. Many others are working less than 40 hours. Still others have been downgraded to lower rated jobs as the workers in the Schenectady Plant well know. A G.A.W. Plan is overdue in the IUE and this year the people stand ready to fight for an adequate plan in face of rising unemployment. Today more than 4,000,000 people are covered by SUB or other similar plans.

### 2. Severance or Termination Pay

The present contract provides for severance pay only when an entire plant closes down. The proposal is that termination or severance pay be provided for those with at least three years of service, with one week's pay for each year of service where the termination is not due to discharge for cause. Two-thirds of the 1700 agreements analyzed by the U.S. Department of Labor disclosed that the number of workers covered by termination pay totaled 7.3 million. Not only will termination pay provide an income while readjustment is taking place but it will help to prevent plant shutdowns, runaway and other unnecessary dismissals. Such severance pay will also help the community by allowing a worker to make an adjustment there.

### 3. Protection of Seniority in Plant Movement

The many workers who have been displaced and downgraded because of the movement of jobs out of Schenectady will recognize the importance of this proposal. Workers who have given years of service should certainly have a right to move to a new plant carrying their seniority with them. There can be no security of employment for the men and women in our industry as long as the Company can arbitrarily move from one location to another without taking care of their present employees.

### 4. Farming Out of Work

The farming out or sub-contracting of work is becoming more and more pronounced in view of the critical unemployment situation we all face.

Some employers sub-contract work to non-union shops where employees are obliged to do it under non-union conditions. In some cases employers have even paid higher sums to have work sub-contracted simply in order to create a feeling of insecurity among our membership.

Many IUE contracts already require that no work may be farmed out until the full capacity of the plant has been fully utilized and all employees on layoff have been recalled. This provision should be incorporated in our agreement.

### 5. Handling the Problems of Automation

Automation is definitely a problem of employment security. There is no question but that automation is going to require new types of skills which in many cases do not exist among the current employees. The question of seniority must be re-studied and the seniority units broadened so that people in one Dept. with considerable service are not thrown out of jobs where shorter service people in another Dept. get these new jobs. We propose a training program be set up well in advance of the setting up of any automatic equipment.

### 6. Improving Scheduling of Work

We propose that an addition be made in our contract which would provide that where there are layoffs in one section of a plant, no overtime will be conducted in another until the laid off workers have been recalled and all those who can do the work have an opportunity to do so.

(Continued on Page 2)

## Future Bright Says Ginn

William S. Ginn, G.E. Vice-President, says the future of Schenectady G.E. is bright. We certainly hope and pray that his prediction is accurate; however, we have been told for years that the future looked bright and yet the record shows employment has continued to go down. We have lost 12,000 jobs in Schenectady G.E. since 1954. Most of these losses were due to departments moving out of Schenectady.

We are also prompted to think about the story G.E. told the people in Bloomfield. The community there was also told that the future looked bright and later the Company made an about-face and told the community they were going to move out. If this should come to pass, many long service employees will be without jobs.

Mr. Ginn also commented on GE's "Operation Upturn", saying they must give customers extra values and services. It seems to us that "Operation Upturn" is only a slogan; however, a cut in prices would make it real and encourage people to buy. The profits enjoyed by G.E. can certainly allow a price cut and still maintain a healthy business.

As for making GE's future in Schenectady a bright one, we would suggest the adoption of the IUE 8-Point Employment Security Program. We are behind any program to bring about an upturn and we feel the IUE Program will do it.

Mr. Ginn described the Schenectady Plant as the "Operating Heart" of the G.E. Company. It would appear now and particularly to the people who have been and are now being laid off that the Company has heart trouble!

## Attend Your Union Meeting

### NOTICE TO OUR MEMBERS

All Union Barber Shops will be open Monday, June 30th, but will be closed Friday, July 4th and Saturday, July 5th.

PATRONIZE THE UNION BARBER SHOP

# IUE-CIO 301 On the Job

Bldg. 16: The group under Shop Steward J. Corless feel that F. A. Nevins should be allowed the same consideration in displacing a Cl. A. Erector as was shown an employee returning from the non-bargaining unit.

Bldg. 12: The group under Shop Steward A. Durante are charging violation of contract under Article VI, Sect. 4-B in this instance the offered price will not enable the operators to maintain their previous average earnings.

Bldg. 12: The group under Shop Steward A. Durante feel the penalties assigned by the Company to the Mica Tapers are unjust and should be rescinded.

Bldg. 12: The group under Shop Steward A. Durante feel that 447-279 job was not assigned to the second shift but instead was kept for the day shift in an attempt to create an incident which would cause poor employee-employer relationship.

