

# FIELD DAY SEPTEMBER 12, 1954 — 28 VALUABLE PRIZES

Local 301's Annual Field Day will be held again this year at Republican Park, Princetown Road, on Sunday, Sept. 12.

Last year over 4,000 union members, their families and friends enjoyed the full program including stage events, games and sports. The interest shown by members this year indicate even a larger crowd will attend this year's outstanding event and the Activities Committee are making their plans accordingly.

The days events will include stage attractions, wrestling, games and refreshments. The program starts at 11:00 A.M. and includes a Little League baseball game between IUE-CIO Local 301 and CIO Steelworkers Local 2054.

You need not be present to win any of the 28 valuable prizes. These will include:

- 1—11 cu. ft. GE Freezer
- 2—GE Electric Range (Mainliner)
- 3—11 ft. Aluminum Boat
- 4—Outboard Motor
- 5—Automatic Shotgun and Hunting Outfit

In addition there will be a \$125.00 gate prize for children under 12.

See your Shop Steward for tickets now — Donation 3 for 50c.

## IUE-CIO Wins Equal Pay for Women

Springfield, Mass. — The CIO Electrical Workers, in negotiating a new contract with the big Monsanto Chemical Company here, have completely wiped out discrimination against women.

The agreement reached by IUE-CIO Local 288 provides for a 13 cent general increase for all women workers. This eliminates all inequities and makes the lowest rate paid women workers in the plant \$1.68 an hour.

In addition to the general wage increase for women, the local won a 5-cents-an-hour, across the board, wage boost.

## Senator's Poll Shows Unemployment Worry

Louisville, Ky. — A poll by Sen. Earle C. Clements (D) showed that more Kentuckians are worried about unemployment than any other issue. This reflects the growing disgust with failure of the Eisenhower administration to relieve the plight of 125,000 jobless and hungry persons in this state.

Clements, the Senate minority whip, sent a questionnaire to a cross section of his constituency. Of those answering, 36% said they were most concerned about the unemployment situation while American foreign policy loomed largest to another 31%.

## Price Index Goes Up Again

Washington — An increase of 0.4% in prices of foods forced the Labor Dept. index of prices, paid by workers families in cities to rise 0.1% between May 15 and June 14, the Bureau of Labor Statistics reported July 23. The index had risen 0.3% from April to May.

The June index at 115.1% of prices paid from 1947 to 1949 was close to the alltime high of 115.4, recorded last October. The June index was 0.5% higher than a year ago and 13.1% above the index for June 1950, the last pre-Korean figure.

Banana prices, the BLS said, rose 12% during the month because of "strikes and unsettled conditions in the producing areas." Fruit generally rose 7% and coffee rose another 2.5% to an average retail price of \$1.21 a pound.

Average prices of other commodities, the BLS said, remained relatively stable.

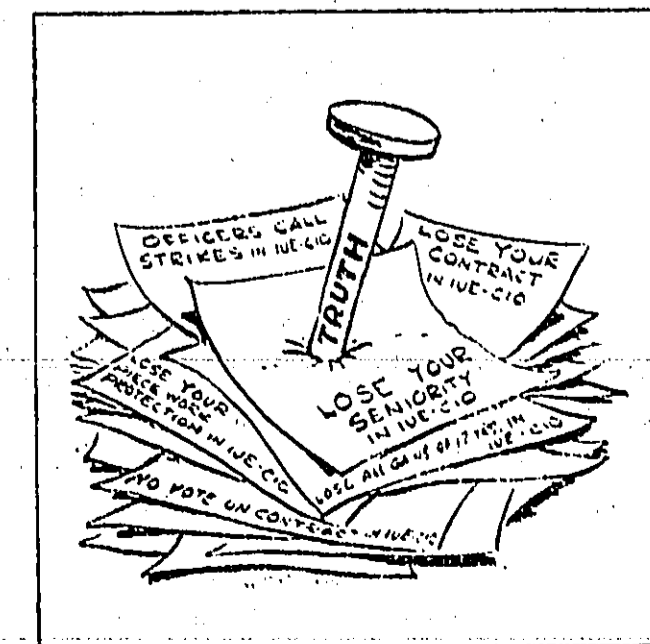
## Jobless Claims Up Again

Washington — Prosperity talk may be a national pastime but claims for unemployment compensation payments are on the upswing again, according to the Labor Department.

