

## Workmen's Compensation

(This is another in a series of articles written by Leon Novak, UE Local 301's lawyer.)

### The Worker Who Injures His Back

In this type of case as in all other cases the worker is entitled to medical care paid for by the Company. If he wishes to use his own doctor for this medical care, he does not have to ask permission from anyone. In addition, the worker is entitled to compensation for lost time, and if he returns to work and earns less than he did before the accident because his back is troubling him, he is entitled to 2/3 of the loss.

Instead of receiving a lump sum award for a back injury, a worker is entitled to the benefits already described above, that is medical care, lost time benefits and reduced earning benefits. This he is entitled to as long as he suffers from the injury.

If his back finally becomes well and he has no more trouble with it, his case is closed but he can reopen it for 18 years after the accident if his condition should begin to bother him again. On the other hand, if it is found that he has a permanent injury to his back, he receives only payments for the medical care unless he begins to lose time from his work, in which event he again gets compensation on a weekly basis. In other words in the case of an injury to the back, compensation benefits are paid while a worker is unable to work or losing pay, but he does not receive a lump sum award.

Many workers who injure their backs ask whether they should not receive a lump sum award for such injuries. In the first place, as I have already explained, the law does not provide for such awards. In the second place it is not to the worker's interest that he close his case with such an award because back injuries can last for years during which time he is better off receiving free medical and hospital treatment as well as compensation for lost time. If he closed his case with a lump sum award he would be giving up these additional benefits.

## 1400 SIGN UP WITH UE 301

Since the Union's membership drive, begun during the recent election campaign, 1400 GE workers have signed up with UE Local 301, it was announced today by President William Kelly.

These new members include not only new employees but workers who had heretofore been on the sidelines, Kelly pointed out.

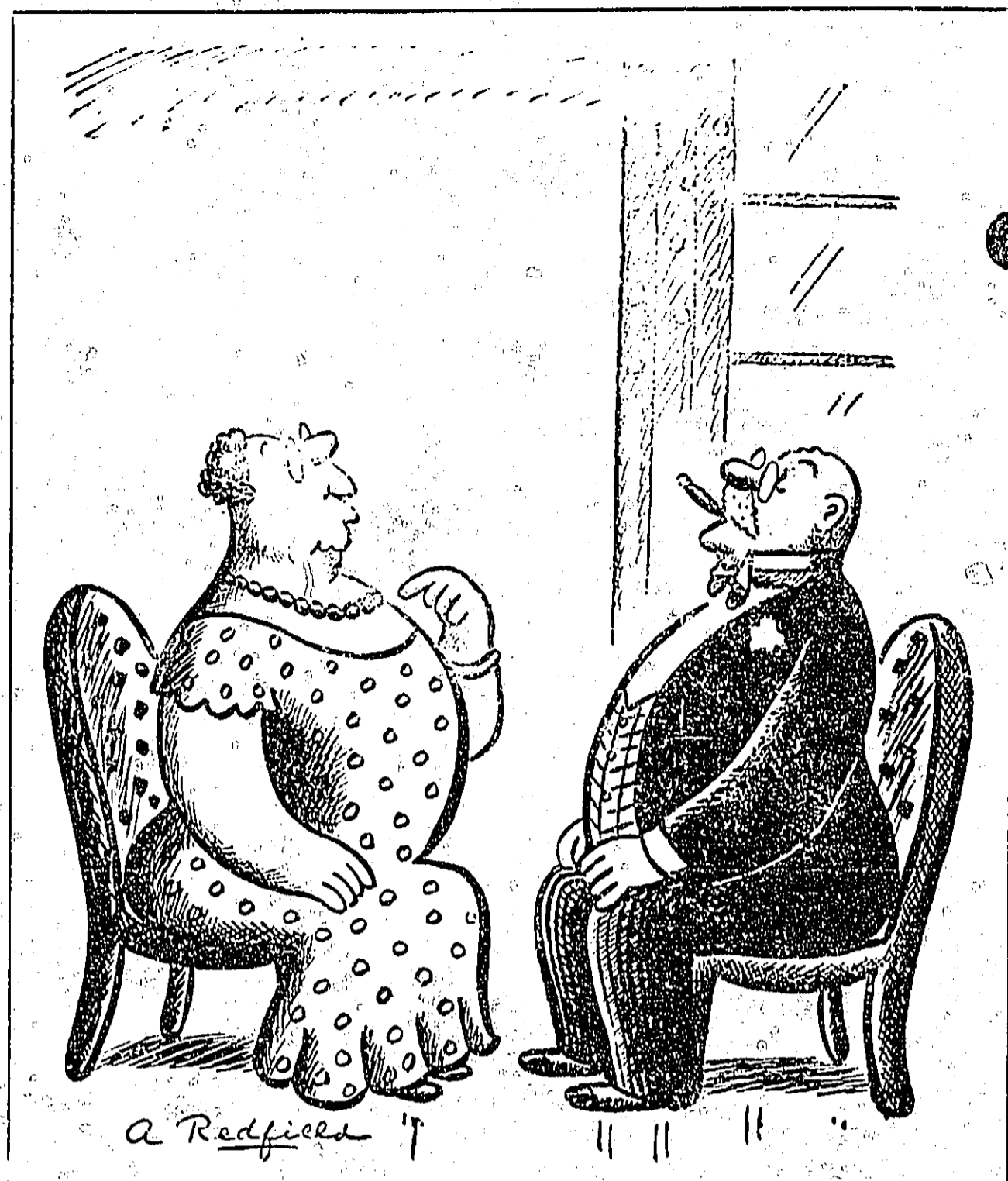
New members pay \$2 initiation unless they come from other local unions where they were members in good standing or were former UE members who left to serve in the armed forces and were re-employed by GE within 90 days of their discharge.

