

Disability Benefits Under the Social Security Amendments of 1958

There have been some important changes in social security disability benefits for people 50 or over, in the disability "freeze" provision of the law, and in benefits for disabled sons and daughters of people who have retired or died. Also benefits can now be paid to the dependents of disabled workers.

If you, or someone in your family, are so severely disabled that you cannot work, you will want to know about these changes and how they may affect you.

The Law Before the Amendments of 1958

Protection for severely disabled people was added to the social security law in amendments enacted in 1954 and 1956. Under the 1954 and 1956 amendments:

1. Cash disability insurance benefits can be paid to severely disabled workers 50 to 65 years of age.
2. Disabled workers under 50 years of age can "freeze" their social security records to protect their own and their families' future benefit rights.
3. Cash benefits can be paid to the adult disabled sons and daughters of retired workers, and of workers who have died. To be eligible for these benefits, the disabled son or daughter must be unmarried and must have a disability which began before age 18.

Changes Made by the Social Security Amendments of 1958

Benefit Payments Increased

If you are already getting social security disability benefits, your payments will be increased. The increase will be about 7 percent (some may get slightly more, some slightly less); and it will be added to the January check which will be mailed to you early in February. You do not need to apply for this increase.

Benefits for Dependents of Disabled Workers

If you are receiving disability insurance benefits as a disabled worker aged 50 to 65, monthly payments beginning for the month of September 1958 can go to:

- Your children under age 18.
- Your disabled son or daughter 18 years of age or older, if the disability began before his or her 18th birthday.
- Your wife aged 62 or older (or your dependent husband, aged 65 or older).
- Your wife under age 62 if she has in her care a child under 18 (or a disabled child 18 or over) who is eligible for benefits.

If you have dependents who may be eligible for these new benefit payments, get in touch with your social security office promptly. Payments cannot start until an application is filed.

Further changes in the law will be printed in the next issue of this paper.

No Security in G.E. Proposal

The GE proposal for a stock purchase plan for its employees as a point for immediate bargaining has been rejected by the IUE-GE negotiating committee.

The offer is no good for the worker, or the town, or the economy as a whole, according to John H. Callahan, chairman of the IUE-GE Conference Board.

The IUE has an eight-point program that it is negotiating. That program has eight ways of keeping jobs in Schenectady.

The GE proposal won't save a single job in Schenectady. It has nothing whatever to do with the subject of the contract reopener.

We believe it is a gimmick, a trick, an attempt by GE to get away from the sole issue—job security, keeping jobs in Schenectady.

If GE wants to talk about stock purchase plans, the IUE will be happy to do so, but only after the IUE has negotiated its eight-point program, and the proposals, if any, that the company may present on the problem of employment security.

The IUE is now trying to negotiate with General Electric an employment security program. It consists of eight ways to keep jobs in Schenectady.

Instead of talking about keeping jobs in Schenectady, GE has offered what it calls a savings and security plan as a basis of settling the current negotiations.

How that plan would save a single job in Schenectady GE does not say. The fact is, of course, that it would not save one single, solitary job.

It is no solution to the problem of employment security, to the problem of keeping jobs in Schenectady.

What GE is really proposing is a wage cut. Yes, a wage cut.

We have a contract with GE. That calls for two wage increases—one on September 15 of this year, and another on September 15, 1959.

That is a legal obligation, a binding contract signed by GE in 1954.

GE wants to throw that out the window, and asks that these contract raises be delayed, that the percentages be cut.

In short, we in the IUE are trying to get employment security, to save jobs in Schenectady, and GE offers us a wage cut instead.

Yes, we repeat, a wage cut.

A man making \$2 an hour and working 40 hours a week would get a total of \$299.42 in those two percentage raises by the expiration date of our contract.

Under the GE plan, he would get only \$183.95 in the same period.

That's a difference of \$115.47.

It means that a GE employee now making \$80 a week, would have \$115.47 less to spend in the community. It means a loss to the business men of Schenectady of \$115.47.

Multiply that by the total number of GE employees and it comes to quite a loss for the Schenectady-business community.