The department's Bureau of Employment says that claims rose 50,000 to 315,000 the week ending July 3.

The increase was expected, according to the bureau, as plants closed down for vacation periods and many workers were not eligible for vacation pay.

Half the increase came in three states, New York, Michigan and New Jersey.



## Taking It Off the Top!



## Federal Mediators

(Continued from Page 1)

until recently they claimed they must proceed at this time because of business requirements.

They said they would make an announcement shortly giving more complete information on their whole plan of transferring jobs.

The letter said they were obliged to establish payrolls in communities whereby they expected new business. They did indicate some expansion by the company is expected in the old locations provided they could get more efficiency, and greater utilization of the existing facilities and not be placed in a lesser competitive position.

The company refused to offer any solution to the problem facing GE workers in the old and large plants of the company, who will be affected by the transferring of work to smaller communities.

The U.S. Conciliators claimed they would withdraw because it was fruitless in the face of the adamant position of the company refusing to make any offers to resolve this important issue.

The negotiations committee plans to call a meeting of the GE Conference Board to discuss further plans.

**FIELD DAY  
Sept. 12th**

## Executive Board Meets Management

(Continued from Page 1)

people for short periods and then laying them off. He claimed since work was slow they have cut down on the farm outs, and were presently reviewing the remaining jobs that were being done by outside vendors, with the intention of holding all work in the plant, that could be reasonably done by our own employees.

On Price Cutting the Union charged management with having a program initiated to reduce standard prices.

This was denied by Mr. Stevens; he claimed prior changes were made only where changes of methods were established.

The Executive Board members pointed out many existing unsatisfactory conditions in their respective sections.

Management took record of the complaints and agreed to investigate.

## Help The Little Leaguers

Northside Little League  
TAG DAYS  
August 12 and 13  
Your IUE-CIO Local 301 sponsors a team in this League.

# LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 22

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

Aug. 13, 1954

# Management And IUE Union Sign Local Agreement On Seniority

For the first time since 1951 when Local 301 negotiated the Local Supplement covering the application of seniority rights it is legally signed and binding on both the Company and the Union. The Supplement was first negotiated between the Local and G.E. Schenectady management approximately 4 years ago. The signing was held up because National UE's attorneys and the Company's attorneys could not agree on the introduction and termination provisions of the Agreement.

The result was that the Agreement operated on a Gentlemen's Agreement basis but never as a legal document. As a matter of fact, the Schenectady Agreement, though not signed, was recommended by National UE to other G.E. Locals as a model agreement. No other UE-GE Local was able to get their Seniority Supplement signed because of the differences existing between the Company and Union attorneys.

Local 301 had repeatedly called upon National UE to resolve the differences in order for Schenectady G.E. workers to have better protection for their service rights. National UE claimed that we would lose our plant-wide seniority rights. The Supplement speaks for itself, giving seniority rights on a bargaining unit basis which covers the entire main plant and the outlying buildings, such as Knolls I, Malta, Alplaus, Race Neck, CAP, etc. In the future it will be possible to negotiate modifications to the Seniority Supplement while an agreement maintaining Status Quo is in effect.

## Another IUE Victory

IUE-CIO won an overwhelming victory in another GE plant last Tuesday.

