

## Workmen's Compensation

### Benefits for Injured Workers

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

From time to time, I am asked questions by union committeemen and workers about the rights of an injured worker to compensation benefits. Some of these questions repeat themselves every now and then. For the benefit of everyone interested I am listing a few typical questions and my answers to these questions:

**Question:** About a year ago, I fell while working in the plant. I injured my right arm and received treatment at the G.E. Hospital. I was also paid for some lost time from work. Now my arm feels fine but I have a long scar below the elbow. Am I entitled to any compensation for this scar?

**Answer:** No. The compensation laws provide for benefits for scars only if they are on the face and not for scars on any other part of the body. Of course, if a scar on the arm is serious enough to interfere with the use of the arm itself there might be some compensation paid but since you say that your arm is otherwise alright, I assume that such is not the situation here.

**Question:** A few months ago I noticed a rash on my right arm which hasn't been getting any better. I have never had this trouble before and I am sure that the rash comes from the work that I am doing. I have had to take off about 3 days from work when the rash bothered me a great deal. Do you advise me to file a claim for Workmen's Compensation?

**Answer:** Before I would file a claim for Workmen's Compensation I would want to know from a skin specialist what he thinks is the source of the rash. If he says it came from your work then certainly I would file a claim in your behalf and the Company would have to pay the doctor's bills. If the doctor thinks it did not come from your work, then the treatments would have to be at your own expense. In any event, the important thing to do is to go to a doctor first and only after he gives his opinion do we consider whether or not there is a basis for a compensation claim.

**Question:** About three years ago, I hurt my back while working in the plant. I reported at the G. E. Hospital and was given heat treatment for a few weeks. After that my back felt better and I stopped taking the treatments. However, from time to time, I still have pain

CONGRESSMAN DRIPP

BY YOMEN



"I don't see why you should get so mad just because the child entered a Why You Should Write Your Congressman Every Week essay contest."

in my back. Am I entitled to a settlement for this condition?

**Answer:** In my previous articles I pointed out that when a worker has an accident he is entitled to two benefits:

1. Medical treatment at the expense of the employer.
2. Compensation payments for lost time or reduced earnings.

Therefore, if you need medical treatments you can go to your doctor, and if he files a report that the trouble in your back comes from the accident the Company has to pay him for any treatment which will help you. Also, if you are losing time from work or your earnings are reduced because of the condition of your back, the Company has to pay you benefits so long as you are disabled. For a back injury you are not entitled, under the law, to any settlement in cash.

**Question:** I have just gone back to work after an absence of two weeks due to an accident in which I fractured the middle finger of my right hand. What compensation benefits am I entitled to?

**Answer:** In the first instance, you are entitled to have your doctor's bills paid for by the Company. In addition, the

Company has to pay you \$32.00 for one week's absence. (Under the law, the Company does not have to pay you for the first seven days of absence unless you are away from work at least 35 days.) This is all that you will get at the present time. About nine months to a year after the accident, a state doctor will examine your finger. If it is entirely healed your case will be closed without further award. In such a case you are still protected because your case can then be reopened for 18 years if you have any further trouble with the finger. If you have a permanent condition in your finger, however, the doctor fixes the percentage of loss of use. For a total loss of the middle finger a person is entitled to 30 weeks compensation at \$32.00 a week. If in your case the doctor says you have a 50% loss of use then you would be entitled to half of that or 15 weeks of compensation at \$32.00 a week less the one week's compensation already paid to you. The case would then be closed. But even then it can be reopened for 18 years after the accident if for some reason it begins to give you more trouble or gets worse.

# 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

Friday, May 25, 1951

## MEMORANDUM of AGREEMENT

between

GENERAL ELECTRIC COMPANY  
and  
UNITED ELECTRICAL, RADIO AND  
MACHINE WORKERS OF AMERICA  
(UE)

Acting for Itself and on Behalf of its  
Affiliated Locals as Provided in the  
GE-UE National Agreement,  
Dated September 15, 1950

The Company and the Union have entered into a Wage Settlement Agreement dated May 17, 1951, which Agreement is subject to approval of the Wage Stabilization Board.

