

HUNDREDS OF NEW MEMBERS JOIN THE UNION!

(Continued from Page 1)

TO NON-UNION MEMBERS: An honest and straightforward approach to this question of joining the Union on the part of the non-members certainly should convince them that their place is in the Union. In honestly reviewing the benefits they have gained through the efforts of the good Union members, how can they truthfully say, "Why should I join the Union?" In remaining out of the Union they are detrimental to their fellow workers, to themselves, and to the G. E. Company. To the Company they are detrimental by being a constant source of labor trouble and the cause of disharmony among the employees. This disharmony causes much time to be wasted on the part of the Management and the Union which could be used to a much better advantage to develop better relationship between the employees and the Company. This disharmony is the source of much distrust among the employees, and the supervision. So long as this source of trouble exists, the employees' confidence in the immediate supervision and management can never develop to the point that will be mutually beneficial. Moreover, these non-members are detrimental to their own immediate families, because by joining the Union and making it stronger, their jobs will become more secure, which will guarantee their families decent food, decent shelter, decent clothing, and decent educational opportunities. By being a source of labor trouble they might not only bring a hardship on themselves, but on all their fellow workers.

Needed Interest in Union

With the proper interest demonstrated by the G. E. Workers in problems affecting their jobs and standards of living, the Union, through the collective efforts of all its members, can win concessions during the year 1940 that will outweigh any that have been won heretofore.

G. E. Office Workers

The recent appeal to the white-collar workers is showing amazing results. Many requests for information have been flooding union headquarters through committees of office workers and shop representatives. Membership applications are being distributed to the office workers by the hundreds.

Many problems on the part of office workers have been registered at headquarters such as: no representation of any kind on grievances, favoritism, wage cuts, refusals to grant justified wage increases, and general pettiness which makes the general working conditions of the office workers not as happy as they might be. This only proves that much organizational work is needed among the office employees. The office employees, however, agree that their number one job is the immediate organization of all G. E. Office Workers into the Union.

Every Union Member Can Help!

Every Union member can contribute to help make the Schenectady G. E. Works 100 per cent Union by first wearing the Green March Button himself and insisting that his fellow worker do the same. Every Union member should be wearing a March button by April 1st. Have you a March Button?

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ELECTRICAL UNION NEWS
THE VOICE OF THE UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA — Local 301 — CIO
LOCAL 301
Vol. 2
SCHENECTADY, N. Y.—APRIL 16, 1940
No. 6

Wagner Act Must Be Protected!

Number of Union Contracts on Increase

By Federated Press
WASHINGTON (FP).—Steady increase in the number and coverage of union agreements since the labor relations act became operative was noted here by the NLRB's division of economic research.
In a bulletin summarizing the development of written trade agreements in collective bargaining, the division said that until recent years there were practically no written agreements in the auto industry.
In the summer of 1937 there were 270 agreements in the auto industry while by June, 1938, the number rose to 537.
"Union organization was almost unknown up to 1933 in the electrical equipment industry," the NLRB said. "Today more than 400 agreements have cemented the employer-employee relationship."
In steel collective bargaining has made "extraordinary progress," the NLRB claimed. During the 1913 to 1935 period the average number of companies under agreement never exceeded 41. By the middle of 1937, 50 agreements had been made and in the following year more than 400,000 workers were covered by 532 written agreements.
The 350-page bulletin was written as a study of cases involving written agreements as a part of collective bargaining. It was prepared by the division headed by David J. Saposs which is the target of the Smith committee and for the continuation of which funds were recently denied by the house.
"In effect," the bulletin says, "the written agreement is a means of institutionalizing the whole collective bargaining process. It serves to extend union recognition, to establish a clear and indisputable record of the terms of agreement, and to provide for continuous dealing between worker and employer representatives."
"By providing for businesslike conduct of labor relations, the agreement encourages responsibility on the part of both management and labor."
"With provisions limiting use of the strike and lockout, with provisions for improving and maintaining standards of employment and production, and with provisions for stabilizing labor costs, the written agreement makes a distinct contribution to industrial relations."
"All collective bargaining, based as it is on written agreements, is in its very nature rooted in democratic procedure. To the extent, moreover, that liberty for working people is attained through industrial democracy, collective bargaining performs valuable service to society as a whole."
The bulletin contrasts the violence and conflict that occur in the absence of written agreements with the relatively peaceful relations that exist under the agreement system.
The effect of the union agreement, it says, is especially notable in the clothing, printing and pottery industries and branches of the glass industry.