NLRB results in Memphis, Tenn. GE Lamp Plant were:

IUE ..... 345  
No Union 20  
Eligible-vote — 395

LOCAL 301 IUE-CIO  
JOINT  
Members and Stewards  
**MEETING**  
2nd Shift  
MONDAY, AUG. 16  
1:00 P.M.  
(Before Work)  
1st and 3rd Shifts  
MONDAY, AUG. 16  
7:30 P.M.  
LOCAL 301 HALL  
Erie Blvd. and Liberty St.  
• Regular Order of Business  
• Report on Negotiations  
• Election of Delegates to Convention  
EXECUTIVE BOARD  
LOCAL 301 IUE-CIO

## Total Value of Field Day Prizes Over \$2,500.00 Will Be Awarded

Last Wednesday members of the Activities Committee met at Union Hall to further plans for Local 301's Field Day to be held on Sunday, September 12, at Republican Park, Rotterdam Road.

Charles Scott, Chairman, has announced the committee's decision to purchase the following articles as prizes for this event:

- |                                        |                                |
|----------------------------------------|--------------------------------|
| 11 cu. ft. Freezer                     | Vacuum Cleaner                 |
| G.E. Electric Range                    | Reclining Chair                |
| 11 foot Aluminum Boat                  | Set of Dishes                  |
| Outboard Motor                         | 9-pc. Revere Ware Set          |
| Automatic Shotgun and Hunting Outfit   | Electric Blanket               |
| Revere Movie Projector                 | Fishing Tackle Outfit          |
| Set of Golf Clubs                      | Set of Aluminum Ware           |
| Portable Sewing Machine                | Home Utility Set               |
| \$100.00 Clothes Certificate for Man   | 100 Gallons of Gasoline        |
| \$100.00 Clothes Certificate for Woman | Vanity Set                     |
| Power Lawn Mower                       | Bowling Ball and Bag           |
| Set of Silver                          | Radio Clock                    |
| Mixmaster                              | Sandwich Grill                 |
|                                        | Steam Iron                     |
|                                        | Membership in AAA (Auto. Club) |

The retail value of these prizes totals over \$2,500. You need not be present to win. Tickets are available now at 3 for 50 cents from your Shop Steward.

There will be an additional gate prize of \$125.00 for children under 12 years.

The Field Day Tickets are selling well in the Plant according to the reports of Shop Stewards. It is the hope of the Activities Committee to make the Field Day this year the most successful one that was ever sponsored by our Local Union.

## I.U.E. Local 301 Activities Committee



Front Row: (left to right): L. Stanton, H. Williams, J. Saccocio, A. Mitch, A. Benaquisto, A. Simone, I. Von Rogov, P. Rosa. Rear Row (left to right): C. McCabe, M. White, C. Scott, Julia Mitchell, R. Pipe, F. Di Manno, W. Gage, Reatha Pipe, Clara Spiekler, D. Gray. P. Scarpilio and A. Di Manno not present.

# Seniority Supplement Legal Document For First Time

## LOCAL SUPPLEMENTAL AGREEMENT

### GENERAL ELECTRIC COMPANY

#### Schenectady Plant

and

#### Local 301 IUE-CIO

This Local Supplemental Agreement is entered into between the Schenectady Plant of the GENERAL ELECTRIC COMPANY (herein referred to as the "Company") and LOCAL 301 of the INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS (IUE-CIO) as certified by NLRB Case #2 RC-6665, (herein referred to as the "Local"), pursuant to Article XI of the GE-IUE-CIO National Agreement, of 1951-1952, as amended in 1952 and 1953, and shall be applicable only to the bargaining unit represented by the Local at the Company's Plant located at Schenectady (herein referred to as "the Bargaining Unit").

### I. LAYOFF AND REHIRING PROCEDURE

The provisions of Article XI shall pursuant to this Supplemental Agreement be specifically applied within the Schenectady Bargaining Unit as follows:

1. Whenever there is a reduction in the working force or employees are laid off from their regular jobs, total length of continuous service shall be the major factor determining the employees to be laid off or transferred (exclusive of upgrading or transfers to higher rated jobs). However, ability will be given consideration.

Similarly, in all cases of rehiring after layoff, total length of continuous service shall be the major factor covering such rehiring if the employee is able to do the available work in satisfactory manner after a minimum amount of training.

Where employees have accumulated six months or more of service credits but have not established continuity of service, such service credits will be considered in the above cases rather than total length of continuous service.

