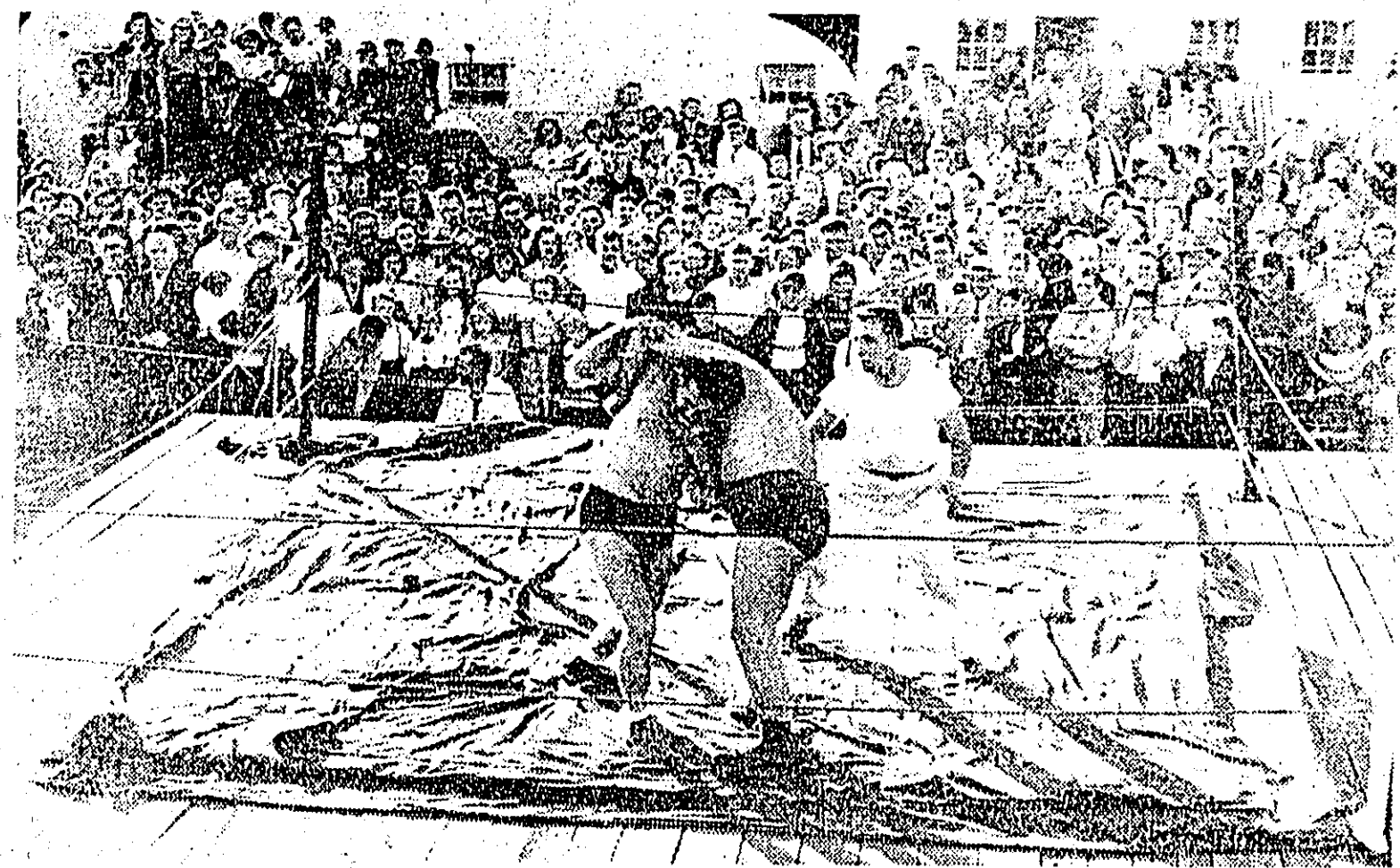




ABOVE. Mrs. Grace Taber proudly wheels away the Black Panther bicycle she captured as a gate prize. She is aided by her husband and envied by a couple of kids who offered to swap a hamburger for the bike. No sale.



ABOVE. Steve Budynas grabs opponent Tommy Giorgio in the pretzel grip or something, during the wrestling match which was a field day highlight. Billy Mastriani, the ref, won the best two falls out of three.

