

# Shop Stewards Polling Members on Dues Increase

The Officers and Executive Board have recommended to the membership that the Union dues be increased. The specific recommendations are that the constitution be changed to provide for dues to be on a weekly basis rather than monthly and that the amount be \$1.00 per week. The weekly collections are to start as quickly as arrangements can be worked out with local management.

The Executive Board pointed out that the following are reasons why the increase is necessary:

1. The 50c that formerly went into a Bldg. & Defense Fund will be completely used for building purposes alone. The cost of the new building will not only consume the money on hand, but it will require the payment of 50c from each member's monthly dues to meet the mortgage payments for the next 3 years. That leaves Local 301 without any Defense Fund.

2. The Westinghouse strike has taught us a lesson on voluntary collections. In some cases our members have been very generous while in others they have done nothing. We feel there must be a fund in the future whereby everyone will contribute on an equal basis.

3. The membership voted to protect our Shop Stewards, Board Members, Officers and Union employees with a Pension Plan that is equal to that of our members. Presently a Shop Steward is not penalized on pensions because of lost time paid by the Union. This additional cost of pensions equals 20c per dues payment.

4. In the past, in order to increase and improve our legal and compensation service, we were obliged to acquire the services of an additional lawyer. In or-

der to meet the extra cost of this service, we were obliged to force compensation claimants who were represented by us to pay a fee. The increase in dues will eliminate the need for claimants to pay for service.

5. Our present budget is so tight we are obliged to force our Shop Stewards to settle grievances of our membership within allowances for lost time which acutely curtails the service that is necessary. The increase in dues allows for 70c from each dues payment for lost time in new budget.

6. The income and expenses of our Local is submitted to the membership meetings each month. Even with the most economical policies we have pursued to maintain the service that our membership expects, we have not been able to accumulate any surplus. Our expenses consume our income each month. The increase in dues will provide 7c from each dues payment for surplus which will provide to meet emergencies from time to time.

7. Many of our members wonder where the money goes and they think the entire dues are at the Local's disposal. The following is a breakdown of

the new budget based on \$4.00 per month and where the money goes:  
 Nat. Per Cap. \$1.00  
 Dist. Per Cap. .15  
 State Per Cap. .02  
 Area Council Per Cap. .02

Total Per Cap. \$1.19 = 29 3/4% of Income  
 Building Fund .50  
 Defense Fund .35

.85 = 21 1/4% of Income  
 Fixed Expense by Constitutional Order 1.19 + .85 = 2.04 or 51%  
 Local Administration 49%  
 Lost time Inside Plant .55  
 Lost Time Outside Plan .15  
 Grievances with Management .25  
 Union Business Office .15  
 Rent, Light, Heat, Supplies .15  
 Compensation & Legal .15  
 Union Newspaper .15  
 Payroll Taxes .06  
 Insurances .03  
 Pensions .20  
 Conferences, Conventions .05  
 Donations .02  
 Surplus .07

\$1.96

# IUE Has 33 at Civil Rights Parley

Alarm at mounting racial tension in the South and widespread assertions that the Attorney General is not using his powers to combat mob violence were some of the views and attitudes expressed by members of Congress as reported to the National Delegate Assembly on Civil Rights.

More than 2000 delegates from 40 states converged on Washington to back up the interracial drive for civil rights legislation called by the Leadership Conference on Civil Rights. At least 33 were present from IUE.

Before the three-day meet was over the overwhelming majority of Senators and Congressmen had been personally interviewed in an effort to pin down their views on each of eight major legislative goals.

Chairman for each state group reported the results of the interviews to the full assembly.

A rough tabulation showed Congressmen lining up in the traditional pattern, with most northern Democrats and many Republicans

strongly for federal civil rights laws and Southern Democrats and many "states rights" Republicans just as strongly opposed.