If such Wage Settlement Agreement or any part thereof cannot be made effective because not approved by the Wage Stabilization Board, the Union and the Company will continue their negotiations under the provisions of Article XXIV of the GE-UE National Agreement with the purpose of effectuating to the extent legally possible the intention of the parties as expressed in the Wage Settlement Agreement dated May 17.

Dated: May 17, 1951

New York, New York

UNITED ELECTRICAL, RADIO  
AND MACHINE WORKERS  
OF AMERICA (UE)

GENERAL ELECTRIC CO.

### C.I.O. Urges Improvement in B. L. S.

May 17, 1951, four weeks after U.E. called upon Congress to make an investigation into the Labor Department's figures on cost of living, the C.I.O. joins the U.E. in condemning the present cost of living index figures, pointing out that the price index of the Department of Agriculture shows a rise in cost of living 33% higher than the index figures of the Department of Labor.

### Cycle Shop Offers Discount

Fred Hudson notified the Union office that any U.E. member can get a 10% discount on bicycles or children's toys at his store at 607 Craig St.

## Statement of National UE-GE Negotiating Committee

Upon instructions of the GE Conference Board, the UE Negotiating Committee concluded national wage negotiations with the General Electric Company under the current contract reopen on the basis of a general increase of nine cents an hour, retroactive to March 15, subject to approval by members affected.

The UE regards the GE wage settlement as unsatisfactory. It falls far short of meeting the needs of GE employees, and does not even make up the ground they have lost since the last wage increase. The Company could easily have met the needs of GE workers out of its enormous and growing profits.

A combination of four major factors enabled GE to get away with an inadequate wage settlement:

1. The splitting of GE employees by the company-union IUE-CIO.
2. The giving up of collective bargaining by the company-union IUE-CIO last fall in GE.
3. The Administration wage-freeze policy, developed and directed by the corporations.
4. The endorsement and participation of the officials of CIO and AFE in the Administration-big-business wage freeze policy.

After reviewing the situation surrounding the national GE wage negotiations, the Conference Board concluded that no more than nine cents could be obtained without a major strike. With GE employees divided between UE, the company union IUE-CIO, a number of splinter unions and the unorganized, and with the Administration and the CIO both actively helping GE to hold wages down, the Conference did not feel justified in recommending a strike to the UE locals in GE at this time.

The wage settlement with GE provides:

WAGE SETTLEMENT  
between  
GENERAL ELECTRIC COMPANY  
and  
UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA  
(UE)

Acting for Itself and on Behalf of its Affiliated Locals as provided  
in the GE-UE National Agreement, dated September 15, 1950

### 1. General Increase to Hourly Workers

The Company agrees to grant a general wage increase of nine cents (9c) per hour to hourly paid employees in bargaining units covered by the GE-UE National Agreement.

For day work, this increase shall be added to daywork rates and daywork job rates.

For incentive work, the general increase of nine cents (9c) per hour shall be added to the incentive earnings.

### 2. General Increase to Salaried Employees

The Company agrees to grant a general increase of nine cents (9c) per hour to salaried employees in bargaining units covered by the GE-UE National Agreement. This increase shall be added to salary rates and salary job rates in effect.

### 3. Effective Date

The effective date of the increases provided for in Sections 1 and 2 above is March 15, 1951.

### 4. Wage Stabilization Board Approval

The general wage increases provided for in this Wage Settlement Agreement  
(Continued on Page 4)

# I. U. E. Lie Spiked Again — Erie Gate Meetings . . .



EAST PLANT GATE meeting May 3rd at which UE Local 506 members heard Chief Plant Steward Dave Kester's report on UE wage negotiations with GE.

## Local 301 Well Represented at G. E. Conference

Local 301, U.E., was well represented at the G.E. Conference Board meeting held in Erie on Sunday, May 13, with 36 delegates. While some delegates drove their cars, most traveled by bus chartered by the Union.

The bus left Schenectady 11:00 p.m., Saturday night, arriving in Erie about 9:30 a.m., Sunday morning. After attending the meeting the bus left Erie at 5:00 p.m., Sunday night, arriving in Schenectady about 3:30 a.m., Monday morning. The Conference Board adopted the following report made by the national negotiations committee:

"Since March 15th when it presented its wage demands to General Electric, the U.E. has fought to re-establish collective bargaining in national wage negotiations. The Administration wage freeze, endorsed and backed up by the leadership of IUE-CIO has scuttled collective bargaining for adequate wage increases. The Committee declares this a betrayal of the working people for the benefit of corporations already swollen with record profits.