Our union is called upon to do our share to help fight the proposed Smith and Norton amendments to the Wagner Act.

The Amendments fostered by the National Manufacturers Association and a few A. F. of L. top officials would make the present Wagner Act and the Board a powerful instrument to destroy the unity and effectiveness of organized labor.

If organized labor is denied the opportunity to take legal steps through an impartial board and an effective law to protect its rights to bargain collectively—labor will be compelled to revert to the strike method.

The program to destroy the Wagner Act is:

1. Let the employer have the right to petition for an election to decide who shall be the sole-bargaining agency.
2. Give the employer the right to advise his employees whether to join or not to join a union—or what union to join.
3. Increase the number of members from three to five.
4. Allow A. F. of L. CRAFT groups to be set up and recognized as bargaining units where industrial or C.I.O. units now exist which will split industrial units to pieces. (This could mean we might have many small A. F. of L. unions in the Schenectady G. E. Plant.
5. Cut the appropriation so there will not be sufficient funds to enforce or administer the Act properly.

The first point allows an employer to petition for an election during an opportune time, or possibly before a Union is ready FOR one.

Padding the Board

Increasing of the Board to five members will make the majority of the Board anti-C.I.O.—The present set-up is Chairman Madden and Edwin Smith (who are impartial and trying to do a good job) and Dr. Leiserson, who is anti-C.I.O.

A good example of recent date of a decision made by the Board is a case of American Newspaper Guild vs. Ledger Newspaper in Newark, New Jersey. Miss Agnes Fahey, President of Local Guild was fired, September 22, 1937.

The board's majority decision supported by Chairman Madden and E. Smith, awarded Miss Fahey \$6,500 in back pay. Mr. Leiserson voted "no", the complainant should be dismissed, saying the discharge occurred after an agreement was signed with the Union, but it grew out of internal differences in the Union.

By adding two more to the Board like Leiserson, making the majority anti-labor, it would be futile to refer anything to the Board for their assistance.

A. F. of L. Set-up

By allowing Craft groups within existing industrial units, makes the group, as a whole, weak and subject to inter-labor disputes leading to labor trouble, besides giving the old craft set-up a chance to come back, whereby the employer takes the advantage in playing one group against the other.

Need for Sufficient Funds

No law can be effective if there are not sufficient funds appropriated to administer it. If any cuts are made it seems it always happens to something that was created to help the rank and file such as W.P.A., LaFollette Investigating Committee and Labor Board.

A case filed with the Board at present takes months to process because they are understaffed, for the amount of work they are obliged to do. If less money is provided, less help will be used, and longer delays necessary.

Your Help Needed

Organized labor all over the country has been called upon to protect labor's Magna Carta by sending a postcard or letter of protest to our Legislative representatives in Washington.

Postcards and stationery will be provided at Union Headquarters, or by Union Representatives. The Union Representatives will assist the members in filling in cards and letters.

Your Representatives are:
Hon. Frank Crowther Hon. R. Wagner Hon. J. Meade
House of Representatives U. S. Senate U. S. Senate
Washington, D. C. Washington, D. C. Washington, D. C.

- Tell them that you:
1. Oppose any amendments, except the three C.I.O. Amendments.
 2. Oppose any changes in number of Board members.
 3. Oppose any changes in Board personnel.
 4. Oppose any reduction in appropriations to the Board.

