

Close Check by Stewards On Hiring Rates Urged

All shop stewards have been urged to display increased vigilance in "policing" the contract with respect to hiring in rates of new workers employed specifically on the basis of past experience and qualifications.

Fred Sheehan, assistant business agent, citing several violations, stressed that stewards should check each new worker coming into their group, whether just hired, transferred or upgraded to see that their starting rate is proper—and to prevent GE taking advantage of any timidity or ignorance by new workers with respect to their rights under the UE contract.

He pointed out that in many cases such violations aren't discovered until after a considerable lapse of time, which sometimes makes it impossible to prove the merits of a case conclusively and win the proper adjustments.

Cites Specific Cases

Cases of such violations that Sheehan cited included that of Andrew Muratto, Bldg. 273, who was upgraded on Jan. 28, 1952 from Class F inspector to Class C. He was on C two months before receiving a classification change and was then told he must wait three months from that date before he got an increase. The Union secured a change in the date of reclassification and a rate adjustment retroactive to the date he actually started on the C rate.

Bruno J. Mosetti, Bldg. 49, transferred on Nov. 19, 1951 from boring mill on piece work in Bldg. 16 to boring mill on daywork in Bldg. 49, started at \$1.53½, with no recognition of his past experience. The Union got the starting rate changed to \$1.70, with interim increases adjusted, with his job rate effective May 19, 1952.

Edward Alto, Campbell Ave., was hired Nov. 16, 1950 at \$1.33 as class B sheet metal worker, with no recognition of his past experience. Although the grievance was not filed until a year and a half later, the Union secured proper adjustments in pay, retroactive for the entire period.

On this last grievance, Sheehan explained, the Union was able to get it back-dated so far because of the clear cut nature of Alto's work.

Boost Rate 14 Cents

A group of 10 women, who build photo tube holders under Foreman Cholewa in Bldg. 81, have won an average of \$7 each in back pay. It was the result of a grievance, filed by Helen Quirini, protesting a special price on a job on which they couldn't make the rate.

The grievance settlement provides that they'll receive 50 instead of 36 cents for each piece of work they did.

UE Urges Support For Steel Workers

Full support to the steelworkers in their struggle to gain a "catch-up" wage increase has been pledged by the National UE.

In a statement issued shortly before CIO Steelworker leaders called off a strike for the sixth time and the U. S. Supreme Court ruled there shall be no wage increases while they consider the constitutionality of President Truman's seizure, UE Pres. Albert J. Fitzgerald declared that the issue "is the refusal of arrogant steel corporations to grant the minimum economic demands of the steel workers in an effort to wreck their union."

"Today the corporations in the steel, electrical, rubber, oil and other industries are spearheading a desperate drive against labor," Fitzgerald continued, adding:

"They are using lock-outs, disruption, provocations, unprincipled politicians, propaganda of all sorts to attain their ends. They are refusing to engage in collective bargaining. Their every purpose is to use the situation, created by the wage freeze and the war situation, to wreck unionism in America."

Calling upon UE members to give unqualified support to the steel workers' struggle, Fitzgerald stated UE members would continue to defend unionism, fight to abolish the wage freeze, the Taft-Hartley Law and restore free collective bargaining.



SCHOOL POLL. Harry J. Linton, Schenectady superintendent of schools, above, outlined to the '301' membership meeting last Monday the Board of Education's reasons for seeking an affirmative vote in the May 13 public referendum on a \$2 million bond issue and a 1/4 percent school tax increase to build two additions and one new school. Additions would be built to Howe and Yates Schools and a new school in Sheridan Heights.

Workers Tell Foreman To Drop His 'Whip'

Workers down at Campbell Ave., who recently demonstrated to one foreman he wasn't bigger than over 15,000 members of '301', may have to soon put another in his place and teach him he has to observe the contract and stop trying to "whip" workers.

The foreman is Fred Brush, recently appointed, who in trying to throw his weight around has twice been brought to the management level for discrimination against Steward Floyd Thomas.