### Trustee's Statement

We, the undersigned trustees examined the books of UE Local 301 for the third quarter of 1951 and find them in perfect order.

Signed:

Harold Simpson  
Joseph Witbeck  
Edward LuBerta



"I never worry about high prices . . . spoils my appetite, you know."

## Westinghouse Workers in New Jersey Dump IUE and Come Back Home to UE

### They're coming back!

The salaried employees of Westinghouse Meter Works in Newark, New Jersey, voted on Wednesday, October 4 to get rid of the IUE and return to UE.

This is the first Westinghouse unit to return to UE and shows the way the wind is blowing. The more than 3,000 production and maintenance workers in the Newark Meter Works remained with UE when the salaried employees by a close vote last year decided to try IUE.

Another sign of the turn of the tide comes from Westinghouse's

Baltimore plant where the workers swamped a second IUE raid by a vote of 883 to 230. The first raid was turned back by only 372 votes to 268.

### Shops Go UE

New shops are coming in to UE as the union shows it can do the job. Workers at the Harris-Hub Bed & Spring Co., Scranton, Pa., have just won the right to be represented by UE, rejecting IAM-AFL.

The workers of Marathon Motors in Earlyville, Ill. turned down IUE in favor of UE.

Office and production employees of the Stockwell Transformer

Corp. voted for UE at a recent Labor Board election with only one opposing vote.

After a six weeks organizing campaign, the workers of the Detroit Coil Co. voted for UE.

The IUE raid at Espey Manufacturing Co. which hit the newspapers because of IUE-provoked violence was defeated 203 to 155 despite the company's hiring of 50 IUE-CIO supporters during the election campaign.

## PARTY TOMORROW NIGHT

The social night for Bldgs. 73, 73A, 69, 65 and Chemic Division is tomorrow, Saturday, October 20, 8:00 P.M. at Union Hall. Last week's newspaper incorrectly reported the date as November 20. It's tomorrow night and a good time will be had by all for only 50c admission.

## Mayor for Tax on Top of Tax

Mayor Owen Begley of Schenectady who asked for a 300 percent wage increase for himself while supporting the wage freeze for us has now come out in favor of increased state income taxes with a share of the proceeds to come back to Schenectady. To pay for his pay hike?

Mayor Begley put in his bid for a locally-shared state income tax on top of record-breaking Federal income levies through his appointee, Christian Kouray, City Manager.

## WIN 8 RAISES IN KNOLLS I

U.E. Steward Charles LeDoux has just negotiated 8 raises for glass blowers in Knolls I. The increases are in the "A" category.

# ELECTRICAL UNION NEWS

THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA — LOCAL 301, UE.

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## ERIE TO TAKE STRIKE VOTE NOVEMBER 2

Erie GE workers set November 2 as the date for their strike vote, coordinating with Schenectady which will take a strike vote on the same day.