Bldg. 12: The group under Shop Steward A. Durante do not feel that there is a change in method on job 447-227 and request that the original price be restored.

Bldg. 273: The group under Shop Steward R. Bergin feel that the price on the finish BTF operation on outer shell 7223E75/76 is inadequate and request proper payment for work performed.

Bldg. 52: The Union feels that Orman Muzzy who works in Shop Steward H. Di Caterino's group should be allowed to take the Welders Test as his qualifications would enable him to qualify with incidental training.

Bldg. 273: The group under Shop Steward A. Thomas are charging violation of contract under Article I, Sect. 1, in this instance Foreman Swan doing work which falls into the bargaining unit.

Bldg. 49: The group under Shop Steward B. Sharmose feel that the Class B Milling Machine rate should be rated the same as Class B Milling Machine in Steam Turbine since the work is comparable.

Bldg. 273: The Union is charging violation of contract under Article VI, Sect. 4-B, in this instance the operator, Edwin H. Cole who works in Shop Steward A. Signor's group, is unable to maintain his previous earnings after a manufacturing change.

Bldg. 227: The group under Shop Steward J. Ferradino are requesting that the Navy job done by Transportation Dept. for the past 15 or 20 years be returned to that department. They feel that Patrol has no right to operate truck and do this work.

## Do the Salaried Workers Need A Union?

The following should be proof that they need a Union to protect their seniority:

F. Remis, check #63984, was in Power Tube when it moved out in 1957. His service date is 5/29/31. Mr. Remis was a Planning Specialist for years. The Company refused to put him on a job he had previously held but instead they placed F. Jones, check #24392, who has a release date of July and a service date of 8/6/51. There is also Mr. A. Cremo, check #62903, on this same planning job with 2/19/51. So it appears that in the salaried group, even though you may have 20 years more service than another employee on a similar job, you can still not be properly placed. Perhaps they are covered by the so-called "Right to Work" Laws.

He said he believes that the Union Shop properly safeguarded can be more productive of social value than other forms of labor organizations and that in his opinion it should not be required or forbidden by law. He further stated that whether there is a Union Shop or not should be left to agreement by management and labor through collective bargaining. Dr. Carothers also said that the so-called "Right to Work" Laws are in his opinion a hindrance to freedom because they limit the scope of collective bargaining and they actually make the open shop compulsory. In doing this, he said, they deny the social values which are obtainable through the properly safeguarded Union Shop.

## Small People



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## Dr. Carothers Defends the Union Shop

It was very refreshing, to say the least, when a prominent churchman, Dr. J. Edward Carothers of Schenectady's First Methodist Church, spoke out in support of the Union Shop and at the same time spoke out in opposition to the so-called "Right to Work" Laws.

We regret that we do not have space in this paper to print the complete text of Rev. Carothers' address.

As for the moral issue, he said that there is a moral justification for compulsory membership in an occupational group if its purposes are clearly designed to serve the needs which workers inevitably have for group discussion, provided certain safeguards are continuously operative. He said the Union Shop is morally justified because it requires that those who benefit from services rendered will share in the cost of those services, and it is morally justified because it requires all of the workers to assume some degree of mutual responsibility for standards of performance, conditions of work and quality of service.

Dr. Carothers said the burden of proof is now upon the leadership of the Union Shops. They must prove their moral capacity to be trusted with these organizations of men who must belong to a Union to continue working at a job they have assumed. He went on to say there is probably not a greater responsibility which can be placed upon a man than this: that he is given the sacred trust of attending to the interests of workers in our complex industrial order who have consented to Union membership as a condition of their employment.

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## New York's GOP Leaders Oppose Right to Work Laws

Following is the text of a Telegram by Assemblyman John L. Ostrander, Saratoga County, Chairman of the Joint Legislative Committee on Industrial and Labor Conditions, to the meeting sponsored by the Industrial Union Department of the AFL-CIO at the Hotel Commodore, New York City June 18-19, 1958:

New York's Republican legislative leaders have repeatedly stated their strong opposition to so-called right-to-work laws. The 1956 Republican Legislative Program stated:

"We reject, therefore, such deceptive devices as compulsory arbitration and the union-busting "right-to-work" laws. Where they have been tried—dictated by one interest when it achieved political dominance at the expense of the other—they have failed to make any contribution to labor-management harmony. They are irresponsible experiments with limitations on freedom. The State of New York must never become such an experimental station in any such retreat from progress.

