

AS I SEE IT

by CHARLES SCOTT

Harry Coonradt had a leader's classification in the central structural steelworkers group. He was transferred into Steam Turbine and continued to do the same work but supervision would only pay him the Class A rate.

Coonradt discussed his problem with Shop Steward Stockheim who turned in a grievance. After the usual unsatisfactory foreman's answer came back, the steward took the grievance and answer to Board Member Stewart. Stewart agreed after discussion of the case that the grievance had merit and forwarded it for processing at the next step of the grievance procedure. A meeting took place between Coonradt, Steward Stockheim, Board Member Stewart, Coordinator Vitallo and supervision with the result that Coonradt received the classification of leader with retroactive pay to the day he came into the Steam Turbine group. As a result of this docket, another employee was also classified as a leader and he, too, received retroactive pay.

John Catrambone who works in Bldg. 49 was classified as Grinder-Tool, Class B, at a job rate of R-15. Catrambone having done higher rated grinding knew approximately what a job rated at R-15 should consist of. Suspecting that the work supervision was having him do was of a type that should pay a higher rate, he discussed this problem with Shop Steward Garrison. Garrison looked over the type of grinding that Catrambone was doing and agreed that the rate should be higher. Garrison then contacted Foreman Hallenbeck about an increase in rate for Catrambone. The foreman did not agree that an increase was justified; so Garrison filed a grievance explaining the reasons for a rate increase. He finally convinced the foreman that he was wrong and Catrambone was granted an increase to Grinder-Tool, Class B Intermediate, with a job rate of R-16.

This is an example of a union representative knowing job content, following grievance procedure and obtaining for the employees he represents the correct job rate for the work they are doing.

City Council Committee Calls Union

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Nation should agree with the President of General Electric in his attempt to turn the clock back when he praised the state legislators of a very few states in our country where "Right to Scab Laws" are in effect, and where a union organizer must purchase a license at a cost of several thousand dollars a year in order to organize workers, and in these very same states the Union must pay a fee of \$100.00 for every member who joins the Union. This kind of thinking led to the economic crash in the early 1930's — Mr. Cordiner would repeat this tragic event in his overzealous program of higher profits.

Local 301 representatives reminded the members of the Council committee of the history of the Textile Industry whereby the Unions had agreed not to ask for wage increases and even went so far as to accept wage cuts for the sole purpose of stopping the Industry from moving to the South. After the workers had made these sacrifices, the Industry picked up and moved anyway.

The Union committee further pointed out that the South does not necessarily provide for the kind of economic climate G.E. is out to get. They have opened a plant in Puerto Rico and are manufacturing electrical products at a community wage rate lower than is paid in the United States.

The Union committee called upon the Manager's committee to investigate all the facts in the current complaint by G.E. management, and to recommend a solution that will eliminate the causes of stoppages. Local 301 representatives assured the committee that the Union would fully cooperate to that end.

(TAKEN FROM A MAGAZINE)

The following was printed in the October 22, 1956, issue of the American Machinist Magazine. This magazine is primarily used to carry ads of machine tool manufacturers, engineering companies, etc. The ad symbolizes the thinking of Industry and its representatives—on rare occasions do we find it in print.

"FROM THE AMERICAN MACHINIST LIBRARY OF TIPS FOR TOP SHOP MEN

If you're planning to introduce a labor-saving method that will displace men, and you know there'll be a kickback, get it set to go anyway. Then wait for "evaporation"—normal quits and dismissals—to cut your working force to the newer, lower level. There'll be no trouble—if your men trust you and the company."

IS YOUR DEPT 100% UNION?

CHARLES L. MARVIN AND COMPANY

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31st October 1956

I.U.E.-C.I.O., Local 301

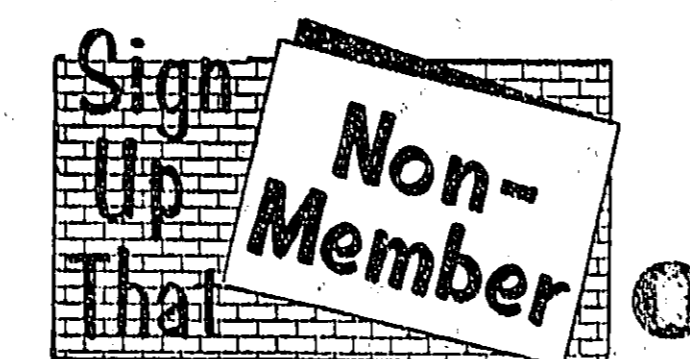
On May 31, 1956, Electrical Union Hall, Inc. purchased the land and building on Erie Boulevard. Pioneer Construction Co. received the contract on July 16, 1956, to construct a new building and demolish part of the old building.

Costs to date on the entire project are as follows:

Original investment in land and building	\$140,000.00
Maximum obligation to contractor	\$169,000.00
Construction Cost as of August 29, 1956	35,171.28
Total approved and paid as of Oct. 31, 1956	\$175,171.28

Each progress requisition by the contractor is examined carefully by the Union's independent certified public accountant, the architect, and Union's Building Committee before payment is made.