The Erie decision was reached by unanimous vote of UE Local 506 Executive Board. Erie reports numerous work stoppages caused by the abuses of management and supervision. Last week Erie shut down the plant for one day to protest GE's refusal to offer a satisfactory wage settlement including correction of wage inequities for day workers, skilled trades and women.

Announcement by the NLRB that IUE-CIO had withdrawn its petition for an election in Erie guarantees solid Erie support for UE wage demands.

## STRIKE VOTE SPREADS TO WESTINGHOUSE

Workers in Westinghouse, GE's major competitor, are preparing to complete a strike vote by November 10 for much the same reasons and demands as here.

The sell-out of IUE-CIO to Westinghouse last spring in renewing its company union agreement with no wage increase has encouraged the company to attempt to impose company union conditions upon all its employees. Westinghouse has therefore made no offer to the UE negotiating committee. Numerous stoppages have resulted in recent months.

UE demands on Westinghouse include a general 15 cents an hour wage increase with special consideration for day workers, skilled crafts and women.

## Ft. Edward, Hudson Falls Vote Unanimous "Yes"

GE workers of Fort Edward and Hudson Falls voted on Monday to strike in the event the UE-GE Conference Board sets a strike date to back up the Union's demands.

A special membership meeting voted to make it unanimous.

# STOPPAGE

## Walk Off Jobs In Half-Day Demonstration For More Pay

At noon yesterday, the day shift put down its tools and streamed out of the Schenectady Works in a mighty demonstration that the Company's offer of 2 1/2 percent is not enough. The second shift followed at 7 P.M. and the third shift walked out at 3 A.M.

## STRIKE VOTE NEXT FRIDAY

By unanimous vote, a full meeting of the Executive Board of UE Local 301 on Monday, October 22, set November 2 as the date for the taking of a plant-wide strike vote of the Union's wage demands. Following is a statement issued today by the Officers of UE Local 301:

"GE has demonstrated in negotiations that it does not intend to give its employees real wage increases now, or six months from now, or a year from now — if it can help it.

"GE goes further. It not only refuses to give more than 3 1/2 cents but it determined to take much more than that away from its employees through every form of wage cutting.

"The threat to our living standards and working conditions is graver than in 1946, the year we were compelled to take strike action against GE.

"Our taxes are higher and going higher. The purchasing value of the dollar is lower and falling. GE knows we need more money.

"But, as in 1946, GE is trying to turn the clock back on wages and working conditions. If GE is allowed to refuse our just wage demands, it will try to treat our contract as a scrap of paper. The provocations of foremen and wage rate department, the stalling of Management — which have already caused numerous stoppages in the past 6 months — will multiply and stoppages would inevitably increase with the provocations.

"As in 1946, the General Electric Company has made necessary the taking of a strike vote, a vote which will authorize the UE-GE Conference Board to call a strike against General Electric and set a strike date in the event peaceful negotiations fail.

"Your officers, with confidence in the membership's understanding of the issues and the necessities of the situation, earnestly recommend a unanimous strike vote on November 2.

Signed: William J. Kelly, President  
Joseph A. Mangino, Vice-Pres.  
John P. Green, Recording Secy.

Henry Kaminski, Treasurer  
James Cognetta, Chief Steward  
Leo Jandreaux, Business Agent

The sudden stoppage of work was an eloquent reminder to the largest electrical corporation in America that its fabulous profits come from the hands, skill and brains of its employees who rightly consider themselves seriously under-paid.

In some departments it was so quiet you could hear a dividend drop. Virtually every production worker hit the bricks except those engaged in continuous operations.

### It Was Big

The movement of thousands of workers in the streets and roads before the usual quitting time made Schenectady look as though the biggest convention in the world had hit town without warning.

And what happened yesterday was big. It was the united power of men and women talking to a corporation, whose profits for 1951 are sure to pass the \$400 million mark. These men and women, hard hit by taxes and prices, were saying, "we need more money!"

### Remembered '46

Inevitably, people were reminded of 1946 when Schenectady workers went on strike — the only strike in UE's history here — and won 18 1/2 cents an hour plus benefits. And, inevitably, you heard workers who were in that strike saying, "we did it

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### Answer To Company Letter

## LESSON OF THE '46 STRIKE

GE workers are in receipt of a letter from Works Manager Male which attempts to argue them out of a much needed wage increase, out of their many grievances, out of their taking strike action if necessary.

