

Workmen's Compensation

Benefits for Injured Workers

(This is the fifth in a series of articles on Workmen's Compensation written by Leon Novak, the Union's lawyer.)

Cash Settlements for Permanently Injured Workers

Many workers think mistakenly that if they have suffered an accident while at work that they will get an award in cash for their injuries. This is not true in many instances. Whether a worker will get an "award" in cash as distinguished from weekly compensation for lost time, depends entirely upon whether he is permanently injured or whether his injury is only temporary.

In the first instance, it should be remembered that a claim that an injury is permanent must be proved by "medical evidence", that is by the statement or testimony of a doctor. Such proof is not always easy to get. Many workers sometimes think that they have been permanently injured after an accident, only to find that either the doctors testify that their injuries are not permanent, or that their condition does not come from the accident altogether. (Of course, an employer is not responsible and does not have to pay for a condition which cannot be proved to come from an industrial accident.)

Take, for example, the following type of case: A worker sustains an injury to his eye when a chip flies into it. He receives treatment from an eye doctor. The doctor's bills are paid by the Company. He loses time from work. The Company pays him for his lost time. When the treatment is finished, the worker learns for the first time that his eyesight is far from being perfect. Naturally, he believes that the accident to his eyesight has impaired his vision. If this were true, and the eyesight could not be corrected by wearing glasses, the worker would be entitled to a cash award for the permanent impairment to his eyesight. Much to the surprise of the worker, however, the doctor files a report saying it is true that the worker's eyesight is not good, but it was not the accident which caused him to have poor vision but that his poor eyesight existed before the accident. Such a worker cannot obtain a cash award for a permanent injury.

This situation proves how important is the doctor's evidence in a compensation case. Next week, I will give you more examples of the types of injuries for which cash awards are given and of injuries in which no cash awards are given.

U.E. Local 201, Lynn, Petitions for Election

U. E. Local 201 G. E. workers in Lynn, Mass., filed a petition with the N.L.R.B. for an election among the hourly rated employees of the River Works and Everett plants. The G. E. workers in Lynn are fed up with the I.U.E. apparently because over 6,000 of the eligible signed applications to join the U.E.

The Lynn workers point out that between the years of 1926 to 1950 under the U.E. they built up shop conditions and local agreements, which have been broken down in the past year. They further pointed out that last year the IUE-CIO had no record; they spent their time name-calling and disrupting the unity of the G.E. workers all over the country. The U.E. leaders in Lynn predict that the I.U.E. will use all the influence they can muster to pressure the politicians to stall the N.L.R.B. vote.

Request Aid From Blood Donors

James Pone, a welder in Bldg. 273, requests aid from his co-workers or any member for two pints of blood he owes to St. Clare's Hospital.

Jim works under Foreman Jacobs, 3rd shift, and his steward is Tom Golden. Donors can contact him or his steward in the shop or the Union office. The Union will pay one hour lost time for any donors responding to this request.

978 Join U.E.-301 During March

As a result of the organizing campaign, conducted by Local 301 U.E., 978 reinstated and new members joined the ranks of the U.E. during the month of March. There were two prizes of \$50.00 and \$25.00 savings bond awarded to the person who signed up the largest number of new members.

George Quick, second shift, Bldg. 12, won the first prize by signing up 75 new members. William Mastriani of the first shift, Bldg. 73A, won the second prize with 74 new members. Larry Gebro, third shift, Bldg. 273, came through with 73 new members. There were also others who did an outstanding job.

Notice

Executive Board meeting Monday, April 16th, 7:30 P.M. Union Headquarters.

G. E. Oakland Strike Settled

The strike of the G.E. workers at the transformer plant in Oakland, California, has been settled.

The agreement covering the terms of the settlement was signed March 29, 1951.

The settlement, unanimously ratified by the strikers, includes:

1. Protection of rates, incentive tasks and job security.
2. Continued recognition of U.E.
3. U.E.-G.E. agreement continues to be binding on the parties.
4. No discrimination against any employees because of situations arising out of the strike.

A number of people are already back on the job and the maintenance men are readying the plant for regular production operators.

