

Welded Products Protest Stalling

A meeting was held in the Welded Products Division last week in an effort to avoid labor trouble by what appeared to Union representatives as deliberate stalling tactics of foremen in this Division.

Executive Board member Scott filed a grievance pointing out the increasing and repeated complaints from his shop stewards regarding the stalling of foremen in payment for waiting time, extra work and correcting improper piece work prices. They further pointed out that even when a condition would be finally corrected, it was, nevertheless, repeated when the situation arose again. These conditions had become so general that the people were finally forced to interpret supervision's attitude as a deliberate intent to provoke a work stoppage.

Therefore, the Union requested the meeting between management of the Dept. and the Union, represented by Board Member Scott and Pres. Jim Cofinetta. Manager Lathrop claimed he did not know such conditions existed but did agree that they should not exist. He also stated that any specific examples brought to his attention through Mr. Burrows will be corrected. People of this Dept. are now waiting to see how long it will take for this attitude to filter through to local supervision.

Trial Committee Elected

Whenever charges are made against any member of the Union, the Constitution of U.E. Local 301 requires that a Trial Committee of nine members elected at a membership meeting shall hear the plaintiff and the defendant and then make recommendations to the next membership meeting as to the disposition of the case.

Elected from the second shift to act on this committee was L. Stanton, Bldg. 40. The eight members elected from the first and third shifts are: William Mahoney, Bldg. 107; D. Conti, Bldg. 73A; G. Giacomo, Bldg. 52; A. Benaquist, Bldg. 73; R. Armstrong, Bldg. 40; C. Passikoff, Bldg. 69; J. Kennedy, Bldg. 40; J. Ahkio, Bldg. 285.

No Paper Next Week

Because most of us who are responsible for the job of getting the E.U. News published will be in Chicago next week attending the convention, it was decided to cancel the September 25th issue.

The next issue will be out as usual on Friday, October 2nd.

Union Dues Money

Where does the money go? is a question that is asked many times and it is a good question.

While a financial report of income and expenses is discussed and acted upon at each monthly membership meeting and a copy of financial report given to each member who is present, there are still many who do not attend Union meetings and do not realize how much it costs to operate a Union and especially one that gives the type of service to its members that U.E. Local 301 does.

In order to give immediate service to our members, there is a shop steward for approximately every 25 members and when he loses time representing members on grievances, he must have his pay guaranteed by the Union. When he cannot settle a grievance, there is an Executive Board member in every department who comes to his assistance, and from there, committees to management when necessary. All these services cost money. The contract and its provisions protecting the job was not given to us out of generosity, we will assure you. Maintaining and improving it requires considerable cost.

The legal and compensation service of this local Union is an unique service that is not generally found in other labor unions. Many hundreds of our members who have had the benefits of our compensation service realize the tremendous benefits of proper legal representation.

The following is a breakdown of income and expenses from Union dues based on our present membership of 16,000 on check-off at \$2.50 per month:

INCOME		Expenses	
100% = 40,000 = 16,000 members		100% = \$40,000	
31%	National Per Capita.....	\$12,400 *	
4%	Dist. #3 Per Capita.....	1,600 *	
20%	Building Fund.....	8,000 *	
17%	Lost Time in Shop.....	6,800	
10 1/2%	Salaries (10 employees).....	4,200	
5%	Local Paper (E.U. News).....	2,000	
3%	Legal and Compensation Service.....	1,200	
2 1/2%	Headquarter Expenses.....	1,000	
1%	Conferences and Conventions.....	400	
1%	Cost of Check-off & C.P.A. Audit.....	400 *	
1%	Annual Union Election.....	400 *	
1%	Contributions.....	300	
1%	Insurance.....	200	
1%	S.C. Tax and NYS Insurance.....	200 *	
1%	Local 301 Pension Plan.....	200 *	
1 1/4%	Surplus.....	700	
100%			\$40,000

The items marked by an asterisk are fixed expenses either by constitutional requirements or Federal and State laws. The other items are subject to membership action.