This is a tall order, even for a Works Manager. Mr. Male could not hope to succeed with a few strokes of the pen where the Company failed in 15 years of trying even with the help of IUE-CIO and assorted politicians.

#### Management Attitudes

The letter however, raises points and reflects management attitudes which help point up the soundness of the Union's course of action.

Mr. Male, for example, shrugs off a thousand-and-one docketed grievances as "ridiculous accusations". He can be sure that GE workers find nothing "ridiculous" in rate cuts, overloading, pay inequities, contract violations. He may be equally sure that the Union will not allow the grievances of the members to be ridiculed by Mr. Male or anyone else in supervision or management.

#### Responsibility For Strike

Everything in Mr. Male's letter leads up to the strike question and expresses management's fear that its employees intend to take every necessary action in support of their demands.

Let's get something straight. Responsibility for the developing strike situation rests squarely with the company. GE made a completely unacceptable offer and then refused to bargain, refused to discuss wage inequities, in a word, it

provoked the taking of a strike vote.

Having created the strike situation, the Company wants us to surrender on Company terms and that is why Mr. Male makes the astounding statement that NOBODY "profited" by the nine-week strike in 1946.

"Nobody," Mr. Male? Well, let's see.

Charles E. Wilson made a 10 cents offer in 1946 AFTER UE took a strike vote and set the strike date. The workers said nothing doing and went out on strike after an overwhelming strike vote. Mr. Wilson added 8½ cents to his offer as the result of the nine-week strike. That additional money went into GE pay envelopes every week for six years and came roughly to \$942.70 for each employee.

#### Strike Paid Off

GE's vivid memory of the '46 strike was the most powerful single factor in its coming across with 11½ cents plus six paid holidays the very next year, which meant that each employee received another \$1,404 since the increase went into effect.

In 1948, with the '46 strike still fresh in mind, GE made a wage settlement which averaged 10 cents an hour for every worker, or another \$873.60 more for GE workers and dependents.

How much did the nine-week strike cost the workers? On the average \$410.40 per worker as compared with \$2,839.60 gained in wages, improved vacation and holidays, better job protection, stronger union organization.

#### Labor's Weapon

Mr. Male observes that in the 15 years UE has been the collective bargaining agent in Schenectady it has called but one strike—1946. This should be convincing proof to anyone that the Union does not take up the strike weapon without grave cause and deep deliberation. The experience of '46 also shows that the Union knows how to use labor's most fundamental weapon so that every worker comes out ahead. That, Mr. Male, is history which would stand re-reading by Management if it is not to be repeated. Yes, the workers take the strike vote but Management creates the strike situation. To quote from your letter, "think this over."



"We won't even listen to what your demands are until you agree to accept what we offer."

### SAMPLE

### BALLOT

United Electrical, Radio & Machine Workers of America -- Local 301

I am a member of U.E. Local 301

IN THE EVENT NEGOTIATIONS DO NOT RESULT IN A JUST AND SATISFACTORY SETTLEMENT OF THE UNION'S DEMANDS, THE UE-GE CONFERENCE BOARD IS AUTHORIZED TO CALL A STRIKE AGAINST THE GENERAL ELECTRIC COMPANY AND SET THE DATE ON WHICH THE STRIKE SHALL BEGIN.

YES

NO

## What the Strike Vote is About

1. A general wage increase of 15 cents an hour.
2. Additional 5c an hour for day workers, skilled, women.
3. Raising the hiring-in and minimum rate of women to \$1.58 an hour.
4. More money for each step in the automatic progression.
5. A minimum pension of \$165 a month, with retirement permissible at 60 years of age.
6. Improved insurance plan with minimum sick benefit of \$1 an hour; \$40 a week to sick and disabled workers. Surgical, hospital and maternity benefits to cover full cost.
7. Eliminate geographical differentials which allow the company to open up plants and move jobs to low pay areas and undercut rates in established plants.

## VOTING PROCEDURE

1. Member shows check-off on Nov. 2nd, to shop steward.
2. Steward writes name and check No. on list and gives member ballot.
3. Member marks secret ballot and deposits it in box.
4. Steward appoints two tellers (rank and file); box opened and ballots tabulated in front of called meeting of group.
5. Steward delivers tabulation to Union Headquarters with ballots, by Monday, Nov. 5th.