Of course, GE is trying to sweeten the pill with its so-called savings plan. It offers to match savings of up to 6 per cent by adding half of that. That is, for every \$1 a man saves, GE would chip in 50 cents.

Let's forget for a moment all the gimmicks attached to that savings plan.

How much money can a man making \$80 a week put by now? Do you know any \$80-a-week man, with a wife and two children who is able to lay away a single penny, now, with prices high, and still rising?

That \$80 is gross pay, remember. After deductions for federal income tax, and Social Security, and GE insurance, and time payments on installment buying, who's got any money left to put by?

That GE plan is fine—for the executives. It doesn't do a thing for the GE employee in Schenectady.

And it won't save one single, solitary job in Schenectady.

Why You Should Join COPE

By Michael Rakvica
The Vice-President of the United States, Richard Nixon, (a man being groomed for the Presidency in 1960), made a statement in Boston recently to the effect that he favors a tax reduction for corporations and the individuals in the upper income brackets. Nixon's plan would place the tax burden squarely on the shoulders of the workers and the people of low income bracket.

LOOK FOR THE UNION LABEL!

IUE-CIO LOCAL 301 NEWS
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REPRESENTING SCHENECTADY
GE WORKERS
Published by the Editorial Committee
President Harry Williams
Vice President John Shamba
Treasurer Gerald O'Brian
Recording Secretary Larry Guba
Ass't Recording Secretary Michael Rakvica
Chief Shop Steward Vincent DiLorenzo
121 ERIE BLVD. SCHENECTADY, N. Y.

Crocodile Tears

GE jobs have been disappearing here by the thousands, for years.

Did the Chamber of Commerce ever shed any tears?

Did it ever point out to GE its obligations to this community?

Did GE ever tell the community that it will stop moving departments out?

Did either GE or the Chamber ever show the slightest concern for what happens to GE workers when they lose their jobs?

All of a sudden their hearts are breaking. All of a sudden they are very worried about democracy, and voting rights, and "dictation from outsiders". All of a sudden they are rallying the business men. They have filled them full of half-truths, distortions, and plain, ordinary, out-right lies.

WHY?

It's simple. GE has no alibi for moving jobs out of Schenectady. It doesn't want to do a single thing to keep jobs in Schenectady.

So, it is doing a brainwashing job on the community, trying to shift the blame on the IUE. The big scare campaign is on, and the Chamber of Commerce is tagging along.

THE IUE DOES NOT STRIKE FOR THE SAKE OF STRIKING.

THE IUE IS A MATURE, RESPONSIBLE, DEMOCRATICALLY RUN UNION.

The IUE has made five different proposals to meet the problem of keeping jobs in Schenectady. GE has rejected them all.

IF THERE IS A STRIKE, IT WILL BE FORCED BY GE.

SUPPORT THE IUE EMPLOYMENT PROGRAM OF EIGHT WAYS TO KEEP JOBS IN SCHENECTADY.

LOCAL 301 PARTY NITES EVERY TUESDAY 7:00 p.m. UNION AUDITORIUM

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IUE AFL-CIO

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October 3, 1958

COURSE OF ACTION

ADOPTED BY THE G. E. CONFERENCE BOARD

EDITOR'S NOTE: This is the course of action adopted unanimously by the G.E. Conference Board.

When the Conference Board, supported by the membership, authorized a strike to take place September 1, 1955, if there was no contract at that time, we got a successful agreement. In fact, the agreement was reached two weeks early or by the middle of August.

When after five months of deadlock and fruitless negotiations the UAW set a strike deadline for the Ford Motor Company, an agreement was reached within a few days. An agreement is now being completed with General Motors only a few days after a strike deadline was set for that Company.

When the membership of several of our large GE locals in the current negotiations did not support the action program of its Conference Board, GE not only refused to negotiate but arrogantly and contemptuously refused to have any further meetings!

The lesson of these situations should be burned deeply into our minds and that of our membership.

There is no question but that General Electric has engaged in a massive and brutal campaign to frighten the GE employees and communities against supporting the Union's Employment Security Program.