2. (a) Employees selected for layoffs or transfer due to lack of work shall be those with the shortest continuous service in the affected group, working on jobs that are similar and carry the same classification and in accordance with Section 1 above.

(b) Employees selected for layoff or transfer in accordance with (a) above shall first be offered suitable openings within the Department for which the employee may qualify.

(c) If no suitable opening exists, they will be created as soon as necessary adjustment of other working forces in the Department can be made, by displacing shorter service people on the same or like kinds of jobs, and where the minimum amount of training will be required.

(d) Any employee finally displaced in his Department by another employee of longer service shall be sent to the Plant Employment Office to be offered suitable openings in other Departments in the Bargaining Unit.

(e) If no suitable openings exist, they will be created as soon as necessary adjustment of other working forces in the Bargaining Unit can be made by displacing shorter service people on the same or like kinds of jobs and where the minimum amount of training will be required. Displacement of employees between Departments, where training time is more than incidental, will be limited to cases where the difference in continuous service exceeds six months.

(f) Any employee displaced by another employee with longer service shall be considered laid off for lack of work.

(g) As layoffs are made, employees with less than one year's service will be laid off before schedules of hours are cut below 40 hours per week. If further reductions are necessary, schedules below 40 hours per week may be negotiated. In general reduced schedules will not be put into effect when the working force is in excess of normal requirements.

(h) When a reduction of force is to be made, advance notice will be given the Local, together with the reasons for the reduction, and each Steward in affected sections will be given duplicate lists which will show length of continuous service of all employees in the affected group.

(i) In the case of employees who are laid off from their regular jobs for lack of work, every effort will be made to transfer them to related jobs having an equal rate or to available openings on jobs having a higher rate.

(j) When a reduction of force is to be made, employees affected thereby will be advised personally of the reasons therefor, and the employee may if he desires process any complaint through the grievance procedure as provided in Article XIII of the GE-IUE National Agreement.

(k) The above provisions do not apply to temporary layoffs.

3. Employees who have been or who may be transferred to jobs outside the bargaining units, may be returned to their former classification in the bargaining unit in accordance with their total length of continuous service. Employees in any plant who have been certified in a bargaining unit not covered by this Agreement shall have no rights under this Agreement.

4. An employee who either:

(a) retires at his or her option as provided in the Company Pension Plan; or

(b) who is retired by the Company upon reaching the age for normal retirement as provided in the Company Pension Plan (age 65 for men--60 for women), whether or not such employee is a participant in the Plan, shall cease to have any rights under the provisions of this Agreement. (However, this Agreement shall continue to be applicable to retired employees returned to active employment by the Company.)

5. Employees will be given at least one week's notice and one week's work at the prevailing schedule (or pay in lieu thereof) before layoffs are made due to decreasing forces.

6. An employee with continuity of service out due to illness for a period not exceeding one (1) year who returns to work shall be reemployed on his former job providing he is able to perform the job and normal seniority provisions permit.

### II. TERMINATION

This Local Supplement shall be in effect concurrently with the GE-IUE(CIO) National Agreement of 1951-1952 as amended in 1952 and 1953. If this said GE-IUE National Agreement is extended for a period beyond June 1, 1954, this Local Supplement shall be extended for an identical period. It is understood that this Local Supplement shall terminate forthwith if for any reason the GE-IUE National Agreement terminates, or is terminated. Dated: August 11, 1954.

LOCAL 301  
INTERNATIONAL UNION OF ELECTRICAL,  
RADIO AND MACHINE WORKERS (IUE)

James J. Cagnetta, President  
Joseph Alois, Vice-President  
Miles G. Moon, Recording Secretary  
R. Rudolph Rissland, Asst. Rec. Sec.  
Joseph Whitbeck, Treasurer  
William Mastriani, Chief Shop Steward  
Leo Jandreau, Business Agent

GENERAL ELECTRIC COMPANY

F. H. MacIntosh, Manager  
Employee & Plant Community  
Relations