His latest stunt was saying that Tony Loika, who was summoned to management level on a grievance he filed, couldn't go because it would interfere with work he was doing, a clear cut violation of the Union contract. Steward Thomas promptly took Loika off the job.

Force GE To Back Down On Wire Enamel Speed Up

GE has been compelled to back-track on its attempt to get more work out of a group of wire enamellers in Bldg. 109 at the same old rates of pay.

On April 25, the foreman told these 40' enamellers they would do 16 instead of 10 heads or go home. They went home and stayed home as management refused to even discuss the grievance. On Wednesday, April 30, management agreed to discuss the grievance on Monday, May 5, and the workers returned.

'301' Pres. James J. Cognetta, Chief Shop Steward William Mastriani and Steward Ralph Lasher last Monday won agreement that operators, who each run nine machines with 10 heads, will have not more than two machines increased to 16—during which time a time study will be conducted for the purpose of determining if the job can be put on piece work incentive instead of daywork.

The time study will be checked at the end of a week for progress made. A switch to incentive would create an opportunity for the workers to make increased earnings on increased work—which GE originally refused to do, wanting, instead, to have both frozen wage rates and more work.

Post Writer's Anti-UE Links Revealed

That Saturday Evening Post writer who recently spent a week in Schenectady asking a lot of questions about UE's election victory last fall has branched out into other cities.

Many members who were interviewed were suspicious that the writer, a Lester Velie, might be preparing to tell a different story than he heard—one that would please GE, Sen. Hubert H. Humphrey (D, Minn.) and other avowed enemies of UE.

His latest activities would seem to confirm that suspicion, since he has appeared in other cities, usually led around by IUE-CIO leaders and it has been disclosed that he has consulted with Sen. Humphrey and is closely connected with GE Vice Pres. Lemuel R. Boulware.

An article by Velie might appear around June. UE leaders have warned members to be on guard against any attacks that might be forthcoming.

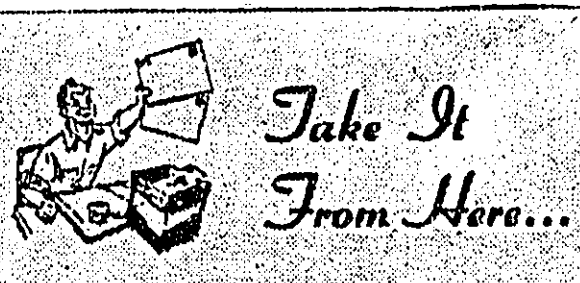
ELECTRICAL UNION NEWS

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

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Friday, May 16, 1952



New York—UE Local 475 members working at American Safety Razor buried the raiding AFL's IBEW under a landslide vote of 848 to 98 in an NLRB election.

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Denver—Two unions here have demanded prompt congressional action for a Missouri Valley Authority to control disastrous floods. The CIO Packinghouse Union, in a convention, said failure to enact an MVA would be "symbolic of the surrender of legislators to vested interests." The Mine-Mill & Smelter Workers urged Congress to "cease their senseless extravagance for war and divert sufficient funds to set up the MVA."

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Hamilton, Ontario, Canada—The 1,000 UE Local 504 members working at Westinghouse here won a 12 cent increase on the eve of a strike deadline. Dayworkers won an additional two cents.

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San Francisco — The 10 week strike of 3,500 AFL Greyhound bus drivers, that tied up seven western states, was ended with drivers winning a five day week as of Oct. 1, 1953, a 5½ day week a year earlier and station employees getting five days at once. A 4.6 percent increase and 24 contract improvements were also won.

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Mt. Clemens, Mich.—UE Local 932 members at Ironrite, Inc. halted the attempts of a former Ford personnel employee to institute Ford speed-up in their plant in a five week strike. The newly hired personnel director, Donald Brondyke, tried to institute a seven percent speed-up or eliminate wash up and rest periods.