But as Conference Chairman Roy Wilkins pointed out, Congressmen who plead "states rights" as their excuse for not supporting federal legislation in this area, "no longer are sure that their honest belief in this principle is adequate reason to tolerate violence and denial of the right to vote to many of our citizens."

Wilkins said that one of the best signs that real advances are being made in civil rights was the generally courteous reception delegates received from Congressmen who five years ago wouldn't even meet with them.

Some 50 national religious, civic, minority and labor organizations were represented at the conference, including many delegates from AFL-CIO affiliates.

AFL-CIO Vice President A. Philip Randolph, Auto Workers Secretary-Treasurer Emil Mazey,

Vice President Charles Zimmerman of the Garment Workers, were among the labor officials who served as chairmen of sessions.

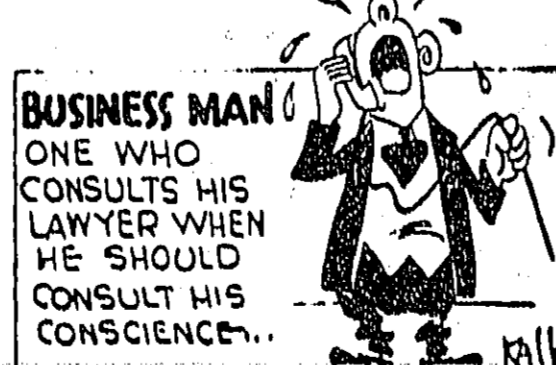
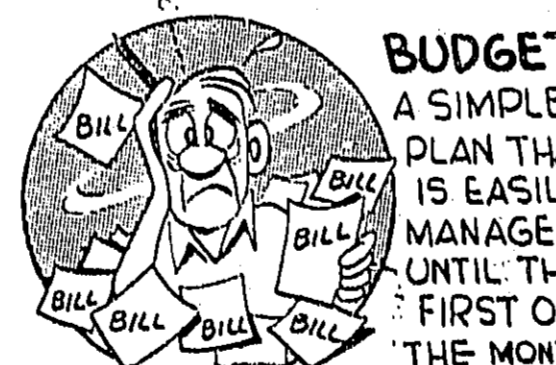
IUE President James B. Carey, who was originally scheduled to participate, but was prevented by negotiations on the Westinghouse strike, sent a telegram to the Conference.

"I assure you that the AFL-CIO will continue to work, and work hard, to bring about equality of opportunity for all people," said Carey, who is chairman of the AFL-CIO Civil Rights Committee.

Although the reports on interviews with Congressmen show that much work remains if civil rights bills are to be enacted this session, Clarence Mitchell, head of the Washington office of the National Association for the Advancement of Colored People, hailed the conference results as "a decided success."

"The conference has confirmed the belief that civil rights legislation is the No. 1 issue in this 1956 political year," Mitchell declared.

## DAFFYNITIONS



The employee of tomorrow to fit industry's automation requirements will be: One who is between the age of 25 and 30 years with 40 years of experience.

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 2 — No. 20

The Voice of GE Workers, Local 301, Schenectady, N. Y.

April 6, 1956

## Local 301 First on Union Pension

Local 301 is the first G.E. Local to start the Pension Plan for Union Shop Stewards.

The plan was negotiated last year as one of the new features added to the contract. Heretofore Union representatives were not receiving pension benefits equal to the membership and the lost time caused by negotiating grievances or Union activity paid for by the local Union was not credited to the Shop Steward's Pension Fund. The Shop Steward will receive equal benefits with the members on his lost time from now on.