The strike began October 12, 1950 and was settled 5½ months later.

The winning of this settlement by the G. E. workers in Oakland after a long and grueling strike can be attributed to their complete unity, shown at all times against the power and influence of the biggest electrical manufacturing corporation in the world.

I. C. Sheet Metal Hold Social Nite

The members of U.E. Local 301, who work in the sheet metal and plating rooms in Bldg. 73A, will get together Saturday evening, April 28th, at 9:30 p. m., for a good time at Union Headquarters.

William Mastriani, Executive Board member, announced today there will be plenty of fun with entertainment and lots of good food.

Please Note

All new members must pay regular \$2.00 initiation as of April 1st, 1951.

Any member who does not receive his National U. E. News in the mail should give his shop steward his proper address, and have it turned into the Union office.

Quarterly membership cards will be mailed to the members in good standing. It is important your correct address is in the Union office.

ELECTRICAL UNION NEWS

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

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SCHENECTADY, NEW YORK

Tuesday, May 1, 1951

"TAKE IT OR ELSE", SAYS G.E.

NOTICE

Stewards - Membership MEETING

UNION HEADQUARTERS, 301 LIBERTY ST.

Monday, May 7, 1951

2nd SHIFT — 1:30 P. M.

1st and 3rd SHIFTS — 7:30 P. M.

Report on Wage Negotiations

Report of Committees

Regular Order of Business

Arbitration Hearing

On Thursday, April 19th, there came up for arbitration the grievance processed on behalf of the members who, on February 2, 1950, left their jobs to personally deliver a Union dues revocation to stop deductions from their pay because the Company was turning the money over to the courts.

The arbitration was demanded by the U.E. under the 1949 Agreement, which was in effect until April 1st, 1950. The Company was not willing to agree on arbitrating the issue, and, under the rules of the American Arbitration Association either party may insist upon arbitration, which is what the Union did in this case.

Representing the Union were the General Counsel for the U.E., David Scribner; Joseph Turkowski, International Representative; and Leo Jandreau, Business Agent. The Union had witnesses to confirm all points made in the pro-

ceedings. The Company was represented by two lawyers, along with Mr. George Pfeif, and others.

The Union charged the Company with violation of the contract, as it affected Article XXIV, Section 7, and Article IV. The Union claimed the members had the right to personally serve the revocation notice. The Company was in violation to Article XXIV, Section 7, which provides for a weeks' notice before any penalties are invoked. The Union pointed out in detail the following inconsistencies in management's action in this matter:

1. All employees had the right, without penalties.
2. Employees returned to work and were not permitted to work.
3. Employees returned to work and were permitted to work, but were not paid. (Day Workers.)
4. Employees returned to work and were permitted to work and received pay for work done, less payroll adjust-

The representatives of the G.E. Company, informed the national U.E. Negotiating Committee that the Company would give the Union a reasonable time to accept the 9 cent offer, which, in their opinion, would be approximately two weeks. After that the offer would be withdrawn.

They also said they would not make any adjustment in day workers' rates or eliminate the inequities in women's rates. The two week ultimatum, in the opinion of the negotiations committee, was to close the wage issue before the new War Stabilization Board could act on several pending wage increases that would upset the present 10 per cent formula.

The Union committee notified the Company that the offer was not satisfactory and would report back to the membership to that effect for their decision. In face of the Company's history-making profits last year, the 9 cent offer is the lowest proportionately ever made to the Union. The Company expects to take full advantage of the cost of living escalator provision in the I.U.E. contract and force all the employees to accept it even though the Union committee pointed out the results of the investigation into the cost of living showed the B.L.S. figures not reflecting the cost of living and the Union was requesting a U. S. Senate investigation. (see separate article).

The day workers, including skilled craftsmen, who have been hit the hardest with increased cost of living and speed-up, were flatly turned down by the Company regardless of the merits of their case.

The women working on production jobs requiring months of breaking in to learn the job are paid rates lower than common labor.

The Negotiating Committee is calling the General Electric Conference Board into session on Sunday, May 13th.