Wire . . . Write To Senators

Enforcement of the Wage-Hour Act and Wagner Act is threatened by the House of Representatives' appropriation cut.
Every union, every worker should write or wire his Senators. Tell them that labor demands that the NLRB and the Wage-Hour Division be given the full appropriation set by the 1940-41 budget.
Time is short. ACT NOW!



(Federated Pictures) REINSTATED

Pres. Agnes Fahey of the Newark Newspaper Guild (CIO), whose reinstatement on The Newark Star-Ledger was ordered by the NLRB. Miss Fahey was fired for union activity on Sept. 22, 1937.

CIO Demands Defeat of Norton Amendments to Wagner Act

Lewis Charges 'Unholy Intrigue'

WASHINGTON, Apr. 6.—The Norton Bill to amend the Wagner Act, recommended by a close vote of the House Labor Committee here, is "a declaration of war on the industrial unions of the CIO", John L. Lewis, CIO President, declared in announcing plans for a national campaign to oppose the Norton Bill and "all other amendments designed to emasculate the Wagner Act, defeat its basic purposes, and turn it into an instrument for the oppression of labor."

President Lewis made this announcement following a conference in Washington of executive officers of the CIO and Labor's Non-Partisan League. Particularly vigorous opposition was expressed to the craft amendment proposed by the House Labor Committee in the Norton Bill, under which "every established industrial union would be in constant danger of division and destruction through the slicing off of craft splinter groups, even in the face of existing industrial union contracts."

"The Norton Bill," President Lewis said, "is the fruit of an unholy intrigue between anti-union manufacturers and AFL craft-leaders blinded by partisan venom. It is a dastardly attempt by AFL leaders and their anti-labor allies to put a competing labor organization out of business through Congressional enactment. "Progressive labor and its friends will hold strictly to account all members of Congress who betray the public interest they are supposed to represent by supporting this partisan intrigue against the form of labor organization desired by millions of American industrial workers."

Lewis' Statement
Lewis' statement follows in full: "At a conference of executives of the Congress of Industrial Organizations and Labor's Non-Partisan League, consideration was today given

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ELECTRICAL UNION NEWS

Published by: UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, LOCAL 301 301 Liberty St., Schenectady, N. Y.

SCHENECTADY, NEW YORK APRIL 16th, 1940

EDITING BOARD

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Editorial

What CIO Has Done

There is no mystery as to why the automobile workers are so overwhelming for the CIO. The CIO United Automobile Workers of America has a record of achievement for its members that is hard to match. Pres. R. J. Thomas, in his recent nationwide radio broadcast, could point to such facts as these: The hourly wage of auto workers seven years ago was 59c. Today in plants under contract with the CIO union the average is 95c an hour. A few years ago no unions were recognized. Seniority rights were unknown. Men could be fired or laid off at the whim of the corporations. Overtime rates were unknown. Today the CIO union has contracts with 340 companies, covering 430 plants and protecting 400,000 men and women. In most of these plants there is a maximum 40-hour week with special overtime rates. Seniority rights are assured. Bonuses for night work, vacations with pay and other benefits of all kinds are common features of union contracts. Much yet remains to be done for the auto workers. But the CIO union has a practical and realistic program for improving conditions and for working toward its goal of a 30-hour week and a guaranteed annual wage. These are but a few of the reasons why tens of thousands of auto workers have voted overwhelmingly for the UAW-CIO in all recent elections, and why the coming General Motors elections will register another smashing victory for the CIO.

Looking Ahead

By LEN DE CAUX

Take the wage-hour act, designed to protect the most miserably sweated workers in America. Sweatshop employers and their representatives in Congress have for a long time been trying to have amendments passed which would remove some millions of the lowest-paid workers from the act's protection. Failing to get such amendments through Congress to date, these sweatshoppers have tried the appropriation method with some success. The House appropriations committee recommended a slash of 20 per cent in funds needed to enforce the wage-hour act. It coupled this recommendation with a demand that the act be amended before more funds should be granted. And the House has actually voted, by 115 to 158, for this crippling cut in funds or this vital labor law.