(Continued on Page 2)

## Compensation Dept. Moves Quickly To Protect Workers After Explosion

The unfortunate explosion two weeks ago at Building 77 proved sharply the value of the compensation service rendered by the Union to its members. Despite the tears of Company management concerning the high cost of compensation claims,

a matter which we discussed in our last issue, we were still able to insure that the members of this Union involved in the explosion quickly received the best possible care and treatment. Because of our many years of contact with the Company's compensation and medical departments in this City we were able to establish immediate lines of communication and within 24 hours had a complete run down of the nature and extent of the

injuries sustained by the various workers involved. A little pressure in the right places and our people were fully processed, their claims established, and all necessary steps taken to fully protect their interests. Without boasting, we can say that no other Local in this State could have handled so quickly a matter as serious as this one. Compared to the stories which we have heard from other Unions

(Continued on Page 2)

## A&O Department Being Considered

The Aeronautics and Ordnance Department's future is under consideration as to whether it will remain in Schenectady or be transferred to other locations. A meeting of the supervision in the A&O was held recently to advise them of a study that was in progress to determine whether contemplated expansion in the next 5 years will take place in Schenectady, Johnson City or Burlington.

(Continued on Page 2)

## Westinghouse to Spend 32 Million On Sales Promotion

The Westinghouse Corporation will spend the largest amount of money in the history of the company in an effort to win back the markets that were lost during the five months of strike.

If this 32 million had been offered at the collective bargaining table in the form of employees' benefits, the strike might have been avoided. Westinghouse claims they did not lose any distributors or major dealers and further claims a large backlog of orders. It has been reported that the corporation has lost up to 300 million dollars in business as a result of the 5 month strike.

## Measure Progress by Deeds Not Words

The Schenectady Public Relations Department was very generous to the Schenectady Gazette last Tuesday in purchasing a one-half page ad to inform the community and the employees that they would not be Backward when going Forward.

Progress is our important product, says Community Relations, and, in order to adapt ourselves to the new ways of life, don't be reactionary in resisting new ideas. Some of the complaints coming into the Union office contradict the motives that the large public ad tried to establish in the public's eye. We say we don't believe in turning back the clock, but when long service employees are obliged to be transferred to lower rated jobs because some high executive branch of G.E. decided it was progress to transfer work from Schenectady to several small towns throughout the country, the results of this bright idea are forcing some G.E. employees to start back on a level that they were at 10 years ago.

The ad indicated that raising objections to this so-called improvement program was only driving people back to the Pick and Shovel levels. Well, actually that is where many of the higher rated employees landed — not because they objected to progress — in this case they were only the victims of it.

## FLASH

**U.E. settled with G. E. Wednesday, April 4, accepting the same settlement reached between IUE and G.E. last Aug. 15, 1955, 7 months later.**

**The hold out resulted in a wage loss ranging from \$60.00 to \$192.00 for individual U.E. members.**

## Women's Meeting Next Wednesday

The women members of IUE Local 301 will hold their next meeting at Union Headquarters on Wednesday, April 11th, at 7:30 p.m.

Ursula Coppola, an organizer

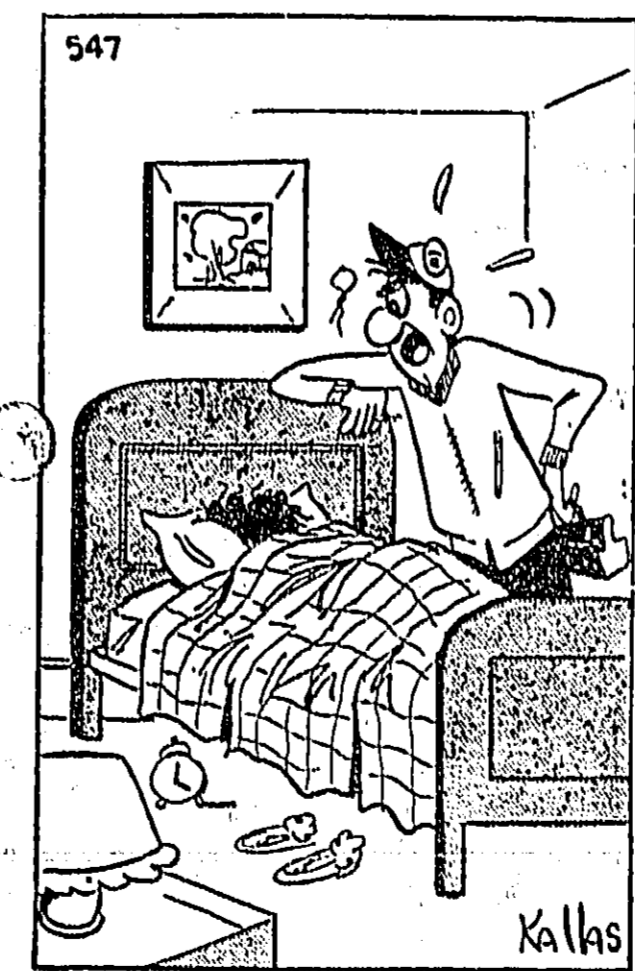
(Continued on Page 3)