You will note the margin between our income and expense is very small (\$700.00) considering the many problems that come before the Union daily, any one of which could bring about some extraordinary expenses.

State Law Requires Company to Pay Compensation For Some Illnesses As Well As Accidents

Union Lawyer Explains Claims for Occupational Diseases

When an accident injures a worker, the worker is immediately aware that something has happened to him and he reports it to his foreman immediately. There is no mistaking such an occurrence. The worker has hurt a hand, a leg, a shoulder, his back or some other part of his body. There has been a single incident which caused this injury and the worker is able to report to his foreman what happened.

The Law, however, requires that even certain types of sickness or diseases be reported as soon as a worker becomes aware that he is suffering from such a disease if the worker feels that this disease resulted from the nature of his work.

Take, for example, the worker who works with cutting oils and who breaks out with a rash. Of course, if the worker goes to his own doctor with this condition, the doctor may inform the worker that the skin disease came from the oils he used at work. In such instances the worker should report this as soon as he is able to. In any event, however, a worker who develops such a disease can consult the Union's Lawyer as to a possible connection with his work and the Union Lawyer will advise him as to how to go about investigating this possible claim for compensation.

The same holds true for many other types of occupational diseases. These include loss of hearing for workers who, like chippers, work in a noisy atmosphere; also

UE Local 301 Delegates Address Lynn Meeting

William Mastriani, Chief Steward, and William Linka, Executive Board member from Turbine, addressed a meeting of the U.E. Organizing Committee in Lynn last Wednesday.

Both Schenectady delegates stressed the importance of the General Electric employees in Lynn to vote U.E. and join with Schenectady and Erie, which make up the "Big Three" in the General Electric Company.

The Schenectady delegates pointed out to the members of the Lynn Organizing Committee that U.E. Local 301 was prepared to offer any assistance that will be necessary for a victory.

Along with meeting with the Organizing Committee, Mastriani and Linka met other key U.E. supporters in the plant.

The Schenectady delegates report that 6,300 U.E. cards have been signed and the Lynn workers are anxious to have the N.L.R.B. election as quickly as possible. The Lynn case is now before the National Labor Relations Board, after conclusion of lengthy hearings, where it is now awaiting a decision. The main fight at the N.L.R.B. hearings was between the A.F.L. and the I.U.E. The I.U.E. wants to keep the factory and office employees in one local and the A.F.L. wants them separated. The U.E. petitioned for the shop and office together, but will agree to a separate vote for the office provided U.E. is on both ballots and provided it brings a quick election.

IT PAYS TO BELONG TO THE UE

ELECTRICAL UNION NEWS

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THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA U.E. LOCAL 301

Vol. 11 — No. 39

SCHENECTADY, NEW YORK

Friday, October 2, 1953

Convention Votes Per Capita Boost

Responding to the need for additional revenues to run the union, the UE national convention in Chicago voted unanimously to increase the per capita tax from 75c to \$1.00. The per capita is the amount paid by the locals to the national union for each member.

The per capita increase involves a change in the UE constitution so that it must be submitted to the locals for ratification. However, judging by the strong feeling expressed at the convention that the boost is absolutely necessary to maintain the organization, there seems to be little doubt about the eventual OK of the change.

In the wide discussion of the per capita increase, many speakers pointed out that UE would still have one of the lowest per capita taxes of any union in the country. Without the increase, the union could be forced to either curtail its services to the people or run at a deficit, these speakers noted.

Resolutions Summary

A complete report summarizing the resolutions adopted by the 18th UE national convention in Chicago is presented on pages 3 and 4 of this week's EU News. We urge all local members to read these resolutions which will guide our union during the coming year.

Unity is Convention Keynote

Unity and determination to carry on the fight for improving the economic well-being of the membership were the two keynotes which ran through the entire UE national convention in Chicago last week.