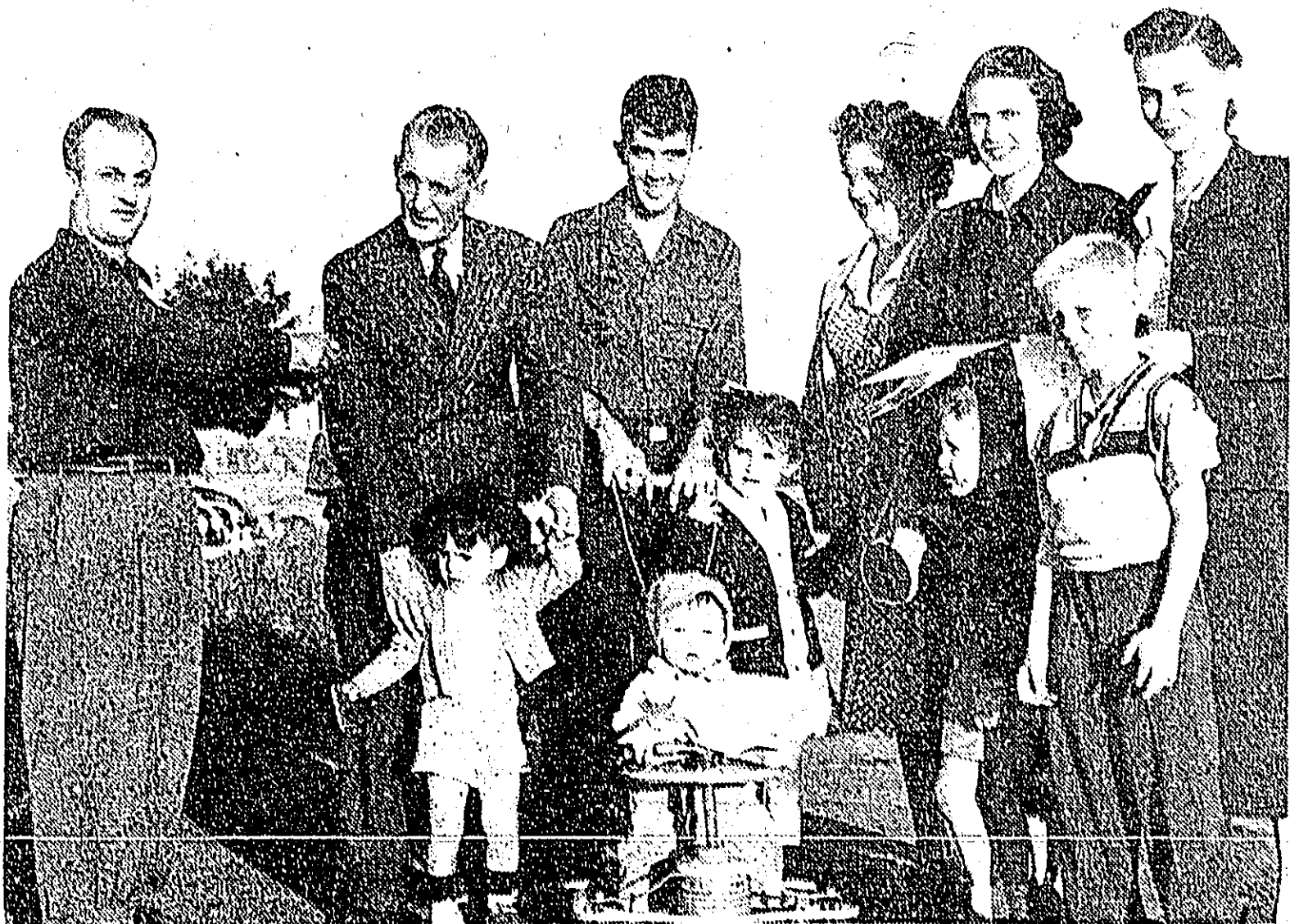


LEFT. An unhappy young pig goes on the auction block. The dealers in flesh are Don Gauvreau and Bucky Phillips of the activities committee.

BELOW. A very young man takes to the ponies under the guidance of Daddy and a friend.

FIELD DAY FROLICS

BELOW. Activities committee sparkplug Mike Riggi does the honors as he welcomes one of the many families who made the field day festivities a household celebration.