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San Francisco—A strike of over 12,000 AFL carpenters in the Bay Area has now gone into its second month. Also on strike in the region are bridge builders and pile drivers.

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Jamestown, N. Y. — Dahlstrom Metallic Door UE members, who won a 19½ cent package in a five month strike ending on Nov. 16, 1951, have finally got WSB approval of the last six cents, retroactive.

Negotiations On

Negotiations with GE resumed on May 8 on the wage reopener and further talks are scheduled between UE negotiators and GE on Wednesday, May 21.

Business Agent Leo Jandreau, a member of the national UE bargaining committee, reports that GE was still sticking to its one percent offer that the UE Conference Board rejected. GE also offered a lot of figures at variance with the Union's research figures on rates paid skilled craftsmen, basing the figures on the government's Bureau of Labor Statistics.

This is the same bureau that both UE and the United Mine Workers have proved underestimates the cost of living consistently.

Meanwhile, during the recess, activities in support of demands was stepping up in GE plants around the country.

Call Sent Out for Upstate Skilled Crafts Conference

Over 5,000 calls were sent out yesterday for a Tool-Die-Craftsmen Conference to be held in Syracuse on May 25. Sponsored by 42 toolmakers and skilled building trades craftsmen in 34 upstate New York plants, the calls were being sent to scores of plants to bring together the skilled workers to discuss and plan action to break through the freeze that has been placed on their wages by the Wage Stabilization Board, under pressure from a coalition of employers.

'301' Dance Tickets Still Available

Tickets are still available for the big '301' evening of frolic and fun on June 7. Selling for 80 cents each, members should get their tickets through their shop stewards or at the Union office. The '301' dance will take place at the Edison Club in Rexford from 9 p.m. to 1 a.m. The Activities Committee has urged that all members who want to be sure to get in to get tickets now.



NEW STEWARDS. Newly elected '301' shop stewards to fill vacancies are seen above being sworn in at the May membership meeting.

Action Urged to Defeat New Union Busting Law

Members throughout the Works were being alerted this week to an extremely dangerous new attack underway in Congress that is aimed at destroying the right to strike and breaking unions.

Sponsored by the same Rep. Howard Smith, (D, Va.) who wrote the Smith-Connolly bill to wipe out many of labor's rights, congressional supporters were utilizing the hysteria created by the steel industry to put it over.

Both CIO and AFL, have expressed opposition to the new bill. '301' stewards were furnished with summaries of the proposed bill and directed by the '301' Board to call meetings to explain the bill and secure letters and postcards to Congr. Kearney and Senators Leh-

man and Ives to oppose it. The bill proposes to appoint a receiver and seize the property, assets and books of unions in the event of a strike vote, would permit a permanent injunction against a strike after the 80 day Taft-Hartley injunction had expired.

Both CIO and AFL, would freeze all wages and conditions and prohibit strikes, slow-downs and stoppages until an agreement is reached and, finally, would assess the cost of receivership equally against the union and the company.

The signers of the call represent AFL, CIO and independent unionists and non-union plants and stress that what's needed is "a common fight on a common problem that we share in common in all plants—ending the employer-created freeze on skilled craft rates."

Ray Ellis, toolmaker, and George Diemer, electrician, were signers of the call from the GE Schenectady Works.

The call points out that on Oct. 5, 1951, a WSB panel recommended wage ceilings which would permit increases, but on Oct. 3, 1951 the full WSB voted down the panel's recommendations by 8 to 4, with public members voting with employer members.

"The WSB's rejection of its own panel hurts all skilled workers, union and non-union, AFL, CIO and independent," the call states, and declares:

"The Wage Stabilization Board must be forced to reverse its own panel's recommendations. A common approach and a common fight by all skilled craftsmen is needed to unfreeze skilled trades wages and win rates in line with the WSB panel recommendations.

"Only such a common struggle can bust through the united employer plot to keep skilled rates frozen.

"That's why we're issuing this call, at this time, for a conference of skilled craftsmen in upstate New York—to meet a common problem through common action."

