

## Most Grievances in 1952 Involved Pay

Anyone who has the slightest doubt about UE Local 301 being a "pork chops" union—one which works on a day-by-day basis to improve the economic well-being of its members—has only to look at an analysis of 1952's grievance dockets to end these doubts.

According to a report prepared by the union office, the local handled 925 dockets at the works management-executive board level. At least three times as many complaints were settled on the first level, between the shop stewards and the foremen. Since these cases are never put into writing, the exact number of such cases is never known, but it is safe to say that the total number of grievances handled by the local was very close to 4,000.

Since many of these cases were group dockets, involving as many as 25 persons each, at least 8,000 men and women, or about half the local's membership, were directly involved in grievances during the year.

However, the most significant thing about the written grievances handled last year was that the overwhelming majority of them dealt directly with improving the living standards of Schenectady GE workers. In fact 612 of them could accurately be described as having long-range economic significance for those affected. Here is a detailed breakdown of those cases:

By far the largest single cause of grievances in the shops were inadequate rates or piece work prices. A total of 317 cases fell into those categories, not counting the numerous incidents of contract violations, improper classification, discrimination against women workers, failure to pay for extra work or additional duties, attempts to cut standard prices and improper price procedures.

Certainly all of these grievances were filed in efforts to win better living standards for the people, as were grievances dealing with such complaints as improper overtime division, failure to divide work equally, work outside of classification and refusal to grant merited upgrading.

Of the above types of dockets, the most common was that involving contract violations. Sixty-eight of these were taken up in Building 41 during the year. Improper classification was the next most common complaint, with 60 cases on record, closely followed by upgrading beefs (57).

Along side of these grievances involving long-range economic questions were another large group of dockets which were aimed to stop company chiseling in specific situations. These included failure to pay for lost time, holidays and vacations, overtime, change of shift premium and waiting time. Also in this type were cases involving demands for reduction of forces in lack of work situations and failure to pay average earnings where such payment is provided in the contract. In all, there were 62 cases in these categories.

While all of the grievances discussed so far involved the living standards of GE workers and their families, another very important category were those arising out of the continuous struggle for decent working conditions. The basic nature of this struggle is indicated by the fact that there were 216 such dockets filed in 1952.

Of these 216 cases, approximately one-third, or to be exact, 74 dockets, were aimed at stopping supervision from depriving the workers of their rights by discrimination, intimidation and coercion. There can be no doubt that one of the most vital functions of the union is to make sure that men and women can work without the abuse and harassment which are characteristic of non-union shops.

The health and safety of GE workers was also protected through the UE grievance machinery. In all 40 grievances were filed which protested against unsafe or unsanitary working conditions.

Speedup is always a threat, especially in these days when the big corporations are driving for ever-increasing profits at the expense of their workers. Here in the Schenectady GE works, the drive against speedup took the form of dozens of grievances, at least 23 of which reached the board-management level. The most common type of case in this grouping was that in which gangs demanded additional help to do their jobs.

On a par with the speedup problem was that of protection of seniority. Fourteen cases involving restoration of service, 17 cases involving transfer requests, 15 arising out of demands for change of shift and 8 stemming from placement problems reflected this fight for full seniority rights.

In addition to these cases of general importance there were several dozen centering on issues which, although narrow, were important to the individual workers and groups involved.



Niagara Falls, Ontario—One of the last strongholds of company unionism in Canada's Niagara peninsula fell last week when 750 employees of the North American Cyanamid Co. voted to be represented by UE. The Cyanamid workers had been saddled with a company union for 10 years. During that time, both the CIO and the AFL tried unsuccessfully to organize the plant. However, UE, with its record of accomplishment for 4,000 other members in the area, and for thousands more just across the border in Western New York, was able to overcome company intimidation and win bargaining rights.

St. Louis—A contract providing a guaranteed annual wage has been negotiated between the Brown Shoe Co. and the AFL Warehouse and Distribution Workers.

Fort Wayne, Ind.—A delegation made up of members of 3 UE locals in this city visited Congressman Adair to protest the use of the Taft-Hartley law against UE and other unions. The delegation also presented the lawmaker with UE's legislative program.

