

FACTS

(Published by the Industrial Union Department, AFL-CIO)

NEW LOWER FHA down payments are not expected to bolster home construction significantly. Tighter credit is raising the cost of mortgage money and resulting in shorter term loans. Overwhelming majority of mortgages are now of the conventional variety and already command interest rates of 5.5 percent, 6 percent or more. Increase in FHA interest rates from 5 to 5½ percent will mean higher carrying charges to home purchasers, as will lower down-payments on FHA loans. High cost of housing already is a major deterrent to potential home buyers. Average cost of homes now is reported to be over the \$15,000 mark.

A FULL UNION-SHOP, the right of a worker to transfer to the new location when the company transfers work from an older plant, improved time off for death in the family, better time off for union activity, improved arbitration, improved vacation shut-down scheduling, better seniority, better grievance procedure and similar contract gains will be sought by the INTERNATIONAL UNION OF ELECTRICAL WORKERS in this year's negotiations with WESTINGHOUSE. Demands were formulated at a two-day conference of the Union's WESTINGHOUSE CONFERENCE BOARD representing over 44,000 union members and will be served upon the company this month under terms of a contract reopener covering non-economic gains.

A 35-HOUR work-week has been won by LOCAL 170, RETAIL CLERKS INTERNATIONAL ASSOCIATION, for members employed in 17 specialty stores in Fresno, Calif. The new agreement also provided wage increases of from 4.5 to 5 cents retroactive to last January 16, and an employer paid health and welfare plan.

AUTO PRODUCTION was still topping 1956 and, through the week of August 11, the industry had produced 4,035,000 units against 3,813,000 last year. Output for July fell below 500,000 units for the first time this year and a further slackening was indicated by new plant shutdowns and short-week scheduling. Preliminary figures indicated that new car sales were below 500,000 in July.

BUSINESS FAILURES for the first five months of this year were 11 percent higher than in the comparable period of last year. Failures for the period were highest since 1940. Retail failures for July were reported by Dun and Bradstreet to be up 15 percent over a year ago, standing at 113. Retail business in July was up about 6 per cent over last year but most of the increases represented higher prices.

A FEDERAL JUDGE has ruled that a local ordinance of Russellville, Ky., requiring union organizers to obtain licenses, is invalid and unconstitutional. In another separate case, a Guin, Ala., local ordinance requiring a \$1,000 license fee and payment of \$25 for each worker signed up by a union has also been thrown out.

FAST TAX WRITE-OFFS will have cost the U. S. Treasury between \$4.8 and \$5.6 billion in "temporary" tax losses by next June. It is estimated that the government granted \$37.8 billion of such write-offs through last April 17. Even if every dollar of tax loss is made up later on, these write-offs are equivalent to huge interest free loans for big companies, including many only very distantly related to defense.

A WARNING that medical costs are being priced beyond the "range of the average family budget" was issued this month by S. Bruce Black, president, Liberty Mutual Insurance Company. The insurance executive declared that over-all hospital costs have increased 132 percent since 1946, compared with a rise of 37.6 percent in the consumer price index. Average hospital bills, he said, have increased from \$88.85 to \$181.13 in this same period and daily hospital rates now average \$24.15 against \$10.04 in 1946.

IS YOUR DEPT 100% UNION?

AS I SEE IT

by CHARLES SCOTT

Docket #7226-57 was a grievance from the Sheet Metal Group which is located in Bldg. 60. The group was protesting the price on large fans.

The Employee Relations representative of LM&G at a second level meeting with the Union representatives of the group freely admitted that the price was low, but they refused to correct it. Our Union representatives were further told that the Company would go to outside concerns for bids on the large fans and if the Company couldn't get the quality they wanted at a cheaper price, they would farm out the large fans.

Sometime after this meeting, a representative of the Employee Relations group called Union Headquarters, saying that the Company could get large fans built at a slightly higher price from an outside concern and if the employees of the Sheet Metal Group wouldn't build the large fans for the protested price, the fans would be farmed out. We protested this, pointing out that if the higher price were offered to the men in the Sheet Metal Group, perhaps this would resolve the price dispute. This the Employee Relations representative refused to do. He

also stated that they were thinking of farming out small fans also. We pointed out that there was no price dispute on the small fans and we felt that this was petty revenge because of a price complaint on the large fans.

During the last couple of weeks the men in the Sheet Metal Section have had an opportunity to see some of the fans that were built by the outside concern. Upon examining the fans, the men found that where the Sheet Metal Group in Bldg. 60 had to weld the fan blades completely, the outside concern just tack welded the blades. The quality of the tacks was not the same quality demanded of the Sheet Metal Group. For example, there were craters, undersized tacks, poor spacing of tacks and even skipped welds. Without completely checking the farmed-out job for flatness, etc., the job does not appear to come up to the standard demanded by the Company for work from the Sheet Metal Group.