REGISTER TODAY and TOMORROW ELECTRICAL UNION NEWS

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

Vol. 10 — No. 40

SCHENECTADY, NEW YORK

Friday, October 10, 1952

301 Elects Five as Council Members

The five-member delegation of UE Local 301 to the District Three Council, which groups together 35,000 workers in upstate New York, was elected from among 13 candidates at the Monday membership meeting.

The voting took place in two parts, with the afternoon second shift session picking one member of the delegation, and the evening gathering of the first and third shifts naming the other four.

James Brown of Building 273 was the winner in the afternoon vote. Brown is a shop steward with several years of union work behind him. He will join Leo Jandreau, William Mastriani, William Kelly and William Templeton, all present or former officers of the local, in the district council.

The next meeting of the council will take place in Binghamton on Oct. 25. At that time, officers of the district for the coming year will be selected. At present, William Stewart of Local 301 is the vice president of District 3.

SHOW OF HANDS. Approval of the new UE-GE pact is indicated in the picture below by the raised hands of the Local 301 members who crowded union hall Monday in order to vote on the agreement which was reached by the union's national negotiating committee. Similar ratification meetings are being held throughout the country.

Members Vote Unanimously To Ratify New UE-GE Accord

A unanimous vote to ratify the new UE-GE pact, taken by a crowded membership meeting Monday, virtually assured the entry into force of the contract which provides an 8c to 13c wage increase for Schenectady works employees.



The vote was taken following a report on the new contract made by UE Local 301 Business Agent Leo Jandreau at both the afternoon and evening sessions of the meeting. Prior to the general gathering, similarly overwhelming approval of the contract had been shown in departmental meetings held by shop stewards throughout the works. Equally strong ratification sentiment was also reported from other UE-GE shops throughout the country.

Jandreau made it clear that he did not feel that the contract was a perfect one, but that it was the best that could be negotiated under the present conditions. He emphasized the need to continue the fight to obtain improvements not granted in the new contract. The local leader stressed particularly the need to fight to narrow the gap between men's and women's rates, to end wage inequities with regard to skilled workers, to assure payment for the two holidays next year which fall on Saturday and to end company chiselling on pensions.

It was pointed out that the reopening in February of next year would provide an opportunity to move forward on all of these issues.

Before the ratification vote was taken, many 301 members took the floor to ask questions and discuss the contract.

Unity is Key to Improved Pacts, Matles Tells 301

Unity of labor is the key to successful negotiations, James Matles, UE director of organization, declared Monday in a speech before the Local 301 membership.

Matles reviewed the negotiations between the union and both the GE and Westinghouse chains. In comparing the two agreements reached, he pointed out that Westinghouse would have to have dug into its profits for at least another \$5-million in order to have equalled the General Electric contract obtained by UE.

(A complete comparison of the two pacts is to be found on page 3 of this week's EU News.)

However, Matles pointed out that neither company paid as much in wage increases and other pact improvements as they would have if the UE-CIO had accepted the March bid by UE to enter into joint negotiations. But from the very beginning, Matles charged, the U.E. has shown that its only interest is political maneuvering and it doesn't care what happens to the workers in its ranks.

Matles denounced the arrogant misleadership of Jim Carey in first turning down joint negotiations and then completely ignoring the will of his own membership in his current phony strike threats against GE.

Prince Tells 301 He'd Oppose T-H

Opposition to the Taft-Hartley law and an all-out effort to draft legislation to prevent company chiselling on pensions were promised by David C. Prince, Democratic congressional candidate, in a talk to the UE Local 301 membership meeting.

Both Prince and his Republican opponent, Rep. Bernard Kearney, were invited to the meeting but the GOP congressman wired that previous commitments made it impossible for him to attend. However, he promised to answer any questions submitted by the local.

Prince stressed the importance of avoiding unemployment when the present war program is converted to a peacetime economy. He also said that he was opposed to the Smith and McCarran acts, and for a broad federal FEPC program.

However, Prince later reversed his Smith Act stand and told the newspapers that he had not been "aware that this law had been referred to."



DAVID C. PRINCE



JAMES MATLES

Program to Aid Czaban Scheduled for Sunday

UE Local 301 is cooperating with other community organizations to make the big benefit baseball program for Danny Czaban a complete success. The program is scheduled to get underway in Schenectady Stadium at 2 p.m. on Sunday afternoon.

Danny Czaban is the 18-year-old youngster who was paralyzed in a diving accident at Moffet's Beach last year. Since then he has been in hospitals almost all of the time. Medical authorities believe that with proper care there is a good chance that the boy will be cured.