New York—The International Workers Order has announced that it would go to court to prevent the federal housing authority from evicting persons who refuse to sign loyalty oaths from government projects. The oaths have also been denounced by the American Civil Liberties Union.

Toronto—Women working for GE in Canada met here recently to map plans for a fight to end pay discrimination on account of sex. The gathering stressed the importance of beating the company policy of using women to undercut jobs on both sides of the border.

Cleveland—The Republic Steel Corp. reported last week that the year 1952 produced a \$44-million profit after taxes despite the 56-day steel strike.

Minneapolis—A demand that the NLRB withdraw the illegal affidavits, which it is trying to make UE national officers sign, was wired to Paul Herzog, board chairman, by the UE District 11 Council. Similar telegrams were sent by union locals in the district, which includes Minnesota, Wisconsin and part of Illinois.

# ELECTRICAL UNION NEWS

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

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## Petition Drive for Repeal of McCarran Law Gains; Local Clergy Voice Support

Thousands of UE Local 301 members signed petitions this week demanding that Congress act to repeal the vicious McCarran-Walter immigration act which turns 14-million Americans of foreign birth into 2nd class citizens. Even as they were putting their names down, the UE



BUCKY PHILLIPS, The chairman of the local activities committee reported on the proposed social events for 1953 at Monday's meeting of 301 shop stewards.

### Activities Group Slates 6 Events

Six social events during 1953 are being planned by the UE Local 301 activities committee, Bucky Phillips, chairman of the group, reported at Monday's stewards' meeting.

Leading off the proposed program will be a giveaway drawing to be held at the March 16 membership meeting. This drawing, featuring 6 valuable prizes, would be designed to help finance the other events.

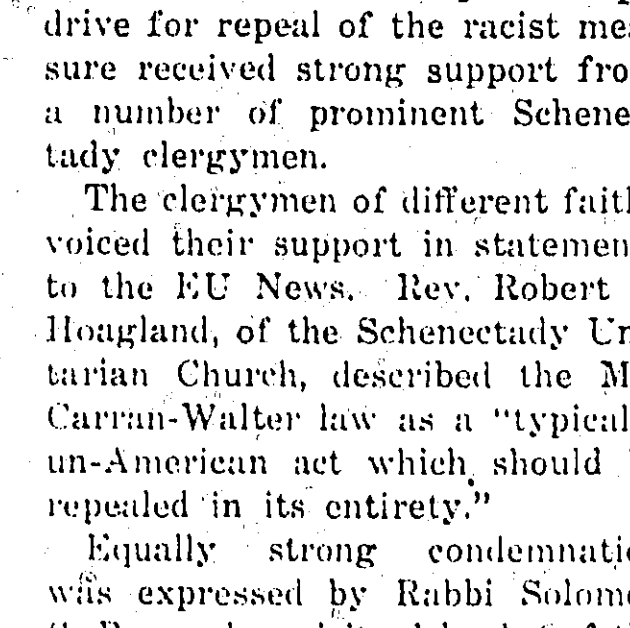
These events will get underway with an anniversary dance to celebrate 20 years of union organization in the Schenectady GE works.

This year's field day is slated to be held in June, with a baseball booster night at Schenectady Stadium, probably during the same month. A fall clambake will keep the union's social season in full swing. The year would be rounded out with the big union Christmas party.

The entire program will have to be approved by the local membership. Phillips will submit it for an OK at the Feb. 16 membership meeting.

### Check-off Rule

Anyone who leaves the plant for one year or more must sign a new card to go back on the union dues check-off. This applies to persons inducted into military service as well as to all others.



WILLIAM STEWART, A report on legislative hearings in Albany was made at Monday's stewards' meeting by the chairman of the 301 legislative sub-committee.

### Stewart Reports On Compensation

The urgent need for improvements in the present workmen's compensation law, and the danger of big business attempts to cut the current benefits to injured workers were equally emphasized by William Stewart, chairman of the 301 legislative sub-committee.