A typical expression of the united strength of UE came on Wednesday with the unanimous election of the union's three national officers, President Albert J. Fitzgerald, Secretary-Treasurer Julius Emspak, and Director of Organization James J. Matles. A similar harmony was expressed in the working out and approval of the many important convention resolutions — resolutions dealing with such key subjects as wage policy, speedup, organization of the

UE-GE Board Makes Plans For '54 Contract Campaign

A G.E. Conference Board meeting was called in Chicago on Sunday, the day before the opening of the 18th Annual Convention of the U.E. Approximately 75 delegates attended the Conference Board meeting, representing 50,000 G.E. workers throughout the country.

Helen Quirini, delegate from U. E. Local 301, was elected to chair the meeting. This was the first time in the history of the G.E. Conference Board that a woman acted as chairman.

The purpose of the Conference Board meeting was to set forth certain basic demands that will act as a basis for discussions on 1954 Contract demands. The UE-GE Contract provides for wage negotiations and contract modifications next spring. Notice will be given to the Company on or after April 1, 1954 to that effect. The delegates reported on what was taking place in their respective local Unions. The reports covered the employment outlook and the problems affecting wages and working conditions. The problem of lack of work was pointed out by several locals; particularly the delegates from Erie, who claimed their refrigerator production was cut 30% in August, causing layoffs of over 1,100 employees and another similar cut of 30% is scheduled for October.

Probably no subject was regarded as of greater importance than that of united action and organizing the unorganized. Delegates cited the vital need of carrying forth the union program in these fields in order to strengthen UE, to bring back shops that have left. Throughout the convention, Local 301 delegates took active roles in the committees and in the floor discussions. Elected representatives of the local were Mario Bagnato, Bldg. 52; James Brown, 273; James Cognetta, 52; James De Mussee, 49; Lawrence Gebro, 273; Leo Jandreau; William Mastriani, 73A; Fred Pacelli, 46; Helen Quirini, 81; and Wm. Stewart, 273.

The following was adopted unanimously as an outline program for discussion by the membership of local Unions, leading toward the formulation of specific demands to be made on the Company next spring:

1. Wage Increase—D.W. & P.W. workers.
2. Special adjustment for skilled workers.
3. Carry through to end discriminatory women's rates.
4. Improved incentive protections.
5. Reduce the number of step rates.
6. Elimination of geographic differentials.
7. Improved seniority protection.
8. Improved holiday provisions.
9. Improved vacation provisions.
10. Improved sick benefits and hospitalization.
11. Improved pension plan.

A national coordination committee was elected to help all the U.E.-G.E. locals to have a uniform and effective plan of activity in order to win our 1954 Contract demands.



BOARD CHAIRMAN: Helen Quirini, Schenectady delegate to the UE national convention, who was elected chairman of the special UE-GE conference board meeting in Chicago. She is the first woman ever to be chosen for the post.

Entire Monroe Family Makes Eye Pledges in 301 Campaign

If it's up to the family of GE worker Harold Monroe, then there's no doubt that the current UE Local 301 drive for eye bank pledges will be a huge success. Five members of the

Monroe family have done their part by pledging their eyes after death to the Sight Conservation Society of Northeastern New York.

It's the society which is cooperating with the Lion's Club and with Local 301 in the drive to obtain eye bank pledges. These pledges state that the persons making them are willing to have their eyes removed after death and used to restore the sight of the blind.

This can be done through a delicate operation which involves the transplanting of the cornea tissue from the eye of the deceased to the blinded eye of the living. The procedure in no way disfigures the body of the dead and it has the full approval of all religious denominations. Pledge cards can be obtained from 301 shop stewards.

As for the Monroe family, they're enthusiastic in their support of the drive. When Harold Monroe, a coppersmith on 2nd shift in 273, first heard about the campaign, he immediately contacted the sight group for information.