However, such care is expensive, and Danny's father, Tony Czaban, a worker in Building 17, has exhausted family resources in his efforts to give his son the best medical attention. In addition, the worry about Danny's accident has resulted in a serious heart condition for his father. As a result, Tony has been hospitalized and unable to work for the past four weeks.

All-out help for the Czaban family would be particularly appropriate coming from members of UE Local 301. For when the union needed aid, Tony Czaban was one of the first to dig into his own pocket to provide that aid. Some years ago, when the local was being attacked by the politicians, Tony Czaban was one of the group of GE workers to co-sign a note in order to enable the union to defend itself. Later Tony paid back a good portion of the loan himself.

Among those who have rallied to help the stricken youth are his classmates at Draper High, where he once was an outstanding athlete. Many tickets are being sold at the school, and the 100-piece high school band will give a concert as part of Sunday's program.

The baseball game will feature two outstanding semi-professional teams, the Carman Cubs and the Schenectady Dorps, both of which include players who took part in organized ball in the past year.

Tickets can be purchased from either your shop steward or the local office at only \$1 each.

ELECTRICAL UNION NEWS
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA (IUE)
Local 301
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UE ON THE JOB

Bldg. 26: Mary Valetta and Carmella Ranse are classified as dismantlers with a job rate of only \$1.34. However, a man performing the same type of work receives \$1.56. The union demands an end to this discrimination on account of sex and an increase for these two women to the \$1.56 rate.

Bldg. 28: May Law is classified as a K inspector but her duties definitely entitle her to a J inspection rating. The union demands proper upgrading.

Bldg. 29: Harry McNeilly is classified as a saw filer with a \$1.56½ rate, while workers doing the same job throughout the works receive \$1.65. The union demands McNeilly be given his proper rate.

Bldg. 46: James Ettinger first went to work for GE in 1916, and from then until 1921, he worked for the company with several breaks in service. In 1925, he was hired as an arc welder. Between that year and 1934, his only breaks in service resulted from lack-of-work layoffs. Since 1934, Ettinger has worked without any break. The union demands that Ettinger be given the service credit to which he is entitled in the years between 1925 and 1934.

Thomas Hanley works on a spur gear segment, profile contour job. During the machining operation, the fixture moved, resulting in the need to scrap all pieces cut during an 8-hour period. The foreman refuses to pay Hanley for his time although the defective machinery was in no way the worker's fault. The union demands full payment.

Thomas Judge machined 21 defective castings out of a total of 30. The defects were due to a rock in the casting. Normal practice, dictated by the inadequate pricing of the job and the indicated maximum feeds and speeds, which make close tolerances impossible to maintain, is not to check each piece. Therefore the defects were no fault of Judge's and the union demands that he be paid in full for the 21 pieces.

On a hollow shaft job, the called for tolerances on 32 pieces were much closer than the machine requirements. As a result, 3 of the pieces were bored oversize, and supervision refuses to pay operator R. MacDougall for these pieces. The union objects to this penalty against a completely conscientious and competent worker and demands he be paid in full for all work done.

In the case of R. Sarnowski, the same demand is made as in the case of R. MacDougall (above) except that one oversize piece is involved.

Bldg. 46: The 1st and 2nd shift lathe groups protest that the tolerances they have to maintain on their machines are beyond the tolerance requirements for which the machines are designed. The tolerance now specified is .0002, and supervision has in a number of cases refused payment for jobs which do not meet this unfairly close tolerance, saying that it will not pay for jobs requiring rework. This is in direct violation of past practice, and is especially serious since the procedure was laid down by Mr. Pickett. Full discussion

and satisfactory settlement of this grievance is demanded.

Bldg. 49: William Moier operates a 10' boring mill. Because this mill has no central controls, it is very difficult for the operator to work the controls from the machine table. In addition, the work being done on the machine is too large to be handled by one operator from the standpoint of safety. Therefore, the assignment of a helper is demanded.

Bldg. 50: The battery truck operators object to the methods employed by Foreman Losback in having crane followers operate battery trucks on Saturdays. The union demands an end to such practices.

Bldg. 60: Henry Battaglia was unable to work on the day after Labor Day because he had to report to the income tax bureau and meet with his attorney. The union believes that this is a perfectly legitimate reason for absence and demands that this worker be paid for Labor Day in accordance with the contract.