"When the officials of the AFL and CIO accepted the wage freeze and returned to the WSB, the General Electric Company reacted immediately and arrogantly refused to better its nine-cent offer.

"In view of this situation surrounding national negotiations under the current wage re-opener, it is clear that the only way to get more than nine cents an hour general wage increase from GE at the present time is by a major strike.

"The Committee does not recommend a strike at this time.

"The Committee recommends that the

Union keep up its fight nationally and locally for settlement of Union demands on behalf of day workers, for elimination of geographical differentials and for elimination of rate discrimination against women workers.

"The Committee also recommends that, with government wage policy developed and directed by the corporations and with officials of CIO and AFL committed to the wage freeze and joining in its enforcement, the UE-GE Conference Board project plans to mobilize all GE workers regardless of Union affiliation for the fight to win back the right to real collective bargaining.

"The Committee proposed that in accordance with the above it be authorized to resume conferences with the Company with a view of concluding National Negotiations."

The delegates from Schenectady Local 301, U.E., were:

Bldg. 10C, R. Doherty; Bldg. 16, John Briggs; Bldg. 17, Joseph Koral, Sid Friedlander, Barney Lis; Bldg. 40, James Cantore, Steve Rusyack, Blanche Wincheski, Ben Gabriele; Bldg. 46, Fred Pacelli, S. Pita, John Natonski, R. Lighthall; Bldg. 49, James De Masseo; Bldg. 53, Frank D'Amico; Bldg. 49, H. McClough; Bldg. 60, S. Van Allen; Bldg. 66, Foster Campbell, Charles Maietta, William Rowe, J. Piechocki, John Green; Bldg. 73A, J. Davolio; Bldg. 77, M. Riggi; Bldg. 85, Miles Moon, Hugh McMullen; Bldg. 269, M. Fernandez; Bldg. 273, Alex Daszewski, William Stewart, D. DeVito, A. Baetens, T. Golden, John Strohmaier; Knolls, Edmund Kelly; Business Agent Leo Jandreau and President William J. Kelly.

## Committee Reports on William Rea Fund

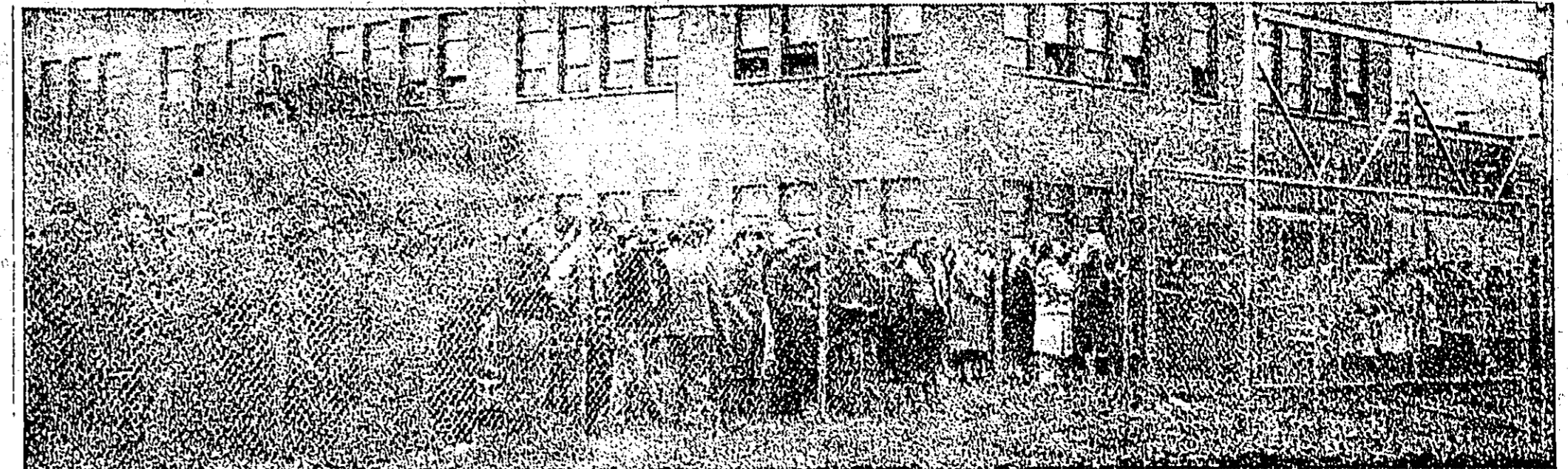
A Union committee was charged with the collection of funds for the family of William Rea, veteran of World War II and member of Local 301 before his death. Rea was killed as a result of an accident in Bldg. 52, leaving a wife and four small children. The Rea Committee took over the responsibility of caring for the family over a period of several months, finally making arrangements for the purchase of a house for Mrs. Rea and her children.