## 400 Management Grievances

For the first 3 months of this year the Union office has processed more than 400 cases that were referred from Shop Stewards to management on the basis of not being able to settle at the foreman's level. The breakdown of the type of cases processed is as follows:

- Violations of Contract .....68
- Job Rate .....61
- Upgrade .....26
- Prices .....55
- Lack of Work .....68
- Work Assignment .....36
- Working Conditions .....47
- Discrimination .....50
- Safety ..... 9

The above does not include oral cases handled as emergencies by telephone.



## GE Annoys Dealers By Gimmicks

A lot of General Electric distributors are mad at that corporation.

Retailing Daily, a Fairchild publication considered almost the Bible of the home furnishings trade, reports from Philadelphia that the fuss was all started there by General Electric Supply Company, a wholly-owned GE subsidiary.

Gesco, as it is called, set up arrangements for its dealers:

To be eligible, dealers must buy \$6000 worth of housewares, clocks, blankets, fans, cleaners or certain miscellaneous appliances. The retailers are tied down to buying no more than 50 per cent in each category and, further, must make at least 10 per cent of the purchases in five of the seven groupings.

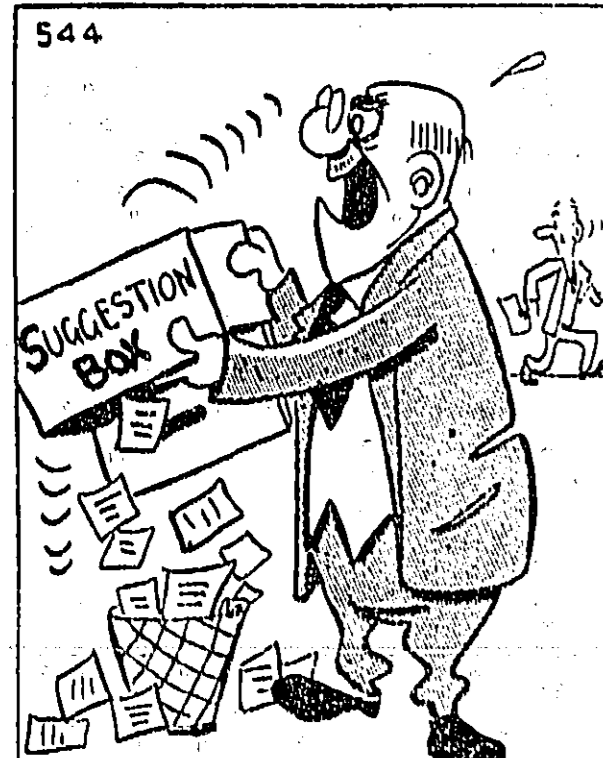
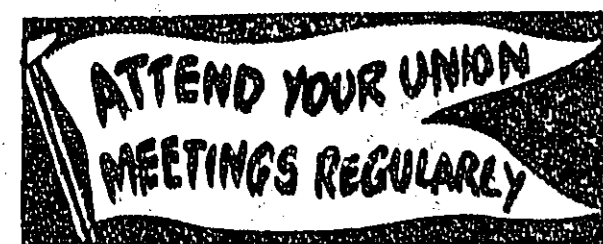
If the Gesco dealer does that, he wins a one-week trip to Nassau in the Bahamas, worth \$300. But, there's a catch. If the dealer doesn't take the trip, he doesn't get the \$300 in cash, or a rebate on bills.