Then he called his wife, Nettie, and asked whether she had any objections to him making the pledge.

Not only did Mrs. Monroe have no objections, but she immediately informed her husband to get a pledge card for her, and a few others to spare. She then went about the job of lining up the other members of the family, 21-year-old daughter Shirley, a GE office worker; 18-year-old son James, a senior at Mont Pleasant High; and daughter Mrs. Annetta Monroe Kimball, who herself is the mother of two youngsters.

All the Monroes signed up without hesitation. In fact, they're now waiting to make it unanimous when Staff Sgt. Harold Monroe Jr. returns home in the near future, after 5 years in the U. S. Army medical corps.

As Harold Sr. puts it, "When our time comes, the good Lord will take care of our sight. The least we can do is to help others."

Author Challenges McCarthy Probe, Risks Jail

Risking jail to defend his rights under the Constitution, author Corliss Lamont Sept. 23 told Sen. Joseph R. McCarthy's investigations subcommittee it has no right to inquire into his personal beliefs and activities. McCarthy later announced he would ask the Senate to cite Lamont for contempt.

Lamont, a philosophy lecturer at Columbia University and son of the late Thomas W. Lamont, chairman of J. P. Morgan & Co., was summoned before a closed session of the McCarthy subcommittee at the federal courthouse here. Reason given was that the army had cited several books on the Soviet Union written by Lamont in a military intelligence document on Soviet Siberia's psychological and cultural traits.

Lamont's reliance on the first amendment, rather than the fifth amendment, in refusing to answer questions by McCarthy could lead to another court test of the McCarthy group's powers. Such a test has already been initiated by author Harvey O'Connor, who was cited for contempt by the Senate July 23 after he refused to answer subcommittee questions on whether he had been a Communist when he wrote books later found in government overseas libraries.

O'Connor, citing the first amendment, declined to tell the subcommittee anything about his political beliefs, although he later informed reporters he was not a Communist. Lamont told the subcommittee, "I am not now and never have been a member of the Communist party," but refused to answer some two dozen other questions relating to his political beliefs.

UE ON THE JOB!

Bldg. 10C: A time study was taken on job drags, 2014-782, and a \$7.85 price resulted. However, there has been a methods change since the study and operator Arthur J. Stearns has demanded a new study in accordance with the contract. The foreman has refused. The union demands that the contract be lived up to, and a new study taken.

Bldg. 17: Dominick Barone is classified as a tool room machine operator-B surface grinder operator. He is giving normal performance on all the work required on his machine. This has always been A work and the union demands that Barone be given the A classification with proper adjustment in rate.

Gerald Mills lost time in the process of being transferred from one job to another. The union demands that he be compensated for this time lost through no fault of his own.

L. Bossard was laid off due to lack of work and was slated for transfer to a punch press job in 17. However, as the result of a previous grievance docket, he was to go back to Bldg. 19 on punch press. The union demands that Bossard be given the job opportunities to which he is entitled on the basis of his length of service.

Segmental group under Foreman Malissevski is entitled to an increase in the price for job 707-47-3045, which was run on punch press 244 during weeks ending 8/2 and 8/9. The union demands a proper price adjustment.

Index operators were always paid average earnings for making keyways on blanks returned from 19. Recently this practice was changed and the rate reduced to \$1.64. The union demands a return to past practice of paying operators average earnings.

Bldg. 29: Donald Anderson is classified as a setup man on the 27 mica paste machine, with a rate of \$1.73 1/2. This rate is inadequate for the type of work being performed. The union demands a 2-step increase.

Bldg. 46: Group of mechanical inspectors under Foreman Jones protests assignment of a B leader to segregate C and B inspection jobs. The union demands establishment of proper machinery to segregate A, B and C inspection work.