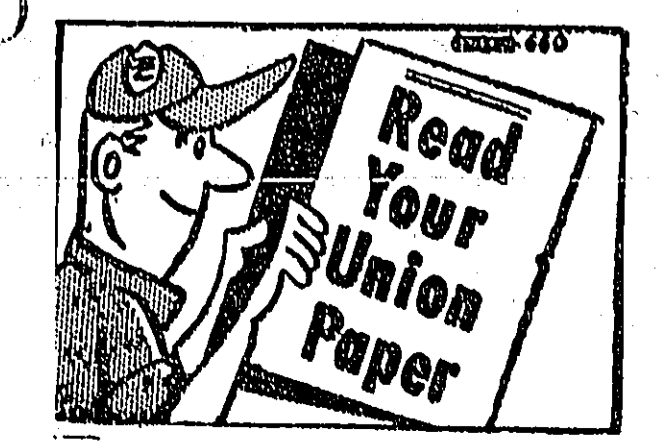
We are constrained to note that of the 18 states with so-called "right-to-work" laws, such laws were enacted by Democrat administrations in 13 states whose representatives virtually control the Democrat Party in the Congress of the United States.

The 1957 Republican Legislative Program expressed even more pointed aversion to right-to-work legislation as particularly ill-suited to the State of New York where labor relations have developed a healthy maturity under sound Republican policies designed to extend, rather than to limit economic freedom.

Firm opposition was reiterated in the 1958 Republican Legislative Program.

As Chairman of the Joint Legislative Committee on Industrial and Labor Conditions, I feel that you should be made fully aware of this Republican position and I look forward to working with you on our common effort to achieve higher living standards for all the people of the state.

(Signed) John L. Ostrander, Chairman Joint Legislative Committee on Industrial and Labor Conditions.



## Sorenson Speaks With a Forked Tongue

By Paul F. Haeko

G.E., Mr. Sorenson, Manager of Union Relations, Bldg. 41, and Mr. Hughes and Company speak with smooth tongues, meek as lambs but actually wolves in sheep's clothing.

It is most unfortunate that the employees of G.E. and the responsible leaders of the communities, civic and moral, are not, and cannot be, present when union grievances are being discussed at Bldg. 41 Management Levels. This, of course, would, if allowed to happen, prove to them that the thousands of dollars spent by G.E. to poison the communities with anti-labor propaganda and so-called labor's irresponsibility should be and would serve a better purpose if directed toward educating some of the new talents in Bldg. 41 and departments who have the authority to settle grievances.

I had the occasion to present Docket #8475 which involved the Sheet Metal Workers, Bldg. 273. The case involved violation of the Union Contract IUE-CIO and G.E., Article 6, Paragraph 2, National Contract and the Union's Supplemental Agreement. The case covers unilateral decisions made by management representatives in the application of our agreement, which are definite violations, without any consultation with the Union. They refused to give employees who have been laid off from applying their service to comparable work. They also refused to grant incidental training as per Union and G.E. Agreement.

Mr. Sorenson and Mr. Hughes surround themselves with dignity and decorum and say that they are the sole judges and jury on the question and application of the contract. Sorenson and Co., with tongue in cheek, say that Sheet Metal Workers from #273 who are laid off cannot transfer in Bldg. 60 Sheet Metal Group. He insists that the people in the Sheet Metal Group have department seniority and no one can transfer to Bldg. 60 unless Sorenson gives his authorization on an individual basis, even though Bldg. 60 Sheet Metal Group can transfer into other buildings. Sorenson deliberately and with full knowledge violates the Union Contract.

The trouble with Sorenson and the Company's position is that they wish to interpret the existing contract on a narrow, callous, technical and theoretical basis. He makes the grievance procedure a sham, a mockery completely ignoring the moral and civic responsibilities and also violates the Federal

## NOTICE SPECIAL Executive Board Meeting

Monday, June 30, 1958  
7:30 P.M.  
UNION AUDITORIUM  
121 Erie Blvd.

Labor Laws which require an employer to bargain in good faith.

As I sat in Bldg. 41, listening to other grievances, such as upgrades, transfers, proper placement of employees, pensions, etc., I saw the narrow approach taken by the Company to settle these grievances, a slow but sure deterioration of the grievance machinery as a result of the unilateral changes of policy and personnel made by management under the decentralization program.

Mr. Sorenson seeks to feather his own nest and his selfish ambitions by capitalizing on the unemployment situation and the unfortunate people who have been or are being laid off, forgetting that capital is the fruit of labor's blood, sweat and tears.

Mr. Sorenson and Company even give lie to the words of his own boss, Virgil Day, Manager Union Relations, who sent a letter dated Feb. 4, 1958, to James Carey, President of the IUE-CIO, explaining how G.E. always lives up to an agreement, bargaining in good faith and will do everything possible to help people that are being laid off or who have been laid off.