Retailing Daily reports:

"Competing GE wholesalers hint that the housewares trip is looked on as a rebate to retailers. The trip costs about \$300 or a 5 per cent kickback on a \$6000 order.

"Since distributors' margin have been pared to 12 per cent by GE, the extra 5 per cent rebate in the form of a trip makes it impossible for competing wholesalers to counteract the Gesco move by also sponsoring a dealer trip or cruise, sources declared."

One wholesaler was quoted as accusing GE of undermining its fair trade program.



YES SIR / THAT'S WHAT I LIKE, REAL EMPLOYEE INTEREST!

## NOTICE

### Women's Meeting

Wednesday, April 11

7:30 P.M.

Union Headquarters  
121 Erie Blvd.

### GUEST SPEAKER

URSULA COPPOLA

Representative Amalgamated  
Clothing Workers of America

REFRESHMENTS SERVED

Executive Board, IUE  
Local 301, AFL-CIO

## A&O Department Being Considered

(Continued from Page 1)

Rumor has it that the Hydraulic will remain in Schenectady and the balance of the work will be transferred. Hydraulic will not provide sufficient jobs for the present employment. The reduction may take approximately 2 years. Employment in the A&O Department has increased 50% in the past few years.

## Local 301 First on Union Pension

(Continued from Page 1)

The cost of the union representative plan is born by the local Union. The Union will pay 6% into the Union Pension Fund for all lost time on wages up to \$4200 in any single year and 15% on wages in excess of \$4200. The company is paying for the administrative cost.

American business now harbors a quarter million vice presidents. So come on, fellows, there's plenty of room near the top.

## Page 1 Labor Award To A. Phillip Randolph

A. Phillip Randolph has won the New York Newspaper Guild's annual Page One Award in the field of labor.

The Guild cited Randolph, president of the Sleeping Car Porters, "for his successful fight against painful odds to establish equality of opportunity as a fundamental tenet of the American labor movement and his lifelong efforts to abolish racial discrimination in every phase of American life."

## Electricians Being Decentralized

Approximately 35 Electricians and Helpers are being transferred to the Medium Induction payroll as a further move in decentralizing the long-established central service groups in the Schenectady Plant.

Other Building Tradesmen have been transferred in the past along with crane men, transportation operators and others. The Electricians are one of the largest groups that has remained intact.

Because the Electricians have been classified in specific electrical groups, such as Light Wiremen, Machine Wiremen, Construction, Repair, etc., some questions have been raised by the Electricians as to equal consideration in each group upon making the selection for transferring into department payrolls. The Union at present is discussing the problem with management.

## Don't Take the Bait

Bait ads are used extensively in selling sewing machines, vacuum cleaners, furniture, electrical appliances, radios and television sets. And bait advertising is prevalent in the promotion of repair services for most of these appliances. According to the FTC, you can be certain an ad is a bait ad if:

The product is offered at a startling low price;

The salesman is reluctant to show the advertised product;

The salesman disparages the advertised item and tries to sell you a more expensive one;

The salesman tells you he has only a floor sample, and can get new stock at the advertised price only after a long delay;

You are told the item was sold out in a very short time, and you are asked to look at "something better."

If any of these situations develop when you follow up a bargain ad, forget the whole deal.

## NOTICE

Our attorneys, Novak & Diamond, have notified us that they recently moved their offices for the private practice of law from 217 Clinton Street to the Legal Arts Building, 124 Clinton St. Please remember, however, that Workmen's Compensation cases and other matters which involve the Union or its members will continue to be handled at the offices located at the Union Hall, 121 Erie Boulevard.