Stewart spoke to Monday's stewards' meeting. He described last week's Albany legislative hearings, in which UE spokesmen presented this union's program for improving compensation benefits by raising payments to conform with present living costs, and by extending coverage.

Stewart also told of the appeals court scheme by which corporations hope to cripple the compensation setup, and of other business proposals to make it impossible for injured workers to get even a bare subsistence allowance.

Religious leaders throughout the nation have condemned the new act. (Continued on Page 2)

### Propose One Year Requirement for Stewards

One change in the Local 301 constitution will be recommended at the Feb. 16 general membership meeting by the constitutions committee of the local. This change would make a year's membership in the local a requirement for election as shop steward.

The committee will also report out a proposal from one of the union members to increase the term of union officers from one to two years. However, this report will carry with it a recommendation that the proposal be rejected.

The change which is recommended will have to be approved by the membership meeting if it is to be incorporated into the constitution. There are 3 meetings a year at which constitutional changes can be discussed.

Local 301's constitutions committee is under the chairmanship of Anthony Esposito, Bldg. 53. Anthony Campriello, 52, is secretary.

## Question and Answer Corner

Every day in the shops, stewards and other active union members are approached by some of their fellow workers and asked questions about our union, UE. Some of these questions keep popping up over and over again. For this reason, the EU News has decided to launch this new feature in which some of the most common inquiries are put down, together with what we feel are honest and complete replies.

Question: Why is it that UE has been attacked by the un-American committee, the McCarran and other committees, and grand juries more than any other union?

Answer: It is not completely true that our union has been more under attack than any other union. The fact is that the first union to fall victim to the vicious National Relations Board desertification moves was a local of the CIO pack-

inghouse workers in Camden, N. J. UE pointed out during last summer's hearings of the Humphrey committee that the history of American labor shows that employers have always attacked organized labor, and particularly its leadership, as subversive. The union testimony noted:

"Every effort of the working people to organize or fight for the improvement of their conditions and welfare has been denounced as of foreign origin, treasonable, un-American, etc. . . .

"The purpose of these attacks . . . has been to hold down wages, or to cut them, to maintain speed-up, or to increase it, to maintain or reinforce the autocratic control of the employer over his employees—his power to force them to sweat

for the employer's profit or to starve. The attacks upon the labor movement and its leadership at every level, from shop leadership to national officer, have never been for the protection of America or the advancement of the welfare of the American people. The motive has been the increasing of corporation profits at the expense of the American people."

When these facts are understood, it becomes easy to see why the employers have to use their committees and hand-picked grand juries to center a good part of their attack on unions like UE, which are controlled completely by their membership and which refuse to abandon the fight for better wages, better working conditions and a better America.

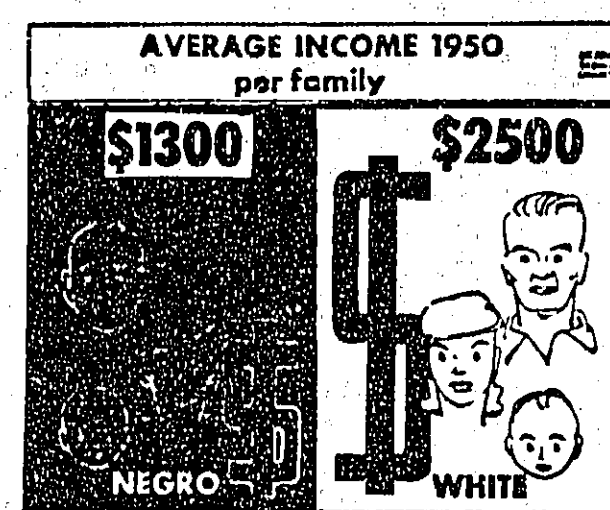
## GE Pays Silicosis Victims with Cuts

A GE foundry worker from Elmira last week told a New York State legislative committee that the company forced him to take a 71c hourly pay cut after he got silicosis.

The worker, Alex Gray of UE Local 310, testified that he had been receiving \$2 an hour until he became ill with the lung disease. Then he was forced to take a transfer to a labor job paying only \$1.29.