Local 301 will hold a membership meeting Monday, May 7th, and a full report on negotiations will be made at that time.

ments. (Piece Workers)

5. Union stewards in the course of Union activity delivering revocations for

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(This is the sixth in a series of articles on Workmen's Compensation written by Leon Novak, the Union's lawyer.)

In my previous articles on Workmen's Compensation, I have pointed out that it is to the interest of every injured worker to regain his health and get back to work as soon as possible after an injury from an accident. Any worker who has had to lose time from work due to an accident knows this to be true.

Today, if an injured worker is forced to stay away from work, he receives compensation at the maximum rate of \$32.00 per week while he is away from work. How far can \$32.00 go to supporting the injured worker and perhaps a large family? The situation is even worse for workers who were injured before 1949 and who are still getting compensation. They are not even getting \$32.00 per week, because the maximum rate of \$32.00 applies only to workers who are injured after the law was passed raising the rate from \$28.00 to \$32.00. There are workers today who are getting compensation at the rate of \$28.00 per week. There are, also workers who were injured even before the rate of \$28.00. These are expected to live on compensation at the rate of \$25.00.

Those workers who find it hard to get along even at their regular pay because of the increased cost of living will appreciate how much suffering there must be for workers and their families who are forced to fall back on the miserable compensation rates provided for by Workmen's Compensation Law.

Unfortunately, most workers do not give much thought to this problem while they themselves are in good health and have not suffered from an accident. Every year the State Legislature meets in

\$124,000 Compensation Settlements Won By U.E. Lawyer In 6 Months

During the first six months during which Leon Novak, the UE lawyer, appeared for injured workers in compensation courts, 132 workers won \$124,000 in final settlements for their injuries. This is in addition to several times that sum paid out by G.E. for doctor's bills as well as compensation for lost time and reduced earnings.

In all, the UE lawyer appeared with the injured workers in 1102 hearings during the same 6-month period. Most of these cases are not yet closed as the workers involved are still getting treatment for injuries.

The Union's compensation division furnishes a free service to UE members in good standing who have been injured on the job or are suffering from occupational diseases. Very few unions furnish expert legal advice of this kind to their union members free of charge. Workers who have benefitted from this service know that, in addition to other services furnished them by the UE, they have gotten legal services equivalent to more than they have paid in dues from the time they became members at Union Hall. It is advisable to make an appointment by telephone as the lawyer is often incourt representing UE workers.

Albany and every year bills are introduced which would increase the benefits if only they were passed by the Legislature; but very few of these bills are even given serious consideration. Yet, if the workers throughout the State, especially those who are organized into unions were to let the State legislators know how they feel about the backwardness of our present laws, in a very short time laws would be passed that would make the lot of the injured worker a lot easier.

Eighteen Years Protection For Injured Workers

Many injured workers have asked me what would happen if after they seem to have recovered from the effects of an accident they should become sick again from the same injury but after a long time has gone by. One of the better features of the Workmen's Compensation Law is that for eighteen years after

I.U.E. Dispute at Knolls Atomic Power Laboratory

The I.U.E. is apparently having its problems at the Knolls Atomic Power Laboratory in trying to establish some existing practices already in effect in the U.E. bargaining unit.

Without a doubt the employees working on the radioactive materials should be first provided with safety equipment, which gives adequate protection to their health. Secondly, they should be paid a rate that adequately compensates them for any safety hazards as well as skills required on their jobs.

On the holiday pay and rate progression schedule their contract should provide the rules and regulations. Remember, we said several years ago that collective bargaining in Atomic Energy plants was pretty remote. The Davis Panel will be obliged to rule on this dispute.