Backstairs Attack

This backstairs method of attacking labor legislation is also being tried on the Wagner Labor Relations Act. Having failed so far to enact destructive amendments to the Wagner Act, the House reactionaries have tried to achieve the same result by cutting the appropriation for the Labor Board. The House pushed through a 10 per cent slash in funds, which would mean the laying off of hundreds of the Board employees needed for proper enforcement of the act. In this case, too, a smokescreen of propaganda has been thought necessary to cover up the dirty work. Rep. Howard Smith, for instance, who has been "investigating" the Labor Board with a sledgehammer and a meat axe, tried to cover up this murderous attack on labor's rights by raving about an article written years ago by an economist who later got a job with the Board. This kind of stuff, like the Mickey Mouse-Stokowski incident, make newsy copy. It is designed to divert labor's attention to trivialities while its throat is being expertly cut by Smith and his ilk.

An Old, Old Story

The same kind of barrage may be expected to cover up the attack on the unemployed, when it comes to slashing appropriations for WPA and other public works. It's an old, old political technique - to create incidents and stunts to divert attention from the real issues. It has been used against every union since the labor movement began. So experienced labor men are keeping their eye on the ball while Congress is acting on the vital question of appropriations. They know what proposed cuts mean in terms of lost jobs and human misery, and they are not being kidded by slick patter and phony "incidents."

THE UPPER CRUST

By REDFIELD



"Great news! Daddy closed the factory and Snookums won't be neglected any more."

Do You Mean Me?

- Are you an active Brother, the kind that would be missed. Or are you just contented that your name is on the list? Do you attend the meetings, and mingle with the flock. Or do you stay at home and criticize and knock? Do you take an active part to help the work along. Or are you satisfied to be the kind that "just belong"? Do you ever go to visit a member that is sick? Or leave the work to just a few and talk about the "clique"? There's quite a program schedule that I'm sure you've heard about. And we'll appreciate if you, too, will come and help us out. So come to the meetings often, and help with hand and heart. Don't be just a member, but take an active part. Think this over, Brother, you know right from wrong— Are you an active member, or do you just belong?

LOCAL ACTIVITIES FOR FIRST QUARTER 1940

- In going over the Local's record for the first three months, we find a series of activities in the Local which involved: 61 departmental meetings, 3 membership meetings, 15 educational classes, 3 shop representatives meetings, 12 Executive Board meetings, 15 meetings with the management covering approximately 200 cases. Moreover, during this period the Local participated in: 1. G. E. Conference, 2. Capitol District meetings, 3. District Council meetings. The Union Committee is now meeting in New York with the G.E. Company management on the following contract proposals: 1. Liberalization of pension plan, 2. Vacations - Employees with 5 years' service or more shall receive two weeks' vacation, 3. Employees shall receive pay for legal holidays, 4. Job evaluation and classification - Job value to be set on basis of skill, regardless of sex or age of operator, 5. Voluntary check off, 6. Employees working on the second and third shifts shall receive a 10 per cent bonus. Other questions of procedure will be taken up, such as: 1. Notification of transfers through personnel department, 2. Community rate surveys, 3. Time study and piece work procedure.

Here and There in Building 12

By B. GEERSEN

It is with sorrow and deep regret that we learn of the sudden death of our departed brother and co-worker, Eugene Boss, who passed away on March 27, 1940. Although perhaps not so well known among the newer employees, Eugene was well liked and well known among the older employees, having worked for the Company 34 years, most of which time was spent in the switchboard and refrigerator departments. He was of late employed in building 12, spray line. The Local 301 members of his department sent a floral offering, and deep sympathy is extended to his family and many friends, by every member of Local 301.