This is just another example of the thinking of LM&G towards their employees when they will go to an outside concern and by their own words pay more money for an inferior job rather than pay the correct price to the Sheet Metal Group for the job.

New Day Rates and Cost of Living Adjustment

Rate Symbol	New Rate	C.O.L. Adjustment For 40-Hr. Week
6	1.59	2.69
7	1.62	2.74
8	1.66	2.81
9	1.695	2.87
10	1.735	2.93
11	1.785	3.02
12	1.84	3.11
13	1.895	3.20
14	1.955	3.30
15	2.015	3.41
16	2.105	3.56
17	2.185	3.69
18	2.28	3.85
19	2.375	4.01
20	2.47	4.17
21	2.565	4.34
22	2.635	4.45
23	2.71	4.58
24	2.785	4.71
25	2.86	4.83
26	2.935	4.96
27	3.005	5.08

Piece workers may multiply their gross earnings by 1.042257 to calculate their Cost of Living Adjustment.

**Attend Your
Union Meetings
Regularly**

**NOTICE
Executive Board
Meeting**
Monday, Sept. 23, 1957
7:30 P.M.
UNION HALL
121 Erie Blvd.

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 17

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

September 27, 1957

Testers Return To Work Pending Investigation

As we go to press, the seven permanent Test Men who were out on strike for a week have agreed to return to work Wednesday morning pending an investigation by a joint committee of Management and Union representatives for the purpose of determining the job value which has been in dispute since April 16, 1957.

Following the decentralizing of the Induction Motor Department into two sections, the testing of motors, which was formerly done in Bldg. 18, now known as the Medium A.C. Motor Dept., was moved to Bldg. 81 as part of the new section presently known as the Small A.C. Motor Dept. The specific work involved in the dispute is known as the Western Electric Motors. This work and similar work was done in Bldg. 18 with Test Operators receiving \$2.47 and \$2.28 an hour. When the test work was set up in Bldg. 81, rates of \$2.28 and \$2.10½ were established as proper values according to the Company. The Test Operators protested the cut in rates and filed a grievance at this time (4/16/57). The grievance was processed through all steps of the grievance procedure with a refusal on the part of the Company to make any changes. The method of testing the Western Electric Motors in Bldg. 81 up until Sept. 10, 1957 was to have a team of two operators: one having the higher rate and one the lower rate, the higher rated man assuming the responsibilities for the job. On September 10th, the new SAC management notified the Testers that the Western Electric Motor Test would be done by the lower rated Testers who were paid \$2.10½ an hour. The Testers walked out on Friday, September 13, 1957, at 2:00 p.m. On Tuesday, September 17, 1957, the Test Men returned to work with the understanding that the SAC management would hold a meeting immediately for the purpose of resolving the dispute.

The management reconsidered their former position of cutting the

entire job from \$2.28 to \$2.10½ an hour and agreed that the major part of the test operation should be done as previously with two operators, one having the higher rate. They claimed this would not apply to what is known as the commercial part of the testing operation. This, they said, was definitely a lower value part of the overall operation. The Test Operators pointed out that they had completed 28 Western Electric Motor Sets with a high rated man as one of the team and the record and requirements on the jobs confirmed that the commercial part of the test also justified the higher rated Tester on the job. They pointed out that in Bldg. 18 the same work was being performed at a rate of \$2.47 an hour which was two rates higher than the rate that the SAC management was trying to eliminate. They pointed out that the methods of testing the motors were the same in both buildings. The Testers could not convince the SAC management that their demand was justified which led to another walkout on September 18, 1957. The management, in the meantime, instead of spending some effort in trying to resolve the dispute, embarked on a program of press releases to the public and letters to G.E. employees threatening loss of orders through an unnecessary strike and inferring that the Union's lack of responsibility was the cause of the strike.

This case is a good example of selfish greed by a new management that was not satisfied in reducing the top rate formerly paid for this type of work from \$2.47 to \$2.28 an hour but also productivity had increased per man hour due to the transfer of work from Bldg. 18 to Bldg. 81, whereby it formerly took 3 men 100 hours to make the Western Electric Test, it presently takes 2 men 45 hours to do the job. Even after this so-called progress, the SAC management proposed to reduce the wages paid on Western Electric jobs from \$2.28 to \$2.10½ an hour.