"When you get silicosis at GE, you take a wage cut," Gray asserted, adding that there was no way to make up the cut, since the New York law does not permit compensation benefits for partial disability due to silicosis. "The way the law works," Gray pointed out, "you have to be dead to be considered totally disabled so you can get compensation."

The foundry worker's testimony was given in support of a bill sponsored by Sen. Dutton Peterson, Elmira Republican, to provide partial disability payments for silicosis victims. This bill is part of the UE's New York State legislative program.



**MEANING OF JIM CROW.** The real meaning of discrimination against Negro workers in the U. S. is shown in the chart above. Government figures reveal that the average Negro family receives less than half as much income as white families, and that discrimination against Negro workers holds down the pay of all. As long as employers can prevent unionization in the South through Jim Crow, they can keep the workers divided and preserve a cheap labor reserve.

## McCarran Law

(Continued from page 1)  
immigration bill. One of the strongest statements was made by the Most Rev. Richard J. Cushing, Roman Catholic Archbishop of Boston, who said:  
"The McCarran-Walter act . . . openly and avowedly was designed to virtually exclude people from Southeastern and Eastern Europe, and can not be defended without resorting to the discredited and un-Christian tenets of racism."

## 'Respectable' Redbaiter Ryan Admits a 'Few (\$50G) Vices'

The real meaning of the redbaiting racket conducted by certain "respectable labor leaders" was exposed last week when Joseph P. Ryan, boss of the AFL longshore union, admitted

to the New York State Crime Commission that he spent nearly \$50,000 out of an "anti-Communist" fund for personal luxuries. Included among Ryan's activities in the interests of democracy were a cruise to Guatemala, repairs to his Cadillac, golf club dues, insurance premiums, clothing bills and a \$800 luncheon at the Stork Club.

In fact, under questioning Ryan had to admit that not one cent of the \$185,000 kicked into the fund by longshore workers (on a "pay or else" basis) went into anti-Communist activity. When the questioning revealed what the money really went for, Ryan remarked, "Well, I got to have a few vices."

Ryan's "few vices" also included dipping into funds of the union journal, maintaining notorious Murder, Inc. gunmen on his payroll as "organizers" and local officials, and, most widespread of all, making sell-out deals with longshore bosses which left the wage levels of his members at a pitifully low level.

Incidentally, Ryan, himself, wouldn't have exactly starved if

he had left the "anti-Communist" fund alone. In the past 5 years, he received \$115,000 in salary from the union, \$12,500 for Cadillacs, \$700 for "Communist activities," \$50,000 for expenses and \$4,000 in "gratuities." Grand total: \$228,000 or an average of close to \$50,000 per year. There have also been some rumors that the longshore boss was not above taking "gifts" from the companies.

The members of Ryan's union don't do quite as well. They average \$1,500 a year in wages. This compares with the better than \$5,000 average of West Coast longshoremen who belong to the union headed by Harry Bridges. Ryan is a "respectable union leader," while Bridges is a "subversive" facing deportation.

## Slate 269 Meeting

A special meeting of Electronics workers in Bldg. 269 to discuss bad shop conditions will be held at the union hall on Thursday, Feb. 12 at 7:30 p.m. All workers in the division are urged to attend.

Their own individual setups, do lay outs from blueprints, including tinning, fitting, wiring and welding operations. Each job is different from the others so that there is no repetitive work. In fact, they are actually combination men performing an all-round job resulting in finished products. The union demands a 2-step increase in timing rate to which this group is entitled.

Bldg. 265: Mill operators and slug and soot men protest supervisor's practice of assigning them to clean canal screens for condenser in G1. Their duties give them a full-time job at their own station. The union demands this practice be stopped.

Bldg. 273: Q. Brown demands transfer from 2nd to 1st shift to fill the opening left by S. De Graff.

About 6 weeks ago, a time study was taken on stud job 977360-42, run by Anthony Conti. The union demands that this job be priced in accordance with that study.

Napoleon A. Plue is entitled to an upgrading from C to B machine repair man because of his ability, experience and performance. The union demands that he be upgraded.