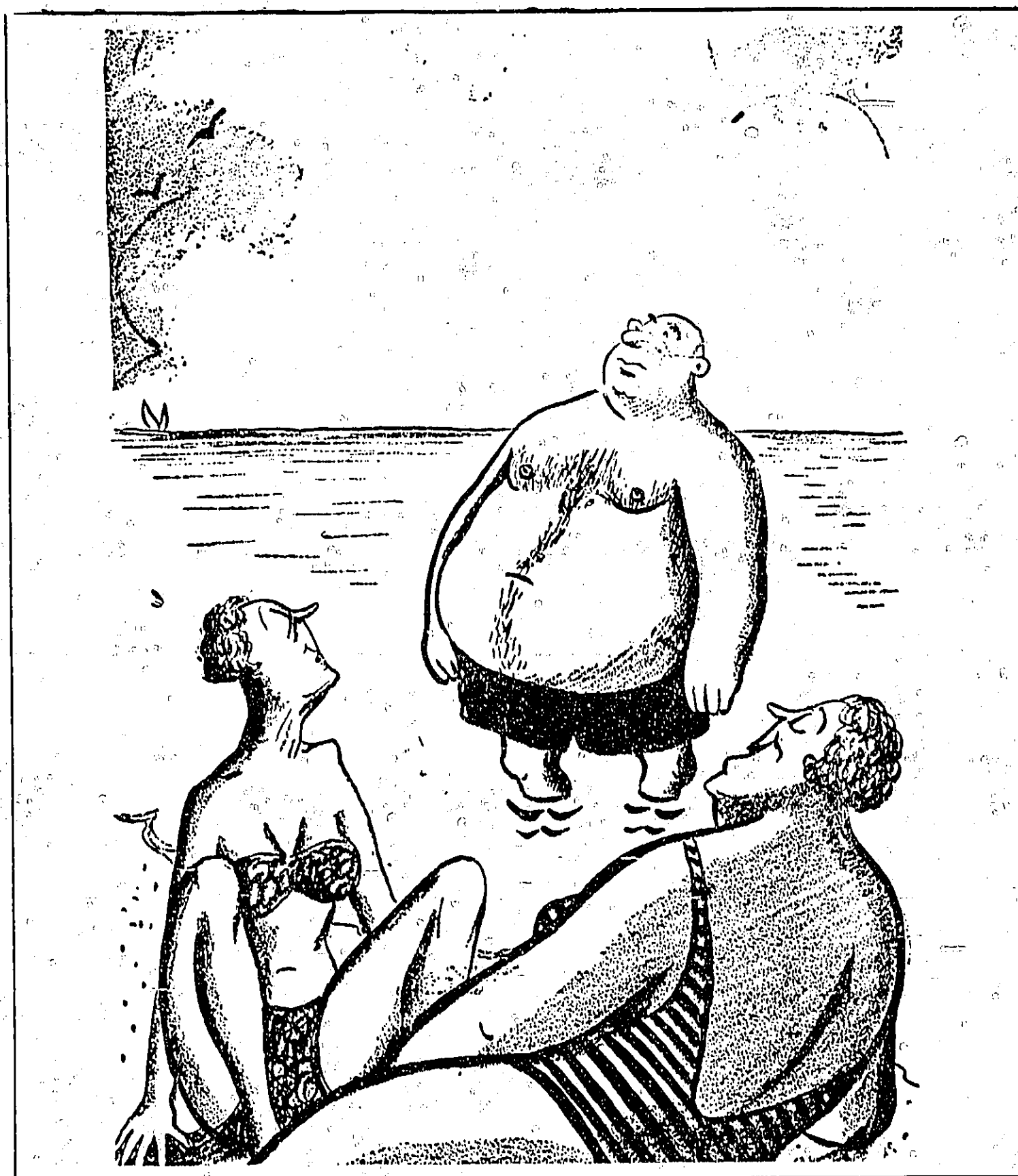
Quite often reference made to the Knolls leads the public to believe that both plants located at the Knolls belong to the I.U.E. While two plants are located in the same area, the plant referred to as the Knolls belongs to U.E. and the smaller of the two, which is the Knolls Atomic Power Laboratory, is represented by the I.U.E.

Local Management Representatives Say Rates O. K.

Frank Schaaff, heading up the Schenectady Works Management committee on the first step of the grievance committee, notified William Templeton, Assistant to the Business Agent, that as far as he was concerned the wage rates in Schenectady are satisfactory and he would not consider any wage increase at this time.

