#### AS I SEE IT by CHARLES SCOTT

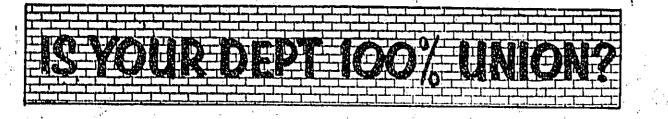
Harry Coonradt had a leader's classification in the central structural steelworkers group. He was transferred into Steam Turbine and continued to do the same work but supervision would only pay him the Class A rate.

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.

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 discused 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 agrée 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.

John Catrambone who works in

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

(Continued from Page 1)

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."

#### CHARLES L. MARVIN AND COMPANY

C. L. MARVIN, C.P.A. MEMBER THE NEW YORK STATE SOCIETY

AMERICAN INSTITUTE OF

PUBLIC ACCOUNTANTS 246 STATE STREET SCHENECTADY 5, NEW YORK

ARTHUR A. BIANCHI MEMBER NATIONAL SOCIETY OF PUBLIC ACCOUNTANTS

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 Maximum obligation to contractor

\$140,000.00 \$169,000.00

Construction Cost as of August 29, 1956 Total approved and paid as of Oct. 31, 1956

35,171.28 \$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

#### OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

= well-

Published by the Editorial Committee resident.....Jamos J. Cognette Vice President\_\_\_\_\_Joseph Alois Freasurer Joseph Whitback Recording Secretry Allen E. Townsond Chief Shop Steward William Mastriani Business Agent.....Loo Jandreau 121 ERIE BLVD. SCHENECTADY, N. Y.

## IUE-CIO LOCAL 301 NEWS

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 Employes. As us-

Vol. 2 — No. 34

consequences.

I OCAL 301 leaders have gone all

out to bring the General Electric Com-

pany to its senses before its "Iron

Fist" policy in Bldg. 85 has disastrous

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

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 employes 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

promised that it would have

standards (equivalent to prices)

established by Oct. 22, the day

the old Bonus Plan terminated.

last week which must be re-

now more than 61/2 months old.

2. After many meetings, GE finally

ettlement. Here are the facts.

During the past week—while GE

There were several impor- so-and-sos who were stupidly purtant developments in Turbine suing a policy designed to destroy GE. (That's always the company

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

> 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 mis-represented.

Here is how the Union's open

letter straightened-out the facts: ual the letter tried to make the Union out to be a bunch of no good

prices on Elbows, which represent time which resulted in higher wagthe 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 company tried to remove an into work on top of these heated eastings with the help of an asbestos mat, but are obliged to work inside these eastings when neces-

"The job originally called for 1/4hour on and 1/2-hour off for health

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

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:

November 16, 1956

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

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 (Continued on Page 2)

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

LOCAL ANEWS

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

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

tablished.

**METHODS!** 

afternoon, Nov. 2.

Thanksgiving!

That day came and went, and

still GE had no standards es-

it had said it would do, GE had

Methods Men all over the floor

between Oct. 15 and Nov. 2-

NOT TRYING TO SET STAND-

ARDS, BUT TO CHANGE

At that the pressure became too great, and

the 113 men sat down for 20 minutes Friday

Although it was GE that had violated its

agreement, GE ACCUSED THE UNION of

"illegal" stoppage and announced that it

would "punish" the employes by giving them

A HALF DAY off the afternoon before

Such action is clearly reprisal and designed

to establish a policy which GE can later

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

While the big bosses were pushing that

kind of action, Local 301 leaders were seek-

arbitrarily enforce on ANY employe.

how they were going to "show 'em".

3. Instead of setting standards, as

ported accurately to our entire membership. First was a protest on bealf of Welders working on The Lated 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

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

es 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 dividual Welder for highly questionable reasons, the Union letter

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

"If such faulty methods are to be permitted and extended in the (Continued on Page 2)

the people in MIM, the policy will then extend to everyone in the plant.

3. The IUE Conference Board and the International Union should be immediately contacted so that they fully understand the issues and are aware of the circumstances. In this way the entire support of the IUE will be behind Local 301 members if GE is so blind as to insist on imposing such unjustified penalties.