J. Salerno, E. Grause, L. Craft, W. Poyfair, W. Thomas and W. Vedder are all doing B work although they are classified as machinists and machine repairmen. The union demands they be reclassified with proper rate adjustment.

Group protests violation of contract article V-6a-4 in supervisor's hiring of assemblers from the gate while they are not being properly considered for higher rated jobs. The union demands adherence to the contract.

## Issue New Buttons

The more than 400 shop stewards who attended Monday's meeting received special buttons to let the workers in the groups know that they were represented at the union hall.

These yellow and black buttons were the 2nd set issued by Local 301 since the identification system started in January. New buttons will be issued every month. Attendance at both meetings since the buttons were instituted has been extremely good.

## Union To Remain In Blood Setup

UE Local 301 will continue in 1953 to participate in the Red Cross blood bank plan which entitles all those who take part to obtain free blood almost anywhere in the United States.

The plan was outlined at Monday's stewards' meeting by Bucky Phillips, chairman of the activities committee. He explained that signing a card indicating willingness to participate did not necessarily mean that a person would be called on to give blood, but it makes the signer automatically eligible to receive free blood when necessary.

The blood plan at the Schenectady works is being jointly administered by the union and the company, with foremen and stewards sharing the responsibility for signing up applicants in their departments.



ELECTRICAL UNION NEWS

## Lump Sum Compensation Awards Amounted To Over \$184,000 in GE 1952 Injuries

UE Local 301's free compensation service netted \$184,422 in lump sum awards for members of the union in 1952. An even larger sum was paid out in weekly payments of up to \$32 to injured workers in the Schenectady GE works. The figures on the lump sum payments

## 28 New Shop Stewards Take Oath of Office

Twenty-eight new shop stewards took the oath of office at Monday's stewards' meeting in the UE Local 301 hall. The stewards who were sworn in were either replacements for those who had taken the oath at the January membership meeting, or men and women unable to attend that meeting.

Six of the new stewards represented groups on the 2nd shift. They took the oath, administered by Guido Mario Bagnato, at the afternoon session. This group included John O. Smith, Bldg. 15; Ralph Brooker, 28; Louis Temple, 40; George Schulz, 50; and Arthur B. Canavan, 273.

The other 22 were sworn in at the evening gathering. They were:

Stanley Witowski, 16; Stanley Barnes, 18; Willis Boyden, 37; J. Van Buren, 49; Arnold Van Deusen, 49; Harold Potts, 60; Elsa Ferguson, 69; Anthony Raibovsky, 79; Robert Bisillon, 107; David Stockheim, 107; A. C. Holton, 269; Charlene Hotaling, 269; Rudy Nevidek, 269; Bruce Cole, 273; Alfred Deere, 273; Honore J. Lanoue, 273; Thomas McCabe, 273; Robert J. Monaco, 273; William Murphy, 273; George Reakes, 273; Fred Voris, 273; and Everett Hayward, Knolls.

were released this week by Leon Novak, Local 301 attorney, who handled the union's cases before the compensation board. Novak's services were available throughout the year to any union member free of charge. It was estimated that about one worker in 6 had to use this service in 1952.

Lump sum payments were made for so-called scheduled losses, that is injuries of a permanent nature resulting from shop accidents. Most compensation awards were made on a weekly basis for the duration of a temporary injury.

The amounts of the lump sum awards varied widely from a low of \$75 to a high award for an individual worker of \$9,564. The average award during the year was \$772.14. There was a sharp increase in both the total cash awards and in the average payment during the last 3 months of the year.

An average award during the final quarter amounted to \$801, while the total amount of money won in compensation cases was \$55,287. This compared with an average of \$729 and a total of \$129,134 during the first nine months of 1952.

Many of the awards that were finally won were contested by the company, which maintains a large battery of compensation lawyers for this job.

## Set Conference Board Vote on February 16

Elections for 3 representatives of UE Local 301 on the UE-GE conference board will be held at the membership meeting on Monday, February 16.

The voting for the representatives on the board will take place in both the 2nd shift meeting in the afternoon, where one delegate is to be named, and at the evening meeting of the 1st and 3rd shift, where the other 2 will be chosen.