It's expected that a large delegation of '301' toolmakers and skilled building trades craftsmen will participate in the conference, which will take place in Onondaga War Memorial Building in Syracuse, starting at 1 p.m. on May 25.

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BARGAIN OFFER. Bi-Mor Government Surplus stores in Schenectady, 232 State St., and in Amsterdam are offering a special bargain price to all members of '301' shopping in their stores. Cards have been issued which entitle members to a 15 percent discount on all articles on sale, with the exception of fair traded items and articles on special sale. Bi-Mor handles such items as work clothes and shoes, camping equipment, sports clothes, paints, enamels and rubbers. Discount cards, as above, may be obtained at the '301' office or at Bi-Mor by showing your last quarterly paid up Union card.

Equal Pay for Equal Work!

Two meetings, the first of their kind, one at noon and one at 7:30 p.m. on Wednesday, May 7, put steam behind the demands of women in the current negotiations. The following

HELEN QUIRINI, treasurer: "It's a windy, windy day and a lot of our women just punched out and went home. We women won the right to vote and now we're fighting for our full economic rights. We want to be paid properly for the work we do and the men out here today shows that more and more are realizing that low women's rates jeopardize their jobs. We want GE to stop using our women to cut our husbands, brothers and fathers' wages."



RUTH LEONHARDT, Building 12: "We're dayworkers servicing piece workers on copper coils and bars. We have to take 300 to 500 coils a day to piece workers. We also have to lift up to the bench, back to truck downstairs. Some are three to five feet long and weigh five to 10 pounds. For all this, we're working at less than common laborer's rate—\$1.34 is our rate."



WILLIAM MASTRIANI, chief shop steward: "I just came out of Building 41. It is like a stone wall. It's tough on individual cases, but all together we can do something. '301' will be able to do more for its women members as more women get into the fight and do their share, as you're doing today. If we don't go ahead on this fight, we could all end up on 60 cent jobs."



MARY BARLETTE, Building 28: "We pick up coils weighing 25 to 30 lbs. The men get \$1.75. We get \$1.35. If we can do a man's work we're entitled to men's wages. I've got 4 kids and I'm ready to strike, if necessary, to get better conditions and to be able to have a nicer place to live in. Women must not be timid, but speak up and act."



FRED PACELLI, second shift board member: "I'm glad to see so many women and so many together—out to get what you deserve. The women have been underpaid for years. The difference between your rates and the lowest rated porter is terrific—and GE must be compelled to change this discrimination."



WILLIAM STEWART, Building 273: "There are no women in turbine, but the men in 273 back up the women. The UE district council meeting I attended last week voted to hold an upstate women's conference and urged a UE national women's conference. The council, acting for 30,000 upstate UE members, considers this demonstration as a kicking off point in this fight of the women."



are highlights of what the various speakers had to say about GE's discrimination against women and their demand for equal pay for equal work.

SADIE IOVINELLI, Bldg. 81: "My job is assembly and wiring of electronic panels, acetelyne and drawing, complete from diagrams and blueprints. It takes skill and knowledge and reading difficult blueprints. Even after three years, we're not familiar with some blueprints—there are over 700. Men on panels across the aisle read the same blueprints. We get a 60 cent base rate for similar work men do at 92 cents. The 32 cent difference is not justified."



EDNA MILLER, Building 285: "I work on burr and chamfering, a lowly job, dirty and grimy. But any job done is worth doing well—if the price is right. I do several operations at 40, 50 and 60 cents a thousand, many jobs at which men make much more. Many men won't touch the jobs for less than three times the pay. On any job one is entitled to live. We women have families to support, too. We'll produce quantity and quality if GE will do right by us."



JAMES COGNETTA, president: "This is the first such meeting we've ever had, but it'll just be one of a series which will involve all GE employees. We are here to eliminate discrimination against the women, out of which GE gets extra profits and threatens to undercut all our other demands."