Among the recent visitors in Building 12 was Mrs. Clarence Wilke whom every one of her old friends was glad to see. Mrs. Wilke was the former Lucy France, a former Local 301 member.

We learn that our congenial "safety first" man, Jim Howard, is out sick, and it is the hope of all that Jim will be back on the job before we go to press.

Louis Nelson, the former iron man of the Refrigerator Department, was a recent visitor. That he is none too well liked was evident by the many complimentary remarks of the workers. Louis has a new job now; he is a tool room attendant in Bldg. 53.

Confucius say: "Many people think this machine age because some bosses half screwy."

Loretta Blackburn and her boy friend recently had luncheon at the Home Food Cafeteria. We will overlook the main subject which they were talking about. But she requested him to keep his eyes away from the cashier.

Mortimer Sheldon was on parade Easter Sunday with a new suit, new shoes, and a new hat. Some stylish man!

John Biganski, our relief man, occasionally gets on his car. He thinks the Shadow is following him.

Frank Moran wishes to thank his friends for sending him over 90 cards, and good cigars, on his recent birthday.

If the rice growers of the world suddenly noticed an increase in the consumption of rice it must be due in part to Miss Stella Kalczewski and our own Berthold Benette Sackett, who were united in holy matrimony on Saturday, March 30, at St. Mary's R. C. Church. Berthold, better known to his fellow workers as "Bud," is employed on our C. F. Line, 2nd shift. Mr. and Mrs. Sackett were presented with an electric grill from his local 301 brothers. The entire membership of local 301 extend best greetings to both for a happy married life and it is the wish of all that "on the rosy path of matrimony they meet with no thorns."

The boys in Bldg. 12 are acting terribly glum these days and the reason is because Sylvia Fuller, the young lady employed on tray assembly, is confined to Ellis Hospital where she just recently underwent a successful operation. The local 301 members of her group have sent fruit and flowers with the fond hope that this popular young lady with the winning personality will soon be well and strong enough to again cast her ray of sunshine through her smiles, in Bldg. 12. Hurry back, Sylvia, the people on the Scotia bus also miss your smile. Yep, Brother Anibal has passed the word around that he is now a proud grandpappy, so proud is he that he tells all the boys, "Just call me 'Grandpappy'."

DEFEND THE WAGNER ACT! DON'T FORGET TO WRITE TO CONGRESS!

New Homes for Old

Dealing with the need for better housing and how to obtain it

By CECIL OWEN, Publicity Director, United Construction Workers Organizing Committee

WASHINGTON. - The legislative program of the Congress of Industrial Organizations calls for 1,000,000 new homes a year, of which 700,000 are to be built by private industry. This is not a Utopian dream nor does this phase of the CIO program call for a single cent of government subsidy. It has already been done in England and Wales where from 1935 to 1939 new housing averaged about 350,000 units a year—a figure that in proportion to the population is the equivalent of 1,000,000 a year in the United States.

Of the CIO's proposed 1,000,000 homes a year 700,000 to be built by private capital would house the vast group of Americans now in the no-man's land between government subsidized housing and high-cost private homes. Few homes are being built for the 40 per cent of our population, including nearly all the CIO membership, with annual incomes between \$1,000 and \$2,000.

Here exists a vast market for low-cost housing that is a challenge to industry. Why doesn't it accept the challenge?

The CIO Contribution

One of the standard alibis for failure of industry to build homes for this overwhelming majority of Americans is that construction costs are too high. Much is said about high labor costs and there is considerable talk of the annual wage as a way out.

Construction costs are too high but labor is only one factor and, in fact, a minor one so far as housing is concerned. Critics of labor overlook the cold fact that is now admitted even by the backward craft union leaders of the AFL that labor in the house building field is almost wholly unorganized. Labor on residential construction simply does not get the high hourly rates that the craft unions ask.

But the CIO has an even better answer to this phase of construction costs. It has made a definite contribution to lower costs and more home building.