This statement was made in answer to a request through a grievance for a job value increase affecting one of the many occupations in the Schenectady Works. While the local management has declared a moratorium on wage increases locally, the Company nationally is also saying "no" to any merit increases.

an accident, a compensation case can be reopened for further benefits if the original condition should suddenly reappear or have become aggravated. Some types of injuries to the back, have been known to become aggravated in this way. If this should happen, the union's lawyer should be consulted so that the case can be reopened.



"Florida's beginning to bore me. Wonder if I shouldn't take a job in Washington."

I.U.E. Telecast— Same Old Story

With a new approach to an old story, the I.U.E. goes on television in hopes that it will look different even though it sounds the same.

Trying to cover up the wage freeze negotiated in their contract, which substitutes collective bargaining based on the real needs of the people, the I.U.E. telecasters expounded the usual whoppers about the U. E. on Sunday, April 22nd, over WRGB, the General Electric Television Station.

Not satisfied with the fact their disruption made it possible for G.E. to refuse to give the workers anything in 1949, they are campaigning for another election in 1951. Of course, they can't expect the Company to intervene like it did before and ask for an election. Under the rules of the N.L.R.B., they need 30 per cent of the employees to sign applications. They could not get that many before and can't get them now. The thousands of Lynn G. E. workers, who petitioned the N.L.R.B. for an election last week to get out of the I.U.

E. may have some bearing on the desperation of the Local I.U.E. leadership in Schenectady.

The lie told about the spending of dues money is always a juicy morsel to pick at; however, you would think they would use the figures accurately inasmuch as we distribute each month a copy of our financial report to our members attending the regular monthly meeting. While they used fantastic figures showing expenditures for lost time paid to U.E. stewards, they show little concern over the fact that this money is spent in the course of settling grievances in the shop for our members. They don't put out financial reports in the I.U.E.—C.I.O. and that is one reason so much attention is focused on a report that is made each month in the U.E.

To make a Union Hall an issue is really something, but when issues are few, we suppose that something has to be dug up. The I.U.E. should know that workers joined U.E. for job security, not for nice buildings.

U.E. District Council Utica Meeting

U.E. District 3 Council held its quarterly meeting in Utica on Saturday, April 21st. Schenectady delegates attending were: William Stewart, Bldg. 273; William Mastriani, Bldg. 73; Joseph Kelly, Bldg. 16; Phillip Cognetta, Bldg. 52; Fred Pacelli, Bldg. 46, and Leo Jandreau.

Among the many Union problems discussed, wage negotiations, which are in progress in many local unions, consumed a large portion of the agenda. 100 delegates from all over the District, representing 60,000 U.E. members, took part in the discussions. While G.E., the largest employer in our industry, will influence the smaller companies in setting the pattern on wage increases for 1951, the delegates from the smaller shops pointed out that they would not accept the 9 cents sellout agreement made by G.E. with the I.U.E.C.I.O.

The G.E. delegates pointed out that the Company had offered the 9 cents along with an effective date of March 15th, which was turned down. They further pointed out that negotiations were still going on. At the last meeting with G.E. the Union negotiations committee insisted that the Company had to do something for day workers and women's rates in addition to any general wage increase.

Russ Nixon, U.E. Washington representative, addressed the meeting, pointing out that the U.E. has just completed a survey on the cost of living, which will show the inadequacies of the U.S. Bureau of Labor Statistics "Consumers' Price Index Report". He also pointed out that the U.S. Dept. of Agriculture puts out a quarterly report on the cost of living, which shows a higher increase in the price of consumer goods than the report of the Bureau of Labor Statistics, which is used to adjust the escalator clauses in the I.U.E. contract.

The financial report for U.E. District No. 3 showed a gain in membership for the first quarter of 1951.

Arbitration Hearing

(Continued from Page 1)

group were sent home in violation to Article IV.

According to past arbitration cases, it will be several weeks before a decision will be made. Lawyers from both sides are permitted to file briefs. The court stenographer claimed it will take approximately three weeks to type the proceedings that were taken verbatim.

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