On Tuesday morning, the Business Agent held his scheduled meeting with MIM management. At that time the company said it would "arbitrate" the issue. (Cutely, the company ran to the newspapers with a state-

THE LEGAL CORNER-

Since February 9th, 1949 DePas-

quale has not been able to do any

kind of work and has been receiv-

ing Workmen's Compensation ben-

efits after many hearings in which

he was represented by the Union's

In 1954 he was declared to be

permanently disabled with

for the rest of his life.

"marked" degree of disability and

compensation was awarded to him

When the Federal Government

gave the right to disabled persons

to apply for Social Security bene-

fits at the age of 50, the Union's

make his application for such ben-

efits so that they could be added

to his Workmen's Compensation

notified DePasquale to

lawyer.

benefits.

Injured Worker Faces New Legal Obstacles;

By Leon Novak, of Novak and Diamond, Attorneys

was so bad that he had to stop working altogether.

ment declaring it would arbitrate. This was an obvious attempt to appear reasonable. after it had become all too clear that GE was being most unreasonable.)

Jandreau informed the company that IUE will arbitrate, if we can agree to the stipulation as to what is to be arbitrated before Nov. 21, the day the penalty is to be imposed

On Wednesday afternoon, the company ran to the newspapers with a long spiel about how, it said, "the union was flooding the plant" with the grievance protesting the disgraceful GE policy. Obviously, the company was worried about the extent to which GE workers were angered at the company's attempt to impose disgraceful penalties on

their fellow workers. So, true to the teachings of Boulwarism, the company was trying to smear the union in the eyes of the employes and the community.

This tactic of Boulwarism flopped, for people are aware of the dangers of the "Iron Fist" policy if GE succeeds in imposing it on the Bldg. 85 employes.

At 9 a.m. Thursday, Business Agent Jandreau held the emergency third-step meeting with GE's Manager of Labor Relations, Virgil Day, in New York.

As we go to press, there still is no word as to the result of that meeting. But the Union will report ALL THE FACTS to you at the earliest possible moment.

comes to its senses!

## In the meantime, it is hoped that G IUE-CIO 301

On the Job Union Lawyer Represents Him at Hearings IUE Local 301 handles thou

On February 5th, 1948 Bartolo DePasquale a Crane Folsands of grievances at all levels lower in Building 66 was struck by a piece of iron and was so each year. These are just a few examples of cases, not settled at severely injured that he lost 14 weeks from work. Upon his steward-foreman level, to be proreturn to the plant he was given light work but his condition cessed at management level.

> Bldg. 273: Hugh McMullen and Leland Fried who are in Shop Steward J. Muir's group, feel that doing any finishing work is out of the inspection classification. Union requests that responsible management investigate and correct this situation.

> Union's lawyer to represent him in this appeal, a service to which he is entitled as he was a member of the Union at the time when he was

> It is expected that more cases of this type will arise in the future as well as cases involving retirement of women at age 62 and other cases falling under the amended laws. Persons who are members of the Union and who are known to have problems of this kind will be represented by the Union's lawyer wherever requested.

Bldg. 273: The group under Shop Steward R. Seward feels that the price established on a table with electric locks should not be applied to a table that has to be manually locked. We request proper payment for work performed.

Bldg. 16: Warren Jenkins and Michael Mudar, who work in Shop-Steward W. Kangas' group, fel. they were discriminate. against when warning notices were given for shop condition that exists and cannot be controlled by the op-

Bldg. 81: The group under Shop Steward W. Fisher protests the new classification, "Machinist Tryout Tools and Equipment". They feel that this should be placed in the Toolmaker Experimental and Development classification with the proper rate for this work.

Bldg. 52: Fred Gorton who works in Shop Steward G. Barker's group, was placed on his present job because of a lack of work condition. He requests a transfer back to his former job because it was higher rated and he is currently suffering a loss in earnings.

Bldg. 105: Shop Steward S. Borovicka is protesting the assigning of Class C Inspectors to do "Elec tro Static Test" as this is not a part of the Class C Inspection classification.

#### being. DePasquale has asked the DePasquale filed his application TURBINE UN-TANGLED; GE THREATENS

future to determine responsibility for bad work, every Turbine employee is subject to be affected."

The Union's letter clarified things immediately. And management stood exposed for mis-representing the facts to the Turbine employes.

So effective was the clarification that management immediately agreed to put the disputed portion of the Welders' work on day-work.

And GE agreed to settle the Brown case by setting up a joint committee to investigate present procedures for determining responsibility to see whether they are accurate and fair.