LEO JANDREAU, business agent: "In the current wage reopener, the women's demands are one of the most important items. Many jobs, we know, women are required to have more skill than men. Women do from scratch, at \$1.35, jobs from schematics, requiring government inspection. This is eight cents lower than common labor. GE told us in negotiations that they'll put men on these jobs in cases of big layoffs. Standards are being lowered by this short measuring stick. The time is here to evaluate on the basis of skill and not sex. Equal rights is the basic policy of America—but GE only pays lip service to it. The men and women acting together can do something about it. Demonstrations such as today can give leadership to the country on this demand and bring the day of the end of discrimination on women's rates."



FRED H. ALDINGER, JR., Building 28: "As a steward representing mostly women, I see every day how jobs are under-rated. The only recognition GE has is that in unity there is strength. The men are behind you 100 percent. It's our job, too. If we don't get those rates up, we can be downgraded to rates GE is trying to set on an entirely lower wage structure. I'll do the best I can."



Bldg. 107: A group of sign painters demand an increased job rate because of additional skill required as compared to regular painting, based on past practice.

doing.
Bldg. 40: A group under Foreman Niedermeyer requests a reduction of forces. The group's been losing time since last July and supervision now wants them to work a week on and a week off.

Bldg. 81: A group demands that any job requiring use of DL prints or diagrams and not on a line set-up be priced at the 60 cent rate. They feel only line set-up jobs should pay less than 60 cents for assembly.

ON THE JOB

Bldg. 10C: Frank Bender, who retired recently, requests an accounting that justifies a \$50 per month pension allowance. He was informed by social security that if he applied before July 1 he is entitled to only \$65 a month and \$76 after July 1. The pension plan entitles him to at least a \$125 minimum immediately.

Bldg. 28: Robert E. Barber demands reclassification to class A toolmaker with a proper rate adjustment. On tool work for the past 12 years, Barber is performing

class A work, on a B rate, of a complicated nature, with close dimensions and tolerances.

Edmund Galka, classified as B machinist, has been doing bench and machine work for three years, which is in line with class B tool maker's work and demands reclassification to B tool maker, with a proper rate adjustment.

Wolford W. Cooper, classified B tool maker and performing class A work, demands an A reclassification on the basis of tool work he is now

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ERIE DEMONSTRATES. Over 6,000 UE Local 506 members at the GE Erie Works are seen above staging an hour's demonstration on May 6 to protest layoff of 2,700 workers and short weeks for the remainder. They also hit GE's proposed moving of refrigerator and deep freeze work to new Works in Louisville and called for granting of UE's demands for a 15 cent wage increase, special adjustments for skilled craftsmen and women and elimination of geographical differentials.

Win Upgrading, 7 Cent Rate Hike for 15 Women

The Union has won a seven cent an hour adjustment for 15 women workers, Building 28, with retroactive pay on the increase back to January 14, 1952.

Facts Show Cause For Price Jumps

UE has issued some figures that knock into a cocked hat the old employer argument that "wage increases cause price increases."

Though big companies time price increases to follow wage increases; the UE survey reveals that big business actually sets its prices at what the traffic will bear.

A 1946 office of Price Administration report showed that corporations took \$10 in price increases for every dollar in wage increases—the same thing that steel companies are trying to do in the current wage dispute, by demanding a \$12 a ton increase.

Main reason for price increases was that shortages after World War II permitted corporations to charge what the traffic will bear. The result has been that profits increased \$4 billion between 1945 and '46.

Also, in the period since the Korean war, when there has been no national wage increases to speak of, with a ½ percent wage increase between May and August, 1950, the corporations increased prices 7½ percent, increasing their profits another \$6 billion.

The grievance, which was filed by Steward J. J. Mann, involved a group of class K inspectors doing inspection within a higher classification and working with precision instruments. The group demanded a reclassification to class J.

Before the grievance was finally won, it went to both second and top levels of Works management and a committee of Mann, Harold "Cap" Simpson, '301' board member, Steward Parker, Bldg. 10C and Chief Shop Steward William Mastriani conducted two surveys of similar jobs and their rates.