The present conference board delegation includes Fred Pacelli, representing 2nd shift workers, and James Cognetta and Leo Jandreau, representing the 1st and 3rd shifts.

The conference board is made up of representatives of UE locals in General Electric plants throughout the country. Its chief task is establishing policy in meeting the company on a national basis. The board is particularly important during contract and reopening negotiations, when it brings the proposals of men and women in all of the shops together.

A meeting of the board is slated in New York City tomorrow. Its purpose will be discussion of the forthcoming economic reopening.

## UE ON THE JOB!

Bldg. 11: Larry Apple and Earl Voight operate binders and lathes for rotors as a 2-man team on a horizontal press. When there has been a lack of work on the job, supervision has refused to allow them to help out on the horizontal press, although they are qualified to do so. Instead, supervision has been using men from the rotor gang who have never even gone through a breaking-in period on the jobs. This is discrimination, and the union demands it be halted.

Bldg. 16: Edward R. Gogola demands change of shift premium for transfer from 1st to 2nd shift. He further demands return to 1st shift where there is now an opening.

In accordance with contract article X-2a-6, a rate adjustment is demanded for Edward L. Kay who was transferred to the 6' to 18' boring mill. A change of shift premium is also demanded.

Bldgs. 24, 25, 26: During two consecutive weeks, the 1st shift of the protesting group has been asked to work Saturdays, but the 2nd shift has not been called in. This is a violation of contract provisions on division of overtime. The union demands an end to such violations.

Bldg. 28: Group working on M2-5D-2452 stators are encountering difficulty in assembling these stators because the wires are inclined to break and are too heavy, their hands tire, the coils are too short, the space for final assembly is in-

adequate and a dispatcher is needed to distribute work. The union demands correction of these bad working conditions.

Bldg. 40: Dip room group maintains a steady flow of motors to the cleaning line while the conveyor is going through an oven process. Therefore production is not affected. However, supervision is paying only waiting time instead of average earnings, to which the workers are entitled. The union demands payment of average earnings to this group.

Bldg. 52: H. A. Decker protests being sent home on 1/14 when there was no actual lack of work and other workers were not sent home.

Bldg. 66: Ralph Berry was issued a job on which his group protested the \$7.10 price on the ground that it was incorrectly taken from a sub-base table, rather than from a base table. The foreman instructed him to complete the job while the voucher was being checked. After a week, the foreman refused to adjust the price and instructed Berry to either finish the job or go home. This was a case of outright coercion. The union demands that this type of coercion be halted, and that jobs be properly priced from the correct tables.

Piecework group is entitled to report-in time on 1/14 in accordance with contract article V-8d. Union demands payment.

Bldg. 73: When the compensation stock from 60 was transferred

Thousands of grievances are handled by UE Local 301 each year at all levels from the steward up to final appeal in New York City. To keep members posted, we shall each week list some of the grievances that have not been settled at the steward-foreman level and have been referred to the executive board-management level.

to 73, Herbert D. Yager was promised the B stockroom keeper's job. However, another worker has been given the job, bypassing Yager. The union maintains that Yager has been in charge of a stockroom and carrying out the duties of the job. Therefore, the union demands that he be reclassified from accumulator to B stockroom keeper.

Bldg. 81: C packers working under Foreman Dumas are not being paid for crane lifts, contrary to practice in other packing operations in the plant. This group has to place items to be packed in cases or other large containers. After the packing is completed, the operator uses cranes to unload and to place objects on pallets. The union demands payment for crane lifts.

Bldgs. 93, 105: Assemblers' group in Industrial Heating are performing work which requires skills justifying a higher timing rate than the present \$1.04. They perform

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**JOIN 630 STRONG.** Twenty-eight men and women took oaths of office as UE Local 301 shop stewards at Monday's meeting of the committeemen. They join the group of 630 people who are the heart of the union at the Schenectady works. Pictured above are the 6 who took the oaths at the afternoon 2nd shift meeting. The other pictures show the 1st and 3rd shift stewards being sworn in.

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