In both instances the Union succeeded in upholding the rights of the employes, for the company had

previously been resisting vigorously all efforts by the Union to straighten things out by saying, "You aren't going to tell us how to run our business."

and in support of this application

submitted the medical records

which he used in his compensation

case and which won him benefits

Despite this, his claim for Social

At the same time the Federal

Government notified DePasquale

that he had the right to appeal

from their decision and that they

were setting up a hearing, if he

took an appeal, with a referee who

would listen to both sides, namely

This is the first situation in

which, under the new law which

took effect only this month, a new

type of procedure requiring the

services of a lawyer has come into

the Federal Government's case and

Security benefits was refused.

for life in that case.

DePasquale's case.

Such effective action on the part the Union greatly irritated management.

So the very next day, D. L. Sorenson fired off a letter to Business Agent Jandreau in which he threatened to take away the Union's right to distribute our Shop Paper.

With a flourish which indicated intense irritation, Sorenson wrote:

"I am aware that it is mutually understood that the regular issues of Local 301 News may be distributed at the Plant gates, some of which are on company property.

(Continued from Page 1) HOWEVER . . . "

And again: "As I stated before, we have permitted distribution at the gates, BUT . . . "

Both are not-too-subtle threats. The company would like to prevent us from distributing our Union

What kind of talk is that?!!!

GE turns out dozens of "Bulletins", "Records", "News" sheets and other unadulterated propaganda every day of the week. On some days GE produces many more pieces of propaganda than it does

The company runs wild with this stuff inside the shop every day of the week.

Yet, when the Union ONCE distributes a special bulletin (which was made necessary by GE's misrepresentation of facts), the company screams to high Heaven and threatens to take away RIGHTS

Well GE isn't going to take away our RIGHTS now or ever! This is America and all the huffing and puffing in the world by GE aren't going to scare us.

We have just as much right as GE to tell our story and we intend to exercise that right when it becomes necessary.

(P.S.: 'And just in case the Big-Wigs have gotten too wrapped up in their own egos, someought to tell them that their own Taft-Hartley Law even says we have the same rights as the company in communicating with em-

## "Comp" Aid Now In 10th Year at 301

November 1st, 1956 marked the start of the 10th year of the compensation service set up by Local 301.

This legal service furnishes an experienced lawyer to represent members of the Union in claims for Workmen's Compensation arising out of injuries sustained while at work, unemployment insurance claims, Social Security problems, and many other situations in which a lawyer can help a worker in connection with his job, wages, or

> In the years during which this service was furnished by the Union and with the help of the Union's lawyers, millions of dollars have been put directly into the pockets of the members of Local 301.

In addition, the workers have had the fringe benefits of medical care and treatment required by law. Thousands of workers have havailed themselves of this service.

The records of the Union's lawver indicate that at least one out of every two workers at General Electric, Schenectady, N. Y. has been represented in some claim at one time or another. It is believed that no other Union in the country has furnished a service similar to this one.



# **Jury Service**

In recent weeks, many GE workers have been called up for jury duty. This situation has brought several questions to Union Hall.

For that reason, the Executive Board agreed the Local 301 News should clarify the question of employe obligation if called to serve don a jury.

If you are called, and have notified your foreman that you will be out, you are not required to report back into the plant for the remainder of that day's work after you have completed your jury obligation.

If you are called and then excused for a day or a week or so. with instructions to return to the or Some jury panel on such and such a day, you are supposed to report for work on those working days for which you are excused,

## AS I SEE IT

by CHARLES SCOTT

Often Shop Stewards, by rechecking jobs and classifications within their groups, can find instances where duties have increased to merit a discussion of possible reclassification.

C Toolroom Attendants who felt they were performing the same duties as the Class B Toolroom Attendants. The Class "C" men discussed the matter with Steward Fitzgerald who wrote up a grievance covering this point.

After receiving the usual unsatisfactory answer from the foreman, Fitzgerald brought a copy of the grievance and the foreman's answer to Board Member Podell and explained the case to him. Brother Podell agreed that the case had merit and signed the copy of the grievance, forwarding it to the Union office for further processing.

On 9/19/56, a meeting was held with Steward Fitzgerald, Board Member Podell and Coordinator Vitallo and representatives of the Company. No conclusion was

Docket #6194-56 involved Class reached at this meeting and the case was rescheduled for 9/26/56.