### Non-Voters and Others

1. Non-members may vote if they sign application and check-off before receiving ballot.
2. Those workers who claim membership but cannot show check-off on pay stub — steward must call Union office by phone and clear up status.
3. Those members who pay cash or who are absent must vote at Union Headquarters where their status can be cleared.

# Taxes and Prices Are Going UP-UP-UP

Starting next Thursday your pay check will shrink by about 2 percent because GE will be withholding taxes from pay checks at the rate of 20 percent instead of 18 percent. This is in line with the 11 to 12 percent increase in income taxes.

2½ PERCENT IS NOT ENOUGH!

The money you take home will go faster than ever because next Thursday a whole new flock of taxes get slapped on to goods in common demand. Your food dollar, by the way, is now worth only 44 cents, according to the Bureau of Labor Statistics.

2½ PERCENT IS NOT ENOUGH!

In two short months, President Truman will call on Congress for additional taxes to raise another five billion dollars. He will be supported in this demand by CIO leaders who whooped for higher taxes at the last session.

2½ PERCENT IS NOT ENOUGH!

Meanwhile, the U.S. News & World Report estimated on October 19, 1951 that you, the working man and woman, pay 43 cents an hour of your pay, put in taxes. The same source figures that if you're making \$60 a week and are single you will be paying \$544 a year in Federal taxes alone. If you are in the \$70 a week class and unmarried you will be hit for \$666 a year by the Federal tax man.

2½ PERCENT IS NOT ENOUGH!

According to preliminary UE estimates, a worker supporting a wife and two children on \$3,328 a year was paying \$719.50 a year in all forms of taxes will now have to pay \$80 more. How deeply the new taxes will affect you depends in great part on your buying habits and your plans. If you're in the market for a new car, selling at say, \$2062,

you will have to figure on paying a \$144.34 mark up, according to a survey of Schenectady dealers. If you want new household appliances count on paying 10 percent above the price.

2½ PERCENT IS NOT ENOUGH!

This same survey reveals that some merchants are marking up prices on goods not included in the new excise (sales) levies, probably to pass on to you some of their other taxes. Sure as taxes, corporations will pass on their corporation taxes to you in the form of higher prices, no matter what their product. And the cost of professional services is bound to rise accordingly.

2½ PERCENT IS NOT ENOUGH!

It all adds up to the fact that we are not going to be able to do well by ourselves and those who depend on us unless we get more money.

It adds up to the need for price roll-backs and the triumph of the UE principle that no American family should be taxed below a decent standard of living which the Heller Committee estimates to be \$4400 a year for a family of four.

It adds up to the need for nation-wide drive by all organized labor to smash the wage ceiling no matter what labor official is sitting on it.

Above all, it adds up to the dire necessity of taking action now to wring more than 3½ pennies out of profit-swollen GE.

## How Are GE Profits Coming Along?

Weeping tears as fat as General Electric's profits, GE president Ralph Cordiner told the press of the nation, including the Schenectady Works News, that his Company made a NET profit of "only" \$85,936,000 in the first nine months of this year. This, he said, was 24 percent under the record of a year ago.

Assuming that Mr. Cordiner's figures are 99.44/100 percent pure and are not intended as propaganda against UE's wage demands, GE's net take is still double any World War II year!

At the very least, GE's profits before taxes are sure to go to an all-time high of \$450 million by the end of the year, according to its own published figures, more than enough to take care of UE's wage demands.

#### Hidden Profits

Then there are the concealed profits, \$61 million alone in tax relief on plant and equipment. Also, let's not forget that Mr. GE himself, Charles E. Wilson, told a congressional committee in 1948 that GE keeps two sets of books, one for public consumption and one for government inspection.