Dispute on Minimum Pension Rule

The General Electric Company has notified long service women who have been transferred to Office Cleaning jobs and are now employed on work schedules of less than 36 hours a week that they are no longer qualified to receive the minimum pension as provided in the Pension Agreement.

The General Electric Conference Board which met in Louisville last Saturday elected a National Committee to meet with the Company as quickly as possible and present the position of the G.E. Locals as being absolutely opposed to such a ruling.

The decision of the Company was not the result of negotiations with the Union but an arbitrary ruling made by the Company. The Pension Agreement provides that long service employees with 15 or more years of credited service are entitled up to \$3.00 for each year of service as a minimum pension. Women have been obliged to accept Office Service jobs that have work schedules of 20, 25, 30 and 36 hours because their former jobs were transferred to new plants in other communities. We have women who have had 14 years on factory jobs and who now find it necessary to accept short scheduled Office Service work and because of this lose their minimum pension rights. A woman needs more service than 10/1/43 in order to qualify for a 30-hour cleaning job at the present time. Women with less than 10/1/43 service are obliged to work on shorter work week schedules.

BULLETIN On Asiatic Flu Shots

Employees who have been asking supervision when they are going to get their Flu Shots are told that foremen and leaders must get their Flu Shots first—employees on the floor at a later date.

NOTICE Pensioners Meeting

Monday, Sept. 30, 1957
2:00 P.M.

UNION AUDITORIUM
121 Erie Blvd.

ALL FORMER MEMBERS OF
LOCAL 301

Election of Temporary Officers.
Election of Delegates to
National Committee

REFRESHMENTS

NOTICE Special Executive Board Meeting

Monday, Sept. 30, 1957
7:30 P.M.

UNION HEADQUARTERS
121 Erie Blvd.

NOTICE Shop Stewards Meeting

Monday, October 7, 1957
2nd Shift—1:00 p.m.
1st and 3rd Shifts—7:30 p.m.

Union Auditorium
121 Erie Blvd.

Economic Policy Program Recommended by IUE-AFL-CIO

350 delegates representing IUE-AFL-CIO Local Unions throughout the country attending the Second Economic Conference in Louisville, Ky., recommend to all IUE Local Unions the following program for the 1958 Contract Negotiations:

What the Workers of Our Industry Deserve

WHAT THE 1,225,000 WORKERS of our industry deserve—and need—are the economic benefits encompassed in the theme of this Second Biennial Economic Policy Conference: Income Security, Union Security, and Employment Security.

Within this broad framework of economic goals the IUE continues to base its specific contract demands on these considerations:

- 1—What the workers of our industry deserve and need for their happiness, well-being and efficiency;
- 2—What this enormously profitable industry can afford;
- 3—What is necessary for the economic and social health both of the community and the nation.

As background to the IUE's 1957 and 1958 contract demands, other sections of this Officers' Report demonstrate conclusively the existence in our industry of economic injustices and inequities that cry aloud for correction, such as the following:

- Industrial instability that causes recurrent waves of layoffs and mass unemployment even in periods of extraordinary profiteering such as the present.
- Excess profits in the industry equal to at least 11½¢-an-hour.
- Substandard wages in our industry for hundreds of thousands of workers remain as much as 18¢-an-hour below the level required for a "modest but adequate" standard of living and as much as 78¢-an-hour below a truly American living standard.

The defects and injustices that continue to victimize millions of wage earners in the American economy and hundreds of thousands of workers in our industry all stem basically from the failure to insure that the great mass of the American people enjoy adequate purchasing power—not only adequate but consistent and gradually expanding purchasing power.

To that double goal of stability and expansion—both for the individual worker and the general economy—the IUE's collective bargaining goals are directed, not only for this year but for the years to come, and for the security of our nation as much as for the security of the individual wage earner.

These then are the benefits which the men and women of our industry deserve and need:

1—Income Security

Unlike the managers of industry, the directors, the executives, supervisors and foremen, production workers do not enjoy a continuity of income. But a continuity of income is precisely what production workers need far more than managers, directors, executives and supervisors because production workers are able to save little or nothing of their earnings. The living expenses of wage earners do not stop or vanish for any periods of the year any more than they stop or vanish for management executives. The wage earner, therefore, must receive 52 weekly pay checks a year with adequate pay and compensation for his production not only for his own well-being but also for the economic well-being of the community in which he lives. Income continuity, must, consequently, cover such eventualities as these:

(A)—**Incentive system improvements:** Contract provisions must offer the strongest possible protections against raids on time values undertaken either directly or through such management gimmicks as Motion Time Study, Methods Time Measurement, Work Factor or other methods of stealing the gains of increased worker productivity. The incentive worker should receive at least a 1% increase in take-home pay for each 1% increase in productivity.