Bldg. 49: Group under Foreman Lee protests the use of day workers from other jobs to do work properly belonging within group and for which members of the group were available. One example was the assignment of a worker from nozzle assembly to run the shears. This was done in violation of a previous agreement to notify the shop steward in case of any alleged emergencies. The example involved only 10 minutes work by Foreman Lee's own admission, and when the protest was made, the violation of agreement was deliberately repeated by Foreman Parini. The union demands that management take immediate steps to end these violations and to avoid repetition of these deliberate provocations by supervision. Group under Foreman Lee protests assignment of welders to set-

up work when workers from the group are available. The union demands that management act to correct this situation.

Bldg. 52: William Finn is classified as an assembler on iron floor medium work, but has been assigned to heavy work. The union demands that he be upgraded to heavy work classification with retroactive rate adjustment.

Bldg. 60: Robert Ahnert was promised the first available opening on a B calibrator test job. However, an opening was filled by a C test man with less service than Ahnert, even though Ahnert has been absent from work since 9/16 because of an injury. He is now able to return to his job and the union demands that he be reemployed in accordance with contract article XI-10.

In March, a millwright's leader retired. The shop steward approached Foreman Beaver to find out when a helper would be upgraded to fill the opening. He was told that work was slack and that the upgrading would take place when Bldg. 85 work was moved. The 85 work has been moved and there are a number of large jobs scheduled for 60 millwrights. The union demands the immediate upgrading of helpers to millwrights.

Bldg. 84: On 8/29, a group from Bldg. 107 was brought in to do work definitely belonging to track group in transportation. This work consisted of installing a switch, 4 timbers and 7 ties. The union demands that management halt this practice in the immediate future.

Bldg. 269: On 6/10, a docket demanded the increase of AER on C-108. The foreman promised a definite answer the following week, but the AER was not increased until 8/3 when price changes were put in effect. These changes should have been effective 6/10 and the union demands proper retroactive pay.

R. Leach is classified as a B machinist-machine repair man and is the only worker in the building employed on the job. He has to do a great deal of A work. The union demands that he be given the A classification with proper rate adjustment.

Madeline Roscoe is classified for Seal-on vacuum tube work. Her duties include the giving out of work to other operators and the instruction of operators. Therefore, the union demands that she be upgraded with a proper rate adjustment to compensate for these duties.

Robert Spitzer is a graduate apprentice. Although the division has hired other A men in the past, it has not given consideration to Spitzer who has a B classification. The union demands that this work-

ers be upgraded to A with proper rate adjustment.

Group of chipper protest assignment on 0/12 of floor assembler to do chipper's work. The union demands management investigation to avoid repetition.

An attempt to convert portion of day work job to piece work has resulted in discrimination against members of floor assembly group. In accordance with contract article VI-1, the union demands further discussion to correct this situation.

Group protests cutting of 82c price on rough taper because of cutter change. The 82c price was agreed on, and the union demands that it be restored with retroactive adjustment.

Operators in polishing room protest company failure to use of timing rate for establishment of new prices. The union demands that the new r. be used on all new jobs in accordance with wage agreement of 6/10.

Drill press group protests plans to make only partial methods study on the new machine on shells and hoods. The union demands a complete methods study.

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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.

Summary of UE Convention Resolutions

Representatives of more than 300,000 UE members from coast to coast met last week in Chicago for the union's 18th national convention. This convention adopted a set of resolutions which are of the greatest importance to every member of the UE.

These resolutions will guide UE policy during the coming 12 months. Under the UE constitution, the union's national officers and staff members are bound by the actions of the convention, which because it is made up of directly elected representatives of the membership, is the highest body in the union. Here is the report of the 301 delegation to the UE national convention:

Wage Policy

1. Pledges to conduct in 1954 a united campaign to win a substantial improvement in the standard of living for our members, through wage increases.
2. In order to assure maximum unity and coordination of this wage drive, that appropriate conferences of the unions, consisting of representatives of the major chains as well as the independent shops and other unions be called to work out a coordinated wage policy and a united program for winning their demands.
3. Urge all locals and districts to begin now to build up a wage fight fund to support the coming battles for pay increases.