The increased rate boosts these women from \$1.40 to \$1.47. The original grievance included 12 women, who are:

- D. H. Spencer, J. R. Mortka, H. M. Vosburg, L. M. Gillespie, M. A. Tempe, E. C. Topin, L. J. McCarty, G. H. Reed, A. S. Sendzicki, K. V. Chlopechi, E. M. Hart and M. A. Muth.

In addition to these 12, the Union secured the same for three others and filed a grievance docket for an additional three women to get the seven cent boost for their work.

Where The Taxes Go

Here's how the March 15 tax dollar will be spent: 60 cents to the armed services, national debt holders get 7 cents in the form of interest, veteran benefits takes 5 cents, foreign governments get 13 cents, leaving 15 cents for other services.

Push Mica Aid

The '301' executive board this week called upon all members to lend their assistance to the drive to organize the Mica Insulator Works—pointing out that the existence of a company union in this shop of 600 workers is a threat to union conditions in the area.

Pres. James J. Cогнетта declared that it is "everyone's responsibility to pitch in and help out the Mica drive."

Specifically, stewards were urged to have their members fill out the forms that are being circulated to find out what workers '301' members know in Mica and who is willing to help out on the drive.

It is expected that a petition for an NLRB election will be filed in the near future. '301' Vice Pres. Roy Schaffer has been assigned to direct '301' aid and assistance in the campaign.

Appoint Jandreau On Tax Group

Leo Jandreau, '301' business agent, recently appointed by City Manager Morris M. Cohn to a 38 member steering committee to study what the local government has termed a "financial dilemma," with the city facing an estimated million dollar deficit in 1952, has been selected to serve also on a 10 member citizens finance committee.

The '301' executive board, in approving Jandreau's acceptance of the appointment, discussed various proposals that have been broached to solve the financial crisis. While adopting no specific proposal, board members strongly expressed the opinion that no taxes should be levied that fall on the shoulders of those least able to pay.

Others appointed by Cohn to the 10 member committee include: Richard J. Carmichael, Schenectady AFL Council president; Louis W. Kortman, Schenectady Trust Co.; H. A. McKinnon, General Electric; Herbert Funk, ALCO; Benjamin P. Whitaker, Union College; James De Santis, realtor; James Hastings, Carl Co.; Mrs. Ivar Johnson, League of Women Voters and Richard K. Hamlen, Schenectady Bureau of Municipal Research.

Compensation Won For Retired Worker

Rosario De Martino, a retired battery truck driver who worked in Bldg. 16, has won compensation from the date of his retirement and compensation of \$12 a week for the rest of his life. The claim was made and handled at several hearings by UE Local 301's compensation service.

Leon Novak, '301' attorney, in announcing the settlement as one of many such cases won recently, said that De Martino injured his back in 1948 when he pulled a trailer to attach it to his battery truck. He was 57 at the time.

De Martino continued to work for three years after the accident, while several court hearings were held. The Union secured payment for his medical bills and time lost from work.

However, De Martino, because his back bothered him, was unable to earn as much as before the accident and Novak filed a claim for two-thirds of his lost earnings. When the battery truck driver retired on April 1, 1951, his back considerably improved but still troubling him, the claim was filed for compensation from date of retirement and weekly benefits in addition to his retirement pay.

Neimi Strike Over

The Neimi Mfg. Co. of Fitchburg, Mass. satisfactorily settled the strike of its employees. '301' members were alerted last week against attempts to import scabs from that plant to do machine reconditioning in GE, Schenectady, at \$1.50 to \$1.75 an hour. The strike occurred in the midst of a UE organizing drive when the employer fired some workers in reprisal.

Correction

By mistake, the NEWS last week listed that '301' members can get a special 15 percent discount on items at the Bi-Mor Amsterdam store. The discount only applies at the Schenectady store at present, on all except special sale and fair traded items.