In addition, one-third of the employees, mainly the younger and middle service group, have been laid off — even those with service up to 15 years. In many cases we did not do a proper job of informing the older service employees with regard to their stake in our Employment Security Program. We did not make sufficiently clear to them how serious their situation may become if the Company policy of farming-out of work, of decentralization, of automation, area and sex wage differentials are continued without check.

Many do not understand the danger to them of the company policy to save money on unemployment benefits during periods of reduced activity by running a plant on short hours rather than having a layoff.

Many of our members do not understand fully that in dealing with General Electric we are in the same situation as our nation was in dealing with the dictators. Any lack of firmness, lack of determination, any appeasement, only serves to weaken us and strengthen them. Carried on, this situation can become disastrous not only in national negotiations but in the daily dealings on a local scale.

The right to strike on the subject of employment security lasts until October, 1960. It is unthinkable that we should permit the Company's campaign of intimidation or refusal to bargain to cause us to surrender and drop our Employment Security Program. It is unthinkable, without paying a very heavy price, that we can sacrifice the interests and welfare of those tens of thousands of our fellow workers who are laid off and are subject to lay off. Nor can we leave our welfare in this field to "voluntary action" on the part of the GE management.

It is certainly to the benefit of everyone concerned—the Company, the communities, the employees and the Union—to get a settlement of this reopening as quickly as possible.

But in order to do this successfully, we must approach this problem with determination and courage and with a full understanding on the part of all concerned that we can and must win an Employment Security Program.

We authorize the Negotiating Committee and Conference Board officers working together with the International Officers to carry out the following program:

- 1) To use all of our resources in a widespread and continuous campaign to make known to our entire membership, the communities, and the general public, the justice and importance of our Employment Security Program.
- 2) To use all of our resources to make known to our membership, communities, and the general public, the terrible insecurity of unemployment among large sections of the General Electric employees, and the refusal of GE to meet its responsibility to develop with us a satisfactory Employment Security Program.
- 3) To use all of our resources to expose the attempt of the General Electric Company to pressure its employees into accepting its forced savings program. Especially will we expose the cruel and arbitrary way in which the Company imposed that forced savings program upon its helpless unorganized employees.
- 4) To develop a program of reaching the unorganized GE employees in order to help free them from the forced savings program and to have them join with us in a drive for Employment Security.
- 5) To develop, in addition to other resources that may be available, a defense fund that can be utilized for whatever emergency may arise.
- 6) To engage in further negotiations with the General Electric Company for an Employment Security Program when the Negotiating Committee deems that such negotiations may be fruitful.
- 7) To call a Conference Board meeting whenever it has a proposal for either an agreement or, in the absence of an agreement, for action by the Conference Board.

We do not believe that General Electric can long stand aside and hold back the march of progress in the field of Employment Security.

The foregoing program can be executed successfully only if the officers, shop stewards and executive board members of all GE locals enthusiastically and persistently support the program of this Conference Board. While the International has, and will continue to apply its resources to the fullest extent in implementing this program, the major responsibility must of necessity rest with the officers, shop stewards, board members of the locals, particularly in those situations in which the membership does not fully understand the fundamental importance of the collective bargaining demands of the Conference Board.

It is our fervent hope that an agreement can be accomplished by collective bargaining and without a serious dispute. If that proves unsuccessful, the responsibility for what lies ahead is clearly upon the shoulders of that arrogant and blind management of the General Electric Company.

We hereby pledge to each other to work unceasingly and not to rest until we have achieved as our first and urgent goal, a program of Employment Security from the General Electric Company.

Disability Benefits Under the Social Security Amendments of 1958

Work Requirements Changed

To be eligible for disability benefits at age 50 or to have their social security records frozen, disabled workers have until now needed to meet two work requirements (in addition to being too disabled to engage in any substantial gainful activity). (1) They must have worked under social security for at least 5 out of the 10 years before becoming disabled; and (2) at least a year and a half of their work under social security must have been during the 3 years just before they become disabled for work. The second work requirement has been removed with the 1958 amendments.

If you could not qualify under the social security disability provisions earlier because you did not meet this work requirement, and if you are still unable to work, you should contact your social security office immediately about filing an application.

Take with you any papers you may have regarding any previous disability claim or inquiry.