(B)—**Cost-of-living Adjustments:** Workers would be assured compensation for all increases in living costs on at least a quarterly

basis. The increases should provide a 1% wage increase for each 1% increase in living costs.

(C)—**Rise in real wages:** A static income in our modern world really means a constantly diminished real income. Increases are necessary to compensate for increased living costs and to match increased productivity. Otherwise a flood of unsold goods would create mass joblessness and a damaging drop in national income.

(D)—**Continuity of income during illness or recovery from accident:** The assurance of unbroken income while the wage earner is ill or convalescing requires substantial improvements and tightening of union-management health and insurance programs. Such improvements should also aim at complete family coverage and paid leave for death in the immediate family.

(E)—**Continuity of income during retirement:** There is no longer any excuse for workers reaching retirement age to be cut loose by industry with no income or near-starvation incomes for the remainder of their years. Pension benefits must be raised so that there no longer occurs a huge drop-off from the wage earner's working income to his retirement income. Pension benefits, especially for workers with 30 or 40 years of service, must be lifted as nearly as possible to actual wage levels. At the same time health, insurance and welfare benefits should be extended to cover the men and women who have retired after devoting most of their lives to the production of wealth and profits for their employers.

(F)—**Continuity of income to families of deceased workers:** This, too, will mean enlarged insurance benefits to make certain that when death takes a wage earner his family will neither suffer privation nor become dependent upon charity.

2—Union Security

The ferocious—and too frequently successful—drive of union-hating managements and employer associations for enactment of state "right-to-scab" laws has proved, more than ever before in the past two years, the increasing need for union security provisions. The shocking victory in 1957 of the "right-to-scab" forces in Indiana—making that state the first major industrial state to enact the union-busting statute—was clinching evidence that an aroused labor movement must now fight as never before to protect both its organization and its gains.

The IUE, fortunately, has had the wisdom and the strength to win a degree of union security clauses in the majority of its contracts, but this success only emphasizes the need to extend our union security arrangements to the entire industry and to tighten those clauses to the point where they stipulate the full union shop.

Accumulating evidence supports, and an increasing body of expert opinion agrees, that the union shop more often than not contributes to more effective and amicable union-management relations. It does this by helping to eradicate, on the worker's side, job fears and the sense of insecurity, and, on management's side, enticements to disruption, anti-union maneuvers and employment of non-union workers.

Clergymen, church organizations, sociologists and others concerned about the moral and ethical aspects of union-management relations have declared, moreover, that the union shop is a just and democratic method by which to insure maximum participation and sharing of obligations by the union membership.

Union security is not only an important aspect of job security. It is also one of the most powerful instruments with which to secure maximum opportunity for promotion, upgrades, and militant prosecution of grievances.

3—Employment Security

Pay cuts and starvation wages are no longer, as they were a generation ago, a constant, terrifying fear daily stalking the lives of wage earners. Today the fear is chiefly of joblessness itself, of layoffs that deprive the worker of all wages and leave him waiting anxiously for the week in which he becomes eligible for unemploy-

ment compensation. Subsequently then the fear becomes. Will he be re-employed before his unemployment benefits are exhausted?

Neither the American economy nor our own industry have made any major advances toward job security and stabilized employment in recent years; the dark shadow of joblessness still hangs ominously over most of the nation's production workers.

How ominous the shadow still remains can be judged by the fact that in this immensely prosperous year of 1957, nearly 90,000 workers in our industry found themselves unemployed in July. Permanent production jobs in our industry have declined approximately 100,000 in less than four years. Or to put it another way: About 100,000 manufacturing jobs have disappeared—have been wiped out—in this industry since 1953.

Today automation—or rather the threat of unplanned exploitation of automation—casts a new and even more ominous shadow over American industry and hundreds of thousands of production jobs.

The need, therefore, as never before is of job security and employment stability. The IUE proposed to seek those goals by means of such contractual measures as the following:

(A)—**Reduction of the hours of work without reduction in pay:** The 100,000 production jobs lost in our industry could have been saved if the remaining production workers in the industry had been entitled to work 195 hours less a year, or about four fewer hours a week with no reduction in pay.