C. L. MARVIN.



3 Million Hold Down at Least Two Jobs

Washington — A recent census bureau survey indicates that about 11,500,000 persons in the United States held more than one job in 1955. Much of this, the bureau said, represents normal job turnover, but an increasing number of persons — some 3,000,000 — held down two jobs at once during the year.

IUE-CIO LOCAL 301 NEWS
OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

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November 16, 1956

Local 301 Making An All-Out Effort To Bring the Company To Its Senses

LOCAL 301 leaders have gone all out to bring the General Electric Company to its senses before its "Iron Fist" policy in Bldg. 85 has disastrous consequences.

During the past week—while GE big-wigs were pounding their chests in public and shouting "We'll show 'em"—Local 301 was on the job trying to work out a satisfactory settlement. Here are the facts.

1. In Bldg. 85, Local 301 has had a grievance in since May 4, 1956, patiently attempting to improve rates on MIM production to a point where the employees are fairly remunerated for their work. That GE has been blind and stubborn in opposing this grievance is clearly proved by the fact that the grievance is now more than 6½ months old.
2. After many meetings, GE finally promised that it would have standards (equivalent to prices) established by Oct. 22, the day the old Bonus Plan terminated.

That day came and went, and still GE had no standards established.

3. Instead of setting standards, as it had said it would do, GE had Methods Men all over the floor between Oct. 15 and Nov. 2—NOT TRYING TO SET STANDARDS, BUT TO CHANGE METHODS!

At that the pressure became too great, and the 113 men sat down for 20 minutes Friday afternoon, Nov. 2.

Although it was GE that had violated its agreement, GE ACCUSED THE UNION of "illegal" stoppage and announced that it would "punish" the employees by giving them A HALF DAY off the afternoon before Thanksgiving!

Such action is clearly reprisal and designed to establish a policy which GE can later arbitrarily enforce on ANY employe.

It is obviously unfair and unjustified. But rather than look at the facts, and attempt to negotiate the real issues and remove the CAUSES of the trouble, GE officials have been beating their breasts and shouting about how they were going to "show 'em".

While the big bosses were pushing that kind of action, Local 301 leaders were seek-

ing to settle the grievance and remove the source of the trouble. In line with this, here is what Local 301 did in an attempt to overcome GE's obvious desire NOT to understand:

Monday morning Business Agent Jandreau contacted the company. A meeting was scheduled for 10:30 Tuesday morning.

In the meantime, Jandreau contacted IUE-GE Conference Board Chairman John Callahan. Jandreau fully informed Callahan of the facts in the case and urged that the grievance should be immediately scheduled for an emergency third-step meeting in New York.

Monday night the Officers unanimously recommended to the Local 301 Executive Board a 3-Point plan of action designed to bring about constructive settlement of the grievance and the complicating circumstances.

That 3-Point Plan, overwhelmingly approved by the Board, is as follows:

1. The grievance must first clear the third step in New York.
2. Every Steward in the Local immediately files a grievance protesting the penalty the company had so unfairly dished out, because of the simple fact that once the company makes such harsh tactics company policy against

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Effective Action Straightens Out Turbine Trouble; GE Retaliates, Threatens To Take Away Our Rights!

There were several important developments in Turbine last week which must be reported accurately to our entire membership.

First was a protest on behalf of Welders working on re-heated castings. The Union charged that the prices on welding Elbows are low and do not permit the Welder to make his average earnings. This work represents about 4% of their total labor.

Management resisted the Union's attempt to wipe out the trouble.

On Nov. 2, R. W. Brearton, manager of employe relations in LSTG, sent a special two-page blue letter to the Turbine Employees. As usual the letter tried to make the Union out to be a bunch of no good

so-and-sos who were stupidly pursuing a policy designed to destroy GE. (That's always the company pitch.)

Brearton's letter presented such a lop-sided story that the Union had to get the real facts to the people.

So on Nov. 7 Business Agent Jandreau addressed an open letter to Turbine employes setting forth the real facts regarding the dispute of the Welders and a case on an individual Welder which Brearton had likewise misrepresented.

Here is how the Union's open letter straightened-out the facts:

"Management's answer is that the Welder's earnings are high enough. . . They further say they would be willing to cut the prices on most of the job and up the

prices on Elbows, which represent the smaller part of the overall job, which is an admission that the prices on Elbows are too low.

"The case affects Welders working on pre-heated castings in the Hot Booth. The temperatures on these castings are 450° F and upwards. They are obliged not only to work on top of these heated castings with the help of an asbestos mat, but are obliged to work inside these castings when necessary.

"The job originally called for ¼-hour on and ½-hour off for health reasons.

"This was the practice some time ago when the job was on day work. "The Welders have increased their earnings mainly because they have been sacrificing their back-off

time which resulted in higher wages for them as well as more production for the Company. If the Welders took the necessary time off their jobs to protect their health, their earnings would be practically at the job rate."

Regarding the case in which the company tried to remove an individual Welder for highly questionable reasons, the Union letter stated:

"While the complaint was filed as the result of D. Brown being the first victim of this controversial procedure, if this method of determining bad work is continued, any Welder can be the second victim.

"If such faulty methods are to be permitted and extended in the

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