John Regan maintains that there is not equal distribution of overtime in his group. In addition, when work is being done on premium time, only one rigger is used on jobs requiring two. This is a violation of safety rules and the union demands that both objected-to practices be stopped.

Bldg. 68: Seven women working on packing and inspecting make the following protests—they are losing time excessively, they are unable to maintain earnings even when working, partially because of the refusal of supervision to pay waiting time or make proper adjustments for extra work, and workers from other groups are being assigned to do their work while they are not being allowed to share other work. In addition, their foreman's attitude has been completely discourteous. He tells the steward that if she doesn't like the way he is running the department, she can transfer. A full investigation, including presentation of the lost time record for the past year is demanded.

Bldg. 89: E. M. Collins is not properly classified for the work she is performing. The union demands proper reclassification and change in rate.

A group in the wire and assembly classification protests against the rate discrimination on many of their jobs. This discrimination is based strictly on sex and the union demands it be ended immediately.

Bldg. 97: Because of a time study established on barrel job operation E-1, Albert Hammer has found it impossible to maintain his earnings. The union therefore demands a retroactive rate adjustment in accordance with contract article VI-5-d.

Bldg. 269: H. Baehm, Anna Victor and R. Waddell demand an immediate increase to job rate based on their experience and ability.

The following are improperly classified and should be upgraded from D to C: H. Baehm, M. Bailey,

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.

M. Lepper, M. Robinson, W. Robinson, J. Paneczer, J. Tokarczyk, and E. Wronski. In addition, H. Caroline and R. Waddell should be reclassified from C to B, and B. Zolinskas should be moved from B to A.

Bldg. 273: On Oct. 15, Dominic Friello will have been out of work for one year as a result of a shop injury. Some time ago he notified the company that his doctor had stated that he could return to light work. Personnel has offered him several jobs, but the division has refused him work, apparently being unwilling to assume responsibility for a compensation case in spite of management obligations under the contract. The union demands a full discussion and settlement of this case at works management level.

Melvin E. General is classified as a C machinist-machine repairman, but is actually performing Class B work. Proper upgrading is demanded.

W. H. Snyder demands restoration of full service credit from October, 1941, when he was first employed by the company. Since then he has worked for GE except for military service, granted leave-of-absence time, time during which he was hospitalized and time lost because the employment office had refused him work.

G. Byster, C. Juskievicz and D. Hamm believe that their work is not properly rated compared with that of other welders on diaphragm work. An increase in timing rate to \$1.05 is demanded.

Ralph Pacelli's right shoe was damaged by material obstructing the aisle leading to the washroom. Supervision has refused to pay for the damage, claiming that it is not responsible for worker's wearing apparel. It was pointed out that sharp edged materials protruded into the aisles, but the foreman refused to admit his responsibility for safety hazards. The union therefore demands that management take immediate steps to eliminate the safety hazard.

Campbell Ave: Sanford H. Barber and John J. Miller, Jr. are classified as mechanical inspectors. Supervision requires them to operate sealing machines which seal polythene bags. The union feels that these are additional duties outside of those rightfully belonging to a mechanical inspector, and demands the assignment of operators to the sealing machines.

Harry Goodridge recently received a warning notice for poor work. A study of Goodridge's record shows this is a plain case of discrimination on the part of Foreman Carl Mayer. A management investigation is demanded.

Fred Roy, a shop steward, asks clarification as to whom he should receive orders from. Right now, unlike the rest of the group, he is getting orders from both the foreman and leader. In addition the union strongly protests Foreman Mayer's remark that some day Roy "may turn in one grievance too much." An end to this discrimination and attempted intimidation is demanded.

Foreman's Threats Don't Frighten Steward

Every once in a while a foreman or somebody else in supervision gets the idea that he can go around saying, "I am the law," and get away with it.

Back in the days before UE, this kind of behavior was the rule. Now fortunately it is a rare exception. But the recent activities of Carl Mayer, a foreman in the Campbell Avenue plant, shows that the small-time dictators haven't altogether disappeared from the GE scene.

Mayer's chief target has been Shop Steward Fred Roy, who first went to work for GE as a welder in 1923. The foreman has been riding Roy continually, giving him orders which were not only unreasonable but in complete variance with those being given to other members of the department. The attacks on Roy have been intensified everytime he, in his capacity as shop steward, turned in a grievance—and there were plenty of beefs in Mayer's department.