High hourly rates have been eliminated in favor of a lateral wage scale by the United Construction Workers Organizing Committee of the CIO which is now organizing building workers in all fields on an industrial union basis for the first time in construction industry. The UCWOC has also ended the jurisdictional strike problem and the barriers against use of new materials and modern production methods. It has outlawed illegal combines to keep materials priced jacked up and similar evils long tolerated by craft unions.

Mass Market

Furthermore, the CIO membership offers an ideal mass market for low-cost housing and CIO unions stand ready to cooperate with industry or government on any feasible program of mass production that would cut sharply production costs. The CIO welcomes technical advances in construction because it has a vital interest in low costs as consumers of housing and also because it knows the less costly the houses the more work there will be for its construction workers.

Thus, the CIO has taken the lead in bringing America the housing that it needs. Now it is up to the material dealers, the land speculators, the get-rich-quick operative builders, the banks and building and loan agencies and other factors in housing, to match this CIO contribution. Let the government assume responsibility for working out a well-rounded program and then present it in a forthright manner to industry with demands for action.

What America wants now is action!

Section C Sees Lots of Doing

By A. W. EASTMAN

The Section is very sorry to hear of the illness of "Jimmie" Nixon of Bldg. 15, and hope that he has a very speedy recovery. We understand that Tom Deveau of the Assembly Department in Bldg. 14 left the shop Tuesday morning, April 2nd, for a trip to Seattle, Washington, by plane, on company business. Happy landings, Tom!

The boys from Section C who attended the dance at the Union Hall Saturday, March 30th, had a very enjoyable time and although they did not dance they found another method of entertainment, which resulted in rather rueful expressions on some of their faces when they came in on Monday.

"Eddie" Bennett thinks that he will advise the company to sell the big slotter, as he says that he can do a very good job of slotting with those new store teeth of his, we think that he has been practicing some.

The fellows are sure glad that the season for ice fishing is over as they have had to listen to the numerous exploits and adventures of one Frank Proxmire all the long winter through, and while they don't mind a slight stretching of the truth, some of Frank's tales are . . . er . . . well . . . they smell.

Charles Relyea has had all his teeth extracted. Charlie says that he has not had any teeth pulled in a good many years and so when the dentist stated what seemed to be an exorbitant price for doing the job he did not use any of his much vaunted collective bargaining arguments upon him, because when he was a small boy and had a molar that was offending him his mother would take him to the dentist, where after the irritating tooth had been extracted and his mother had paid the old dentist the stipulated price of fifty cents, the dentist (being a kind-hearted man) would give the money to little Charles and so Charlie thought that the present dentist would refund at least half the money because Charlie was real brave when he got into the chair but . . . ah . . . well, times have changed Charlie.

We wish to express our deepest sympathy to the family of our friend and coworker John Kelly of the tool room in Bldg. 16 in his untimely demise.

For him no more the blazing hearth shall burn, Or busy housewife ply her evening care; No children run to lisp their sire's return, Or climb his knee the envied kiss to share.

News of 2nd Shift at Building 12

The second shift reports a 100 per cent organization and all paid for March. Credit goes to the Shop Committee, composed of: Bill Mastrianni, William Kluggs, C. Robinson, B. Sackett, M. Lopen, S. Paige.

Mike Phillips, the shop representative, claims he has the best shop

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committed in the plant, who are always willing to lend him a hand if he needs it. Mike says the shipping gang is practically all in now except "Charlie" and he says: "I can't see why pay \$1.00." Charlie tried to have others see it the same way, but the gang is getting wise to Charlie.

THE CITY'S 2 BEST BUYS! OLD MAC 100 PROOF Rye Whiskey 4 1/2 Yrs. Old Bottled in Bond \$1.15 pint \$2.25 Quart. PAUL WILLIAMS 4 Year Old Bourbon \$1.64 Quart. Field's LIQUOR STORE 6-8 ERIE BLVD. PHONE 4-6846

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