The Union members should recognize the fact that our Union and our contract and labor are at the beginning of one of the greatest attacks that has ever been directed against labor. This attack is not the result of hasty drawn plans but of a carefully conceived action planned far ahead (the ten year plan of G.E., the Decentralization Program, the New Look, Operation Upturn) postponed for when the time is ripe, such as the present time.

Now, I do not infer that G.E., Virgil Day, Sorenson and Company are not nice gentlemen, but speaking of vacuums and philosophies as Mr. Sorenson does in Bldg. 41, I say that these are the kind, courteous gentlemen in nine out of ten relations, but in the tenth relation where it strikes their pocketbook, they become stark and ruthless.

There are but two issues that are at stake that the Union and its members must recognize: does Mr. Sorenson and Company break the Union and Union Contract or does Mr. Sorenson and Company and his policies seek greener pastures elsewhere. The decision is up to the Union members.

## Mayor Speaks To Pensioners

by Ben Geersen  
Pres., Retired Workers of America, Local 301 Branch

Mayor Sam Stratton was the invited guest speaker at the regular monthly meeting of the Retired Workers of America, Local 301, IUE, branch.

The Mayor spoke about the many problems of the pensioners and senior citizens—he felt that something has to be done in their behalf due to the increases in the cost of living as it affects people on fixed income, such as people on Social Security and pensions.

Mayor Stratton also gave a very enlightening talk on the problems of being the mayor of a large industrial community like Schenectady.

After his talk he was asked many questions which he answered to the satisfaction of all. For his interest in the Pensioners he was given a rising vote of thanks and by a motion made and seconded, he was unanimously endorsed as their candidate for Congress of the 32nd District.

The local branch of Retired Workers of America represents approximately 700 members in Schenectady County. Bennie Geersen is president and John S. Lindsay is secretary of the local branch. Mr. Lindsay is also a vice-president of the National Conference Board, R.W.A., whose headquarters is in Washington, D. C.

## GE's "Better Living Program" Attacked — By GE

For the past three years GE has preached and written about a five year "Better Living Program" for its employees.

What they were referring to, of course, was a five year contract negotiated and signed with IUE.

Now GE asserts that current wage increases are holding back business recovery and in a newsletter to management says it will not again sign a long-term wage agreement with automatic annual increases.

After hearing this the GE slogan writers of phrases like "Better Living Program" and "balanced best interests" must have shook a little.

The roof really fell in on them when Ralph Cordiner, Chairman of GE, addressed a Senate hearing in Washington and lashed out against "escalator" clauses which tie wages into the cost-of-living.

Cordiner declared: "Escalator clauses compound the evil (inflation) by making these effects automatic."

## Mayor Stratton Endorses IUE Program

(Continued from Page 1)

### 7. Area and Sex Wage Differentials

This is also a problem which affects the question of security very greatly. Area wage differentials have become a feature of G.E. with differentials in wages amounting to 60c or more between workers in two plants doing the same type of work.

Where such differentials exist there is a tendency of employers to move work from the higher paid to the lower paid plants, therefore promoting employment insecurity in the older plants.

An agreement should be made in these negotiations to make a start in 1958 and to progressively over a reasonable period of time establish the principle that a person will be paid for what he does and not where he does it.

The same problem exists with regard to sex differentials. Where a person is paid a smaller wage because of his or her sex, that tends to increase the insecurity of people of the other sex. The problem is especially acute in the lamp plants. In some cases the most skilled female worker gets a wage either lower or barely equal to that of the male laborer. This is contrary to all engineering and job evaluation principles.

### 8. Reduction in Hours of Work

Employers who had cried out against labor's program for reduction of hours of work are now engaging in that program themselves. However, there is one important difference—the employer program is one of "Share the misery". Millions of workers today are on short work weeks with reduction in their weekly pay. In 26 IUE plants, hours of work are fewer than 40 hours a week.

However, labor wants the reduction of hours of work because there has been a growing surplus of labor, even during periods of prosperity, brought about by increases in productivity. Evidently productivity increased in the G.E. Chain by at least 6%.

The program of G.E. will mean either a stagnant or declining labor force especially in the older plants.

Our program calls for one of a carefully worked out reduction of hours of work without reduction in weekly or yearly pay.

We do not propose here any fixed method for such a reduction. It can come in increases in holidays and vacations, long weekends, and reduction in daily or weekly hours.

Employers have met this program of labor by wild denunciations of "tremendous costs", how it would "bankrupt industries", "promote idleness", "moonlighting" and so on.

However, it should be recalled that the same arguments have been made when the question concerned reduction from 14 to 12 to 8 hours a day.