## Stictly Non-Union



"I'M WELL INFORMED ON THE SIZE OF YOUR FAMILY, TAXES AND THE HIGH COST OF LIVING - NOW WHAT DID YOU WANT TO SEE ME ABOUT?"

## Compensation

(Continued from Page 1)

representing G.E. employees elsewhere, we can surely be proud of our record here. We know that our members appreciate these instances whereby such satisfactory results are achieved in Schenectady and we are sure that the Company too benefits in this regard.

We cannot impress too strongly upon the membership the importance of this phase of our work and the necessity to watch closely any attempt to reduce the handling of claims for injured workers. Contradicting the Company's spokesman, we still feel that compensation benefits paid in New York are less than adequate, and we intend to do everything in our power to bring them to a realistic level. Furthermore, we will continue to insist that the accident of March 21 should not be an isolated instance of prompt regard for injured employees, but that every worker who gets hurt must receive everything the law allows quickly and to the maximum.

## Attend Your Union Meetings

### IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301,  
REPRESENTING SCHENECTADY  
GE WORKERS

Published by the Editorial Committee

President.....James J. Cognotta  
Vice President.....Joseph Alois  
Treasurer.....Joseph Whitbeck  
Recording Secretary.....Miles Moon  
Ass't Recording Secretary.....Allen E. Townsend  
Chief Shop Steward.....William Mastriani  
Business Agent.....Leo Jandranc  
121 ERIE BLVD. SCHENECTADY, N. Y.

## IUE-CIO 301 On the Job

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

Bldg. 12: Group under Shop Steward W. Stevens request reduction of force due to lack of work according to Contract.

Bldg. 66: J. B. Novak in Shop Steward J. Chouinard's group protests inadequate price on sub. #1 Pedestal 7031D43. Union demands proper increase or time study.

Bldg. 273: Robert Coager and James Thompson, Machine Helpers in Shop Steward W. Pratt's group feel their service and ability entitles them to upgrading. Union demands proper upgrade.

Bldg. 16: Group under Shop Steward H. Williams protest continued assignment of overtime to employee with largest share after agreement only 1 month ago to equalize. Union demands management correct this situation.

Bldg. 273: David Golden, Harold Barber and Joseph Derkowski in Shop Steward D. Bray's group protest the delay in converting their jobs from DW to PW while at the same time such conversion has been accomplished for employees with shorter service. Union demands management correct this situation.

Bldg. 60: E. Dingman, Cl B Tinsmith in Shop Steward F. Diehsner's group is performing work beyond his classification. Union demands reclassification to Cl A with proper rate increase.

Bldg. 68: Group under Shop Steward F. Miles protest price cut on jobs 844267-1 and 843422-1. Union demands original price of 2.30 be paid.

Bldg. 273: F. Orzolak, Large Layout Operator in Shop Steward

## Local 301 IUE-CIO JOINT MEMBERS and STEWARDS MEETING

Monday, April 16, 1956

2nd Shift—1:00 P.M.

(Before Work)

1st and 3rd Shifts—  
7:30 P.M.

KRUEGER'S HALL  
LIBERTY and SOUTH FERRY STREETS

Regular Order of Business

Report of Committees

EXECUTIVE BOARD  
LOCAL 301, IUE-CIO  
MILES MOON, Rec.-Sec'y

R. Jollota's group has requested a rate increase. Union demands management make proper increase based on his assignments and performance.

Bldg. 273: Shop Steward R. Paige protests attitude and interference with his Union duties on part of Foreman Sommers. Union demands management correct this situation.

Bldg. 273: Group of Welders under Shop Steward J. Thomas protest lack of work condition causing lost time and earnings. Since supervision has given no assurance of a normal work load, Union demands management correct this situation.