Recently Mayer went as far as to threaten the steward, saying, "Some day you'll turn in one grievance too many." This piece of intimidation followed the filing of a grievance in regard to a discriminatory warning notice against another worker, Harry Goodridge. Mayer's peeve against Goodridge apparently stemmed from the fact that he is a top rated employee.

However, Roy didn't take the threat lying down. Instead of being frightened, as dictator Mayer hoped he'd be, the steward went right to executive board member Floyd Thomas and filed a formal grievance charging the foreman with discrimination and intimidation.

It may turn out that "I am the law" Mayer has made one threat too many.

Field Day Profit Likely To Be Over \$3,000 Mark

The big field day celebration on Sept. 28 was not only a major artistic success, it was also a major triumph financially. An initial audit of the books shows that the profit for the day will probably top the \$3,000 mark.

The money will be assigned to the activities committee fund unless the membership decides on putting it to other uses. A completely free Christmas party for members and their children is one of the plans now being studied by the activities committee.

The ticket sale for the field day brought in a total income of \$3,464.50, representing the sale of more than 20,000 tickets. The gross income on refreshments was another \$2,627. Field day souvenir book advertising netted an additional \$1,459.50, while miscellaneous

income amounted to \$65. Against this, expenses totalled \$4,665, leaving a surplus of \$2,961. Another item on the black ink side of the ledger was the prizes left over from the field day. They are valued at \$284. This brings the total surplus figure up to \$3,245.

However, a number of small expenses not yet accounted for are expected to bring the profit figure down by several hundred dollars.

The activities committee fund also includes more than \$1,400 in profits from an earlier giveaway program.



NEW STEWARDS. Pictured above are the shop stewards who took the oath of office Monday. On the left are the new second shift committee-

ELECTRICAL UNION NEWS

Westinghouse Pact Beneath GE's Despite Carey's Boasts

The high-powered IUE-CIO propaganda machine is going all out in an effort to convince workers in the electrical industry that Jim Carey has won a great contract from Westinghouse, and that this pact is far better than the one negotiated by UE with General Electric.

But the facts tell an entirely different story. A study of the two contracts reveals that Westinghouse would have had to spend an extra \$5-million in order to equal the improvements made in the UE-GE pact.

A comparison of two typical incentive workers, one working for GE and the other for Westinghouse, dramatically illustrates the difference. Under the IUE pact, a worker with a guaranteed rate of \$1.60 an hour, whose average piece work earnings are \$2.50 an hour, receives a percentage increase based on the guarantee—9¢ an hour. A GE worker in the same situation would receive his increase on the basis of the full \$2.50—4¢ 14¢ an hour.

The Westinghouse pact makes absolutely no improvements in the company pension plan which is far inferior to the GE plan, and makes no improvement in the hospital and health insurance plans, also way below the GE standard.

In short, Carey was willing to pay \$5-million in his members' money in order to get the two Saturday holidays next year. UE will have an opportunity to win these holidays in repopular talks next February. Incidentally, the cost of each of the holidays to the company would be only three-fourths of a cent an hour.

As for the alleged union shop extension won by Carey, this too is a phoney since the IUE-Westinghouse union shop agreement provides only for a check-off, some-

thing which the GE workers have had in UE for some time.

The Westinghouse offer was made to IUE and UE at the same time. The UE negotiators turned it down on the grounds that it offered far less than even GE had been willing to give. But only a few hours after the company proposal was made, Carey grabbed it and ran to the newspapers declaring that "Westinghouse is a wonderful company." This sell-out undermined the UE negotiators and left the Westinghouse workers in both unions holding the bag.

In this way Carey adds another betrayal to his long list, starting with the splitting of the men and women in the electrical union and continuing through his refusal this year to enter into joint negotiations with UE for the benefit of all workers regardless of union affiliation.

Votes Scheduled At Four GE Shops

NLRB elections are scheduled to be held during the next few weeks at four GE locations, including the nearby Hudson Falls-Fort Edward plant.

The votes were ordered by the national board, thereby reversing the decisions of regional boards that IUE-CIO petitions for elections were invalid because of the existing UE-GE contract.

However, the IUE raiders are not given a chance by the workers at any of the contested plants.



men, and on the right the first and third shift stewards. The new stewards were elected in order to fill vacancies in various groups and to make sure that no workers went unrepresented in the works.

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