If you are 50 or over, are disabled, and have at least 5 years of work under social security, you and your dependents may be eligible for monthly benefits beginning with September, 1958.

If you are under 50 and are disabled you may be eligible to have your social security record frozen to protect your future rights.

Although the work requirements for disability insurance benefits have been changed, no change has been made in the requirements as to how severely disabled you must be.

Other Disability Benefits No Bar To Receipt of Social Security Payments.

Beginning with payments for the month of August 1958, disabled people may be paid their full social security disability benefits, even if they also get State workmen's compensation benefits or some type of disability payment from the Federal Government. Until the 1958 amendments, social security disability benefits were reduced by the amount of such payments.

If your social security disability benefits have been reduced or completely offset because you get another type of disability payment, you will automatically begin to get your full social security benefits starting with the check for the month of August 1958.

If you are disabled but have not applied for social security disability benefits because those benefits would be completely offset against other payments you are receiving, you should apply promptly to your social security office.

The final article on these changes in the law will be printed in the next issue of this paper.

Secret Vote? Mr. Stevens Won't Say

If some of the material used in this article seems familiar, it is because it is taken from the Schenectady Works News. The question on a secret ballot for non-exempt salary employees we feel should read: "Do you wish the 3.48% raise in pay retroactive to September 15, 1958, plus the 1% reduction in pension payment on October 1, 1958?" vote "Yes" or "No".

Our question to the non-exempt salary group, without the drawings of cowboys, is: "Did you sign and ask questions after."

We feel that Mr. Stevens by not letting the non-exempt salary group vote on this question is taking a non-constructive approach to an American right. We further feel that the Schenectady Chamber of Commerce should again "hit the publicity trail" and start asking if these employees are being treated fairly. Using Mr. Stevens' own T.V. figures there must be 15,000 people in the non-bargaining unit and using \$2.60 an hour as an average (also a G.E. figure), the community loses nearly \$93,600.00 in purchasing power a week and it will amount to \$1,404,000.00 before the first of the year. The raise this group should have received and did receive in other years would amount to an additional \$1,106,200. Well, merchants of Schenectady, this should be your business also, or can you afford a loss of \$2,510,200.00 in purchasing power plus the layoffs that are still continuing before January 1, 1959.

It has been a source of amazement to the Union that the non-bargaining group, of whom only 41% could sign up for the Stock Bonus Plan, now without any increase in pay can start to save 6% to the tune of 90% of the group. We as a Union feel that some of these employees must have been coerced and intimidated into signing so that General Electric could use a large percentage of signers as a propaganda scheme. We are

sure that the employees if given a secret ballot supervised by the Clergy, would show the real truth about a 90% sign-up.

The point that General Electric is quick to gloss over is that if you do not sign up for their "Savings and Benefits Plan", you will not receive your raises as in the past. This means quite simply that if you are making enough money to indulge yourself in the General Electric "Plan", you will deprive someone who cannot afford this "forced savings plan" his normal wage increase.

So once again, taking GE's own words, "Following an appraisal of your own financial situation and a discussion with your family, you should have decided whether or not" by taking the Company's "forced savings plan" you are morally right in depriving someone who is less fortunate financially than you his wage increase.

Open Letter From Strike Vote Committee

Pat J. Donato, chairman, Larry Gebro, secretary, Dave Stockheim and Tony Simone, members of the strike vote committee, elected by the Executive Board, wish, in this open letter, to thank each and every individual member who participated in our recent strike vote balloting.

Special thanks and sincere appreciation to the members who gave of their personal time to help us take care of the record vote that turned out. Better than two hundred workers offered their services through their board members, who did an outstanding job in securing and submitting a list of workers under their jurisdiction.

Headquarters Personnel deserves the thanks of the membership at large, for their outstanding help, who were responsible in making the job of this committee so satisfactory.

The efficient job done by the two hundred or more workers has received favorable comments from everyone who had reason to observe our procedure.

From the bottom of our hearts, thank you.

STRIKE VOTE COMMITTEE.