Bldg. 18: R. G. Baker, Material Moveman in Shop Steward A. Cotton's group protests coercion and discrimination on part of Foreman R. Tanner. Union demands management correct this situation.

Bldg. 273: T. Madia and John Tote in Shop Steward E. Sparer's group while classified as Battery Truck Operator are assigned Tractor Operator's duties. Union demands proper reclassification and rate increase.

Bldg. 12: Group under Shop Steward W. Stevens protest inadequate prices on their work. Union demands management correct this situation.

Bldg. 59: Claude McGlinchey, Common Labor in Shop Steward R. F. Hildreth's group is performing work beyond his classification. Union demands proper reclassification and rate increase.

Bldg. 273: F. Plominski, V. Bogen and W. Velej in Shop Steward Wm. Stewart's group feel that the skills and responsibilities of new additional test assignments entitle them to a rate increase. Union demands management make proper increase.

Bldg. 42: Margaret Perretta, Cl C Bench Assembler, in Shop Steward P. Cognetta's group is assigned and performing higher rated work. Union demands proper reclassification and rate increase.

Bldg. 269: Lillian Corlew, Cl A Bench Assembler with 13 years' service, has been laid off due to lack of work. Union demands proper placement.

Bldg. 273: Shop Steward Patrick Maietta protests Foreman Schiller's disregard for contract provision whereby an extension of time to answer grievance may be requested. Union demands management correct this situation.

Bldg. 273: Group under Shop Steward W. Di Bartolomeo protest use of mica dust in this area and resulting health hazard. Union demands management correct this condition.

Bldg. 46: John Zwolinski, Battery Truck Operator in Shop Steward S. Landrio's group is performing work beyond his classification. Union demands he be properly reclassified to High Tiering with rate increase.

Bldg. 285: John Szumigata, Cl B Packer with 1927 service has been absent due to illness and is now able to return to work. Union demands suitable placement.

## U.E. Settles in Mica Insulator

U.E. renewed its contract with the Mica Insulator Company on Broadway in Schenectady with a 9 cent increase and Union Shop. This settlement is equal to the average in small shops throughout the country. Historically, Unions have been able to establish the Union Shop in factories that employ up to 1,000 people. However, this is not the case among large corporations, particularly within the Electrical Industry.

Some U.E. supporters will try to compare the Mica settlement with the G.E. settlement in order to cover up the status of U.E. negotiations in General Electric. The 7 months of refusing to settle in General Electric has left U.E. employees holding the sack for 28 weeks of loss in wages and many other contract improvements. In plants represented by U.E., pensions are being granted

under the old plan and vacation time is nearly here whereby many U.E. members will not have the advantage of the additional vacation for service between 10 and 15 years or the advantages provided in the new contract in determining vacation rate. The same goes for jury duty, death in family, insurance and hospital improvements and higher sick benefits. In the large corporations all Unions have had on their agendas in contract negotiations the Union Shop.

This year the IUE made some progress of eliminating the 30 day resignation provision and replacing it with the 10 day escape clause. U.E. in G.E. has the 80 day provision at present and will not have this advantage until it settles its G.E. negotiations.

## Chemical Employees Placed in New Jobs

As we go to press, there were only 8 employees not placed out of a total of 85 who had to find jobs as a result of the explosion in Bldg. 77 Chemical. 73 of the total were men and 4 were women. Some employees are still employed in buildings of the Chemical Department that were not demolished by the explosion.

The Union has been informed that those employees who have been placed are receiving the first week's pay at their former rate as a break-in rate in lieu of the week's notice that was not given to them because of the circumstances.

## Women's Meeting Next Wednesday

(Continued from Page 1)

who represents the Amalgamated Clothing Workers of America, stationed in Gloversville at the present time, will be the guest speaker. Miss Coppola has had considerable experience in organizing with some of her assignments having been in the southern part of our country.

Every woman member is urgently requested to attend. Entertainment and refreshments will be provided at the meeting.