Condemn Speed-Up

Another resolution that was unanimously adopted by the convention dealt with speed-up. The resolution pointed out that the U.E. shall fight against speed-up in all forms by increasing the safeguards on piece work and incentive systems where they now exist.

It calls upon the Union to strive to eliminate from all contracts those provisions that permit the employer to determine the method or system of pay.

It calls for the elimination of productivity factor methods to determine wage increases.

Organization and United Action

One of the important resolutions that was unanimously adopted by the convention delegates called for winning back members in shops that left us as well as organizing the unorganized.

The resolution proposed:

1. An intensive drive to consolidate the membership in our shops now under contract.
2. In each District voluntary organizational committees should be set up by every local Union in order to give maximum support to the problem of organizing.
3. Each Local should address itself to the problem of developing united action with the

members of other Unions for the purpose of achieving collective bargaining objectives and protecting wages and working conditions of our membership.

Political Action

The convention called for specific steps in furtherance of our independent political action to make sure that candidates elected to office will be responsive to labor's needs.

1. Every local Union should make certain it has a functioning legislative political action committee.
2. An all-out campaign should be carried on to see that every U.E. member is registered to vote.
3. U.E. should participate in election primaries at every possible opportunity to support independent and progressive candidates.
4. A National Political Action and Legislative Conference should be held in Washington, D.C., during the spring of 1954.
5. A national campaign to raise a UE political action fund, made up from voluntary contributions of \$1.00 per member.

Condemn Butler Bill

One of the first resolutions presented to the convention delegates was a statement of the General Executive Board pointing out the present economic situation in our country and the pending plans in Washington among our legislative representatives, whereby little is left of New Deal legislation; Social Security is under heavy attack in Congress and the unemployment compensation system is being threatened. The resolution called upon organized labor in our country to give leadership in the fight

against "McCarthyism" and to continue a healthy democracy in our country and a free labor movement. The resolution:

1. Condemn the Butler Bill or any other legislation and its purpose to destroy free and democratic trade Unions by the Government licensing of Unions.
2. We declare that the U.E. and its membership will continue and intensify the fight for a healthy peacetime economy of jobs based on a decent ever-improving standard of living.
3. We urge all people to join in this struggle against "McCarthyism" and the establishment of a corporate state.
4. We urge all Unions: A.F.L., C.I.O. and Independent to work jointly together to turn back this attack against the American people.
5. We call on all U.E. Locals and Districts to organize themselves for an all-out campaign in the next few months to develop maximum opposition to the drive to license Unions.

Against High Taxes

The shortest resolution adopted by the 18th convention was straight to the point. It was as follows:

"WHEREAS: Taxes are too high for working people, therefore

be it resolved: UE fight to lower taxes."