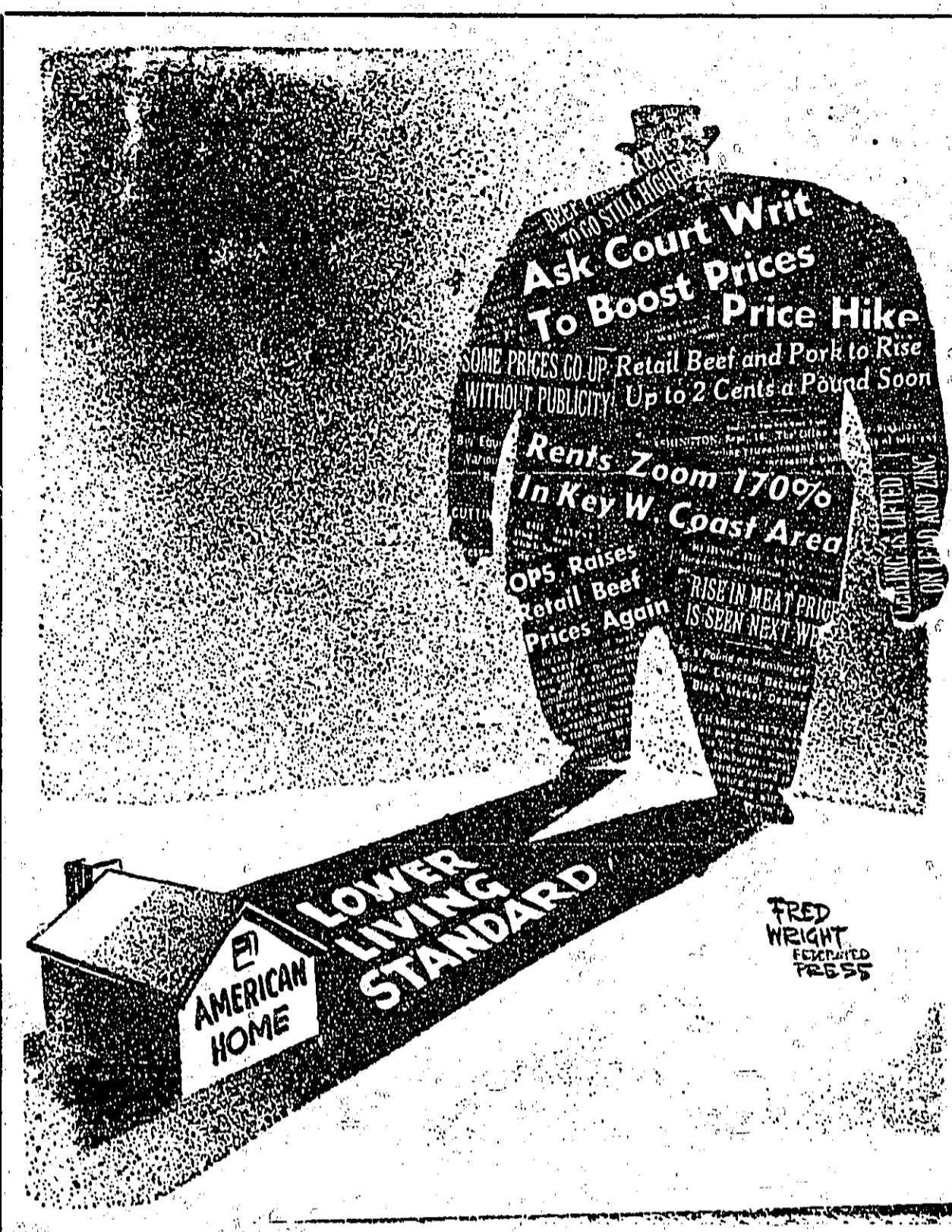
GE's misleading profit report is obviously intended to influence the strike vote in its plants. The important thing to bear in mind is that GE's profits after taxes in no way affect wage demands.

#### WAGES COME OUT OF PROFITS BEFORE TAXES.

In accordance with its practice of concealing profits from the public and its employees, the company under-reported its profits by at least \$9 million in the first nine months of 1951. This is revealed by the company's statement that it is paying a tax of 70 percent on its profits when the maximum tax possible under the law is 68 percent.

Not to quibble over millions of dollars, let's say GE profits have gone up 36 percent over last year. How much did wages go up? They went up about 13 percent, far less than the increase in profit and far under the increased cost of living.

Assuming that GE ends the year with around \$450 million in profits. Is that enough, remembering that wages come out of profits before taxes, to take care of wage demands roughly estimated at \$74 million? It certainly is, with plenty of dividends to spare!



## STARTING NEXT THURSDAY

### Your Income Tax —

Wages		Number of Dependents					
At Least	Less Than	0	1	2	3	4	5
\$50	\$51	\$10.10	\$7.50	\$5.00	\$2.40	—	—
60	62	12.20	9.60	7.10	4.50	1.90	—
74	76	15.00	12.40	9.90	7.30	4.70	—
100	105	20.50	17.90	15.40	12.80	10.20	—
125	130	25.50	22.90	20.40	17.80	15.20	—