> At the time Company representatives asked for more time to consider the case.

On 10/9/56, Coordinator Vitallo was told by supervision that the Class C Toolroom Attendants involved would be reclassified to Class B with retroactive pay. Vitallo told Fitzgerald and Podell of this offer and they agreed that it was satisfactory.

As a result of this settlement. the Company is going to evaluate other Class C Toolroom Attendants to see if there are more men who should be reclassified.

This is another example of Shop Stewards following procedure and obtaining for their groups the correct rate for duties performed.

## IUE Grievances Win Extra Raises in Ohio and California

Within the past 10 days, IUE locals in the GE chain have won three noteworthy victories in local negotiations with the

Company.

In Cleveland, IUE Local 707 won a general increase for 1,200 women workers as part of its continuing program to wipe out all rates below common labor.

2. In Oakland and San Jose California, Locals 1506 and 1507 won a 3% wage increase for 500 workers retroactive to Aug. 15, 1955.

3. In Anniston, Alabama, Local 781 won back the job for an employee who had been arbitrarily and unfairly fired by the Company.

The Cleveland victory is significant because it marks the third general increase IUE 707 has won for its many women workers in three years. In 1953 when the ocal's campaign to wipe out all rates below common labor really got rolling, the highest a woman worker in the big GE Lamp Works could make was \$1.59 an hour.

Today it is \$1.971/2 an hour, and the Local has already served notice on GE that it will continue to seek better rates for the women in the

As in the other two cases, the local pushed the fight through the grievance procedure.

And just in the same way as before. GE announced the newest wage increase in such a way as to make it look that GE was giving the raise gratuitously, out of the goodness of its heart. (That is the key to Boulwarism — always make the employes think that the company alone is responsible for everything good. And blame everything bad on "the union".)

But the people in Cleveland know exactly how they got this newest raise—through their Union!

The California case is identical with the Cleveland case in that respect: the people never would have gotten the raise if it hadn't been for their Union.

In August, 1955 (the date to which the raise is retroactive) the Oakland and San Jose workers were not even in IUE. They were trapped in the UE, which did not sign the new Contract, and as a result of which UE members did not get the benefits or the raises.

So when the California GE men and women voted IUE in October, 1955, the Union immediately filed a case demanding the 3% raise retroactive to Aug. 15, 1955.

Now just last week in New York—more than a year later— GE agreed to grant the wage increase retroactively. The raise was won in third-step negotiations in New York where IUE President Carey, GE Conference Board Chairman John Callahan and other members of the National Negotiating Committee were meeting with the

The Anniston case was won through Arbitration.

### Problems Aired in 41 On Nov. 7 the union held a meeting on problems of toolmakers with management.

Toolmakers'

Four main points the toolmakers are concerned about were brought up. The following day, Mr. Pickett called Union Hall and said that the company had

agreed to one point the union

brought up at the meeting.

That was a request that the nomenclature of "Machinist Development Class A" be changed to confine job content to production or production parts. The Union also requested that where "Production Machinists Class A" were making simple tools or fixtures coincidental with their development work, there should be an understanding reached whereby these individuals would move into Class B Toolmaking.

The other three main points brought up by the union concerned:

- 1. Miscellaneous classifications such as "Tool Builder" and "Try Tools and Equipment". Pickett said management had a meeting scheduled to discuss that problem and similar classifications.
- 2. The rumor that some Toolmakers were being considered for salaried jobs outside of the bargaining unit was questioned. Management agreed to check.
- 3. A complaint was registered that Planners were working on machines and doing tool work during overtime hours, particularly weekends, in Bldg. 49. Management agreed to check this, too.

The company also reported that of 589 Toolmakers presently employed, 219 have been up-graded, 253 are apprentice graduates, and 117 have been hired from outside.

Of the number up-graded, 118 were up-graded from Machinist classification; 30 were up-graded from TRMO; and 71 were up-graded from miscellaneous categories.

Regarding the 200 employes in Machinist Development, the company reported that approximately 20 percent have the potential to qualify for Toolmaking.

In this meeting the Union was represented by Michael Rakvica, 49; N. Dube, 28; C. Feenan, 273; J. Green, K-1: Leonard Pannone, MIM; E. R. Pamrowski, 46; Russell Vitallo, MIM; H. McLean, CART; Lewis A. Miller, 273; Anthony Cinelli, 273; and Bill Christman, MIM.