(B)—**The institution of company-wide seniority with workers having the right to carry their seniority with them to new plants to which their work is transferred. Management must also bear the cost of the family's moving expenses as it now does for executives and supervisory personnel.**

(C)—**Curtailment of all contracting-out of work while there are plant employees on layoff or furlough status.**

(D)—**Improved scheduling of work to avoid heavy periods of overtime which are frequently followed by mass layoffs.**

(E)—**Continuity of income during layoffs: The guaranteed annual wage is more essential to electrical, electronic and machine workers than to workers in most other industries. Any analysis of employment fluctuations in our industry proves this true. Yet the workers of our industry do not yet have even the modest protections provided by the Supplementary Unemployment Benefit Plans to which employers in the auto, steel, aluminum, canning, rubber, transport and other industries have already agreed.**

(F)—**Termination or severance pay: This program, which the IUE has negotiated for a section of the industry, must and will become industry-wide. We must obtain severance pay of not less than one week's wages for each year of service for workers who are severed from their jobs without pension benefits.**

(G)—**Elimination of area wage differentials which are not only unfair to the workers but stimulate the runaway shop movement which is responsible for so much unemployment and job insecurity.**

4—An Improved Standard of Living

Wage rates in our industry have not and do not provide either a satisfactory standard of living or just compensation for increased productivity.

On the average, as already noted, wages in our industry are 18¢-an-hour below a "modest but adequate" budget level and 78¢-an-hour below what is rated as an American standard of living.

A shameful gap of 10½¢-an-hour has been maintained by employers between productivity increases and increases in workers' real wages.

Workers receiving below-average wages, especially those in the \$1-\$1.50-an-hour bracket, are in a strict sense among the nation's economically underprivileged.

There is need, therefore, in our industry for a substantial general wage increase plus the removal of inequities for white collar, skilled and day-worker groups.

5—A Just and Fair Share of Production

The worker in our industry is entitled to a just and fair share of his production, to a just and fair share of the wealth he produces. The IUE proposes that this sharing be achieved by the institution of profit-sharing plans which thousands of American corporations now operate solely for the enrichment of executives

and for bonus payments to other members of management. Profit sharing has proved practical in the past—and in numerous cases continues to prove practical today—for hundreds of thousands of production employees of far-seeing and fair manufacturing companies.

6—A Fair Share in the Benefits of Automation

Because automation is only in its infancy, the labor movement realizes that the problems of automation are also in their earliest stages. Therefore, it is important that an effective approach be made to the solution of the early automation problems in order that the later and larger problems do not prove entirely out of reach and incapable of union solution.

The IUE, therefore, proposes that the following be incorporated into all future collective bargaining agreements:

(A)—**Advance consultation with the Local Union on all proposed changes,** whether management calls them automation or not, which appear to threaten jobs or displace workers.

(B)—**Reduction in hours of work without wage reductions** whenever increased productivity or automation improvements cause layoffs.

(C)—**Guaranteed annual wage plans and severance pay benefits** where jobs cannot be fully protected against the labor-slashing inroads of automation.

(D)—**The scrupulous application of seniority rights** in management selection of workers to be trained for the operation of automated equipment. Seniority units must be broadened.

(E)—**Revised job evaluation plans** that fully define the responsibilities, duties and productivity benefits of the new jobs. All wage reductions must be uncompromisingly opposed; either general wage increases or plant-wide bonuses should be secured in compensation for the increased productivity that derives from automation.

7—Protection Against Discrimination

In all collective bargaining the IUE will intensify its efforts to eradicate discriminatory management practices of all kinds, whether based on sex, race or geography:

(A)—**The goal of Equal-Pay-For-Equal-Work** must be revitalized to end the immoral system whereby some managements—applying the double-standard to wage scales—pay women workers, even those with relatively high skills, lower wages than the common laborer grade.

(B)—**The IUE's model non-discrimination clause** should be incorporated into all IUE agreements to insure against any kind of discrimination based on race, creed, color, sex or national origin in hiring, promotion or layoff policies.

(C)—**Geographical differentials** are swiftly disappearing from some industries but in others the progress is not half swift enough. The IUE's goal must be "Pay for what a worker does and not where he does it." Regional wage differentials are a cruel fraud and a vicious hoax perpetrated by management on rural and Southern workers who often do not know that their products are sold on a national market and at the same national prices and profit margins that are associated with the same product made in the North and in highly unionized industrialized cities. Geographical differentials today have less validity than ever before since the cost of living in many Southern cities has outstripped living costs in Northern communities.

These are the benefits and the protections that the men and women of our industry deserve and need.

These are the benefits and protections that our industry can well afford to give.

These are the benefits and protections that the IUE is determined to win, and will win, for its hundreds of thousands of members.

These, finally, are the benefits and protections that industry as well as the IUE knows will be won—won next year or the year after—but certainly and inevitably won.

For the IUE, heart and soul, is dedicated not to the dead past but to a richer, more expansive, loftier future.