Docket #9041-58 was settled at the second level and employees who are being laid off and having to leave the plant are entitled to holiday pay if they have a vacation pay coming and a holiday falls into that vacation period. The Company, before this docket was processed, refused to pay for the holiday that fell into this vacation period.

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GE's Forced Savings Program . . .

GE's forced savings scheme is not only in contradiction of its professed principles with regard to voluntary action on the part of its employees, but it is an absurdity in terms of the needs of its employees.

At a time when the employees and the communities desperately need purchasing power, the Company can find no better answer than that they give up part of their wage increases and send up to 9% of their wages to GE in New York for purchase in bonds and GE stock. If employees refuse to invest in this scheme, or could not invest 9% of their wages, or preferred their own method of saving their money, they would lose hundreds of dollars. This loss would mount up in the years to come.

What this Company scheme involves is that people give up at least 3% of the wage increase they are entitled to in the next year. Then if they turn over 6% of their savings to the Company they might get back this 3% in the form of a so-called "Company contribution" in bonds or GE stock.

The disadvantages of this scheme are overwhelming:

1) Those who accepted it, would start from October 1, 1960, with a basic wage 3% less than we in the IUE would have. As time went on, the difference between our wages and theirs would grow larger and larger.

2) In addition to the loss in wages to those who accepted the plan, there would be the loss in the value of fringe benefits. As time went on, the value of our fringe benefits, such as holidays, vacations, pensions and insurance, social security, unemployment compensation, would grow larger and larger in comparison with those who are in this forced savings scheme.

3) Under the Company's plan, they could only get back their own money and the so-called "Company contribution", (which was also their own money) under conditions determined by the Company itself. Many people who could not afford to save 6% of their wages or who preferred their own method of saving, would lose hundreds of dollars.

4) The price of the GE stock today itself is over-inflated. At present prices it yields a dividend of less than 3%. Although its earnings and dividends are about the same as that of GM, which is the largest and perhaps the most prosperous Company in the country, GE stock sells for \$22 more a share or 30% more than that of GM. GE stock is selling for 27 times the annual earnings. On a conservative basis the stock should not sell for more than fourteen or fifteen times the annual earnings. Other high grade stocks, such as American Telephone and Telegraph, U. S. Steel, and many others, are more fairly priced than that of GE.

5) GE has declared that this program would be of help when a person is laid off. Over the past ten years, large numbers of GE employees have had on the average only 5½ years of employment with 4½ years of unemployment. Thus, those subject to layoff, would never have an opportunity under this proposal to actually build up any large savings. The people who would benefit are the higher salaried employees who are not subject to layoff and, therefore, have no problem of building up large savings.

6) Many employees might find that they would lose part of their savings rather than actually gain. Assume that the plan had been put into operation in 1955. The purchase price for the GE stock in 1956 and 1957 might have been from \$65 - \$72 a share. In 1958, when the employees were laid off, the stock sold for as low as \$57 a share. If they then got their stock back from GE and had to sell it in order to keep alive (and this appears to be the purpose of the plan) they would take a big loss.

They would be buying in good times when the stock was high and having to sell it in bad times when the stock was low.

On the admission of the GE officials, they would have to buy an enormous volume of shares in the market for this program. This would force the prices up during good times and deflate it during bad times.

Yet this is proposed by GE as the answer to our demand for an Employment Security Program.

7) This program would prove to be a terrific bonanza for GE's top officials. These top officials have options good for ten years to buy stock for as low as \$23.75 a share. They could buy this \$23.75 a share stock and sell it or other stock back to the GE employees for \$68 or \$70 a share. They could then take the proceeds, buy more stock from the company at \$23-\$25 a share, sell more stock, in effect, to the GE employees at \$68-\$70 a share or more, and keep repeating this process.

In the GE propaganda material, it has widely advertised how many thousands of dollars would be accumulated at the end of twenty, thirty,

Books Available on Hunting . . .

Hunting is the fall "sickness" of many sportsmen. It gets into their blood. At the Schenectady County Public Library you can find information on seasons; license requirements, equipment or training your dog. Here are some of the books you can get:

Deer Hunting. F. E. Park, Jr.

Hunting and Fishing in North America. Michael Crammond.