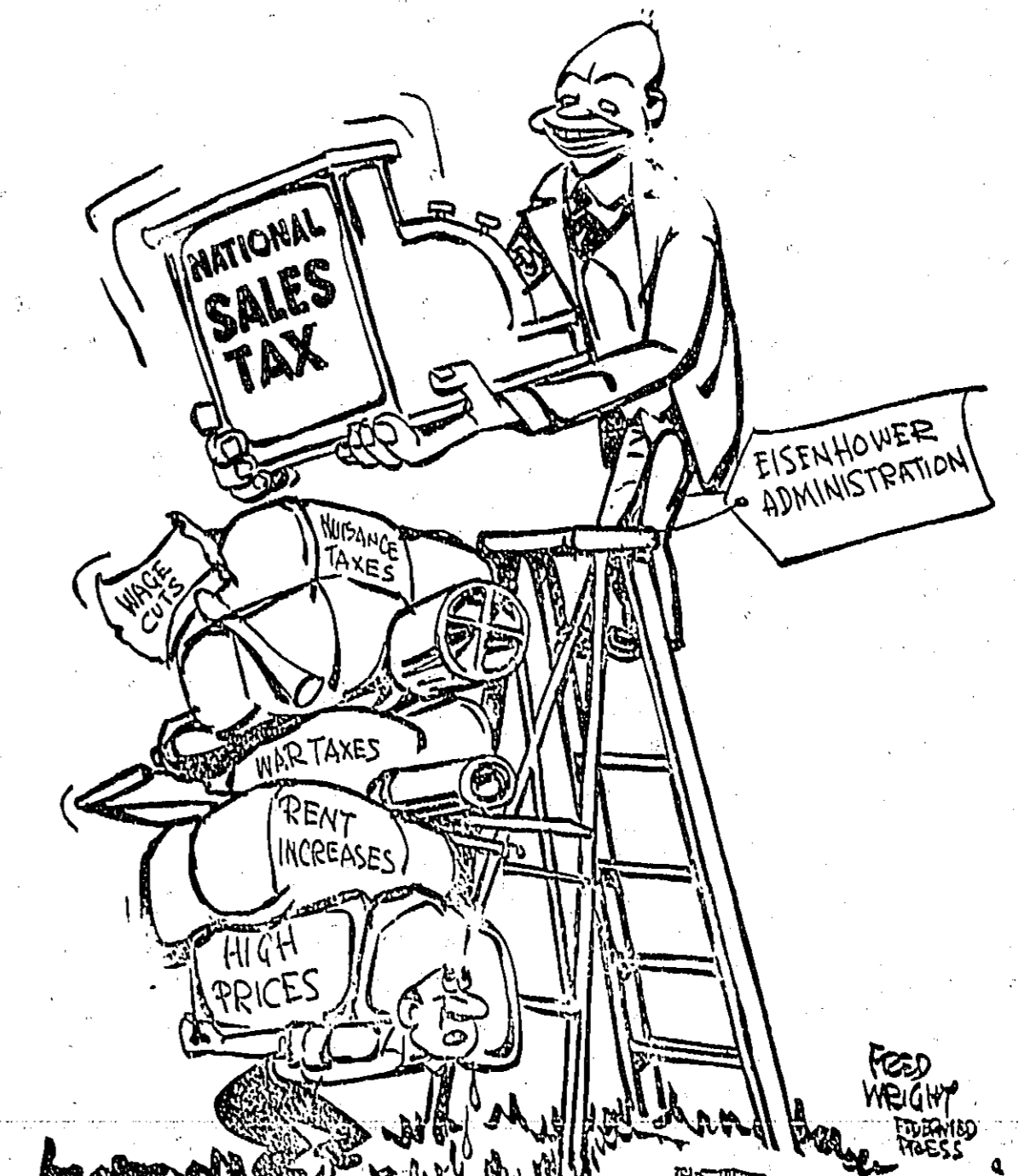
While the resolution was short, lengthy speeches took place by the delegates condemning high taxes, and plans for new types of taxes.

Peace and Jobs

This resolution called for providing means for avoiding a depression by improvements in living standards which require:

1. Wide and extensive increases in real wages for all workers.
2. Elimination of the oppressive burden of taxes from the mass of the American people who need their full income for the necessities of life.
3. Shorter hours of work.
4. Vast increases in the social services and public works of Government to replace spending on armament. This means great new programs of housing, roads, schools, hospitals, public power, rural development, medical research and aid to the aged and needy.
5. An all-out program to solve farm depression.
6. The wide opening of the world channels of trade among all of the countries of the world.

For More News of Convention See Page 4



STEWARDS MEETING

2nd SHIFT
Monday, Oct. 5, 1953
1:00 P.M. (before work)

1st and 3rd SHIFTS
Monday, Oct. 5, 1953
7:30 P.M.

Local 301 Hall

ELECTRICAL UNION NEWS
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA (UEI)
Local 301

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