The committee makes the following accounting of the Rea funds:

Income .....	\$2,978.93
Expenses	
Xmas. money for Rea family .....	\$ 200.00
Bellevue Maternity .....	112.00
Dr. Laffredo .....	110.00
R. G. Smith, Atty. .....	75.80
Frank Romao (house) .....	2,450.00
Mrs. Rea (balance of fund) .....	31.13

Signed:	\$2,978.93
C. E. Doherty, Chairman.....	Bldg. 52
Henry Kaminski, Treasurer "	76
Albert Davis .....	" 10
E. J. LaBombard .....	" 97
Rossiter Lighthall .....	" 46
William Mastriani .....	" 73
Fred Pacelli .....	" 49
Helen Quirini .....	" 81
Joseph Saccocio .....	" 52
Mario Bagnato .....	" 52
Sidney Friedlander .....	" 17
Paul Hacko .....	" 273
Vincent Palazeka .....	" 60

Mrs. Rea wishes to extend her thanks to each and everyone for their kind assistance.



WEST PLANT GATE meeting May 3rd at which UE Local 506 members heard President Nelson's report on UE wage negotiations with GE.

## I.U.E. Seeks Recognition In Bldg. 273

Under the direction of the I.U.E., the Cutter Grinders in Bldg. 273 stopped work last Tuesday, May 15th. The stoppage started on the second shift and was led by H. Barber, who is not a member of U.E.

The stoppage occurred without knowledge of the U.E., nor has the Union a case pending before management at this time requesting a specific increase for cutter grinding rates. According to the Union records, the last increase negotiated for the Cutter Grinders in the Turbine Department was in 1947, which resulted into increases of one step for the "A" Class, Intermediate "B" and Class "B" job rates. This raise was in addition to the general increases since that time.

After the present stoppage occurred, Barber admitted he was in contact with the I.U.E., which furnished him with legal counsel and direction. The law prohibits a Union from seeking recognition where there already is a duly certified collective bargaining agent.

## I.U.E. Claimed in Leaflet Last Week, "The U.E. in Erie Has Never Had a Plant Gate Meeting With More than 1,000 People"

The facts are — 4,000 turned out at the East Gate meeting to hear Dave Kester, Chief Steward, report on wage negotiations. 2,500 turned out at the West Gate meeting to hear John Nelson, President, report on wage negotiations. There were approximately 2,000 who turned out for the second shift meeting, of which we do not have a picture to show. All meetings took place Thursday, May 3rd.

After an investigation by the officers and representatives of the U.E., the members of U.E. Local 301 were advised not to support this I.U.E. demonstration.

In an effort to try to embarrass the U.E., the I.U.E., through Barber and some others, staged the stoppage hoping to involve the whole Turbine Division and finally bring about a plant strike. The national UE Negotiations Committee was meeting with General Electric on Wednesday, May 16th.

The Erie Dispatch, the morning paper, carried an article on the meetings, quoting 6,500 day shift workers. There was plenty of factual information available if the I.U.E. wanted the truth.

Two weeks ago the I.U.E. claimed in their leaflet that Erie had only 2,500 members on check-off. This may have encouraged them to quote 1,000 at the gate meeting, in order to be consistent.

The rates of Cutter Grinders like every other day work rate are low and should be increased. Meetings with local management are in process on day work rates and other inequities in the rate structure of the Schenectady Works.

U. E. Local 301 stands ready and willing to process any grievances for workers in our bargaining unit. However, we will not be tricked into any action that is not designed in the interest of our members.