The Hunting Rifle. Townsend Whelen.

Small Game and Varmint Rifles. H. M. Stebbins.

Hunting Seasons, 1958-1959. (In Outdoor Life, Sept. 1958, p.28-29+).

Brief summary of license requirements and open seasons in all states.

1958-1959 Guide-Hunting, Trapping, Fishing. N. Y. (State) Conservation Department.

Small Game Seasons — 1958. E. A. Westervelt. (In N. Y. State Conservationist, Aug.-Sept. '58, p.7).

Training Your Retriever. J. L. Free.

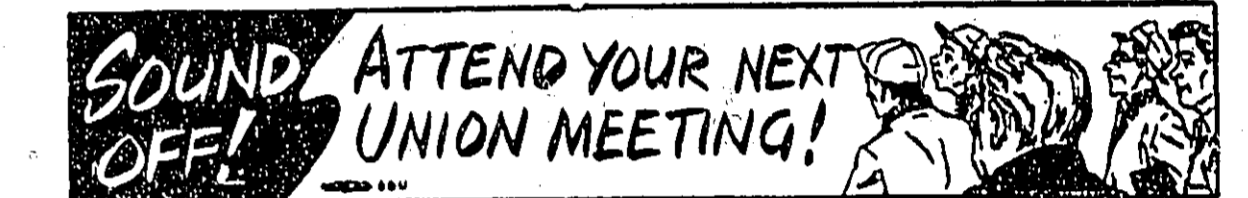
Results of Strike Vote

Eligible to vote	10,982
Total registered	10,327
Number of ballots	10,324*
Number of ballots void	17
Total ballots accepted	10,307

VOTE

Against strike or NO vote	5,561
For a strike or YES vote	4,746

*NOTE: 3 ballots were not deposited by 3 voters for unknown reasons.



or forty years if the employees went into this program. What GE fails to state is that if the employees took the same 9% of their wages (6% of their savings and the 3% that the Company gets back in lost wage increases) and invested it themselves, they could have at least the same amount of money.

Furthermore, the money would be under their own control at all times to be used by them for whatever purposes they wish. They would not have to go to GE and draw it out under conditions prescribed by the General Electric Company.

8) Fundamental to this whole proposition is the fact that this is the wrong time to advance a program of this type. The great need of the employees and the communities is for increased purchasing power. They have been hard hit by the large and extended unemployment. Every sound economist recognizes that in order to get out of the current recession we need more consumer buying power. GE, however, would take a part of this money that the employee should have available to spend and would send it to New York to be put into the stock market to further inflate the price of the already inflated GE stock.

As part of this frantic campaign, GE has even suggested that people who have money in the savings bank draw it out in order to invest in the scheme; and that people borrow money and go into debt in order to do it!

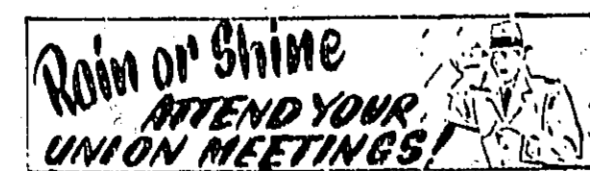
Our information shows that in the unorganized plants the company officials have exerted tremendous pressure on the employees to sign up. They were told that if they did not sign up that they would lose a lot of money. Their choice in effect was between losing a lot of money and a little money. For a company that makes as its boast the fact that it is against the union shop on the grounds that people should be permitted voluntarily to choose their course of action, such a program represents the height of hypocrisy.

The present voluntary savings program has been in effect for ten years. People can save up to \$10 a week and the company will add 15% in GE stock. There is no compulsion, there is no loss in wages or benefits. GE has proposed to abandon this program.

We propose to negotiate a modification of it so that it would be liberalized but still kept voluntary.

This forced savings program was devised principally to release the company from any responsibility for the unemployment it created. It has devised this scheme in what it thought was a clever means to throw back the financial responsibility upon the shoulders of the unemployed themselves.

We intend to press ahead for a real employment security program, paid for by the company, and that meets the needs of the General Electric employees.



IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee

President.....Harry Williams
Vice President.....John Shambo
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