

Answer to Sorenson

(Continued from Page 3)

to modify or change a decision of a department manager and, in fact, did so without delay when the facts of a case so warranted. Today, however, the "new look" requires that we deal with seventeen Employee Relations representatives while the managers of these seventeen departments refuse, however important the matter, to be involved in the grievance discussions. If this were not bad enough, add to this the fact that the seventeen Employee Relations representatives are themselves often not clothed with, or do not wish to use, authority to settle grievances.

Finally, take the third step. Previously, the G.E. Vice-President of Labor Relations was available to resolve important issues and this was often done satisfactorily. Today, at the third level, we are required to meet with subordinate officials who are assistants to the Assistants of the Vice-President. In fact, these subordinates have adopted the delaying tactic of never reversing a position of the Company previously taken at a lower step, and thus resolving the issue once and for all, but occasionally, when embarrassed by obvious mistakes on management's part, referring the case back for reconsideration.

Mr. Sorenson, the above is a brief summary of how our grievance machinery has deteriorated as a result of unilateral changes of policy and personnel made by management.

Another point to which your letter seems to be directed is the right to stop work after the grievance procedure has been exhausted. The Union tries to avoid the need for strike in the settlement of disputes; however, the provision in our contract that permits a stoppage on unsettled grievances was a necessary provision mutually agreed upon between the top officials of the Company and the Union years ago. The absence of such a provision would make a sham of the grievance procedure, so that in its absence the effort and sincerity needed for the settlement of a complaint of the members would be reduced to "lip service".

The grievances from our members have increased in number during the past few years, mainly because of the decentralization of management, the shifting of jobs, the constant changing of supervision and the accelerated program of cutting down cost by the introduction of new machines and methods. In my opinion, management should have put equal effort in the Union Relations field to cope with the complaints arising out of these changes. The managements have adopted a policy of turning out leaflets justifying their actions to the employees and the public rather than of settling the complaints of their employees.

The Union has not placed any new demands upon the Schenectady G.E. managements, insofar as higher standards are concerned, than those which have existed since our contract was signed. The role of the Union, and its efforts, have been devoted in trying to maintain those standards that existed in 1955. The only increase in wages and cost of living which may have come about did so by virtue of our National Agreement and affect G.E. workers on a country-wide basis. Our grievances mainly have been directed at proposed cuts in earnings or refusal to upgrade on service; or proper placement of employees who lost their jobs because of lack of work. In light of this, your letter tries to establish too narrow an approach in the settlement of these disputes.

In closing, I will repeat that the Union will abide by its Agreement not only as it affects one Article, the Grievance Procedure, but the 31 Articles which it includes. In light of the pending cases which are still unresolved, the management has not done its job in this respect. I sincerely hope that this exchange of letters will lead towards ways and means of establishing a more satisfactory procedure to settle complaints, and with more expediency. May I suggest a meeting of the entire Executive Board and Management representatives to air our problems in more detail. I think this

League of Women Voters

(Continued from Page 3)

A "No" vote will continue the present payment pattern which requires amortization of loans by equal payments for the life of the loan. (Interest payments are therefore heaviest at the outset, becoming lighter as the principal becomes smaller.)

AMENDMENT No. 3—(Bingo or Lotto)

A "Yes" vote would permit voters of cities, towns and villages to decide at an election whether their local government may authorize the conduct of bingo that will be regulated by state licensing and lottery control laws.

A "No" vote will continue the constitutional ban on lotteries or "... any other kind of gambling except pari-mutuel betting on horse races . . .", and will not permit the licensing of special groups to conduct bingo games.

AMENDMENT No. 4—(Housing Debts)

A "Yes" vote will permit towns and villages to borrow from the state to a limited extent, beyond what they are normally allowed to borrow, for public housing and slum clearance. (Cities are now permitted to do this.)

A "No" vote will continue present limitations on towns and villages.

AMENDMENT No. 5—(Forest Preserve)

A "Yes" vote would:—(1) Permit the Legislature to authorize the rededication, to other uses, of forest preserve lands that are 10 acres or less in size, entirely separated from other portions, and outside the Catskill and Adirondack parks:—(2) Rephrase the constitution as follows:—change "Wild life conservation and reforestation" to "Forest and wild life conservation."

A "No" vote would:—(1) Require the state to continue to administer all forest preserve lands as forever wild lands:—(2) Leave the phraseology of the forest policy of the state as is.

AMENDMENT No. 6—(Forest Preserve)

A "Yes" vote would permit the use of not more than 400 acres of forest preserve land for the purpose of eliminating hazards of existing state highways within the forest preserve.

A "No" vote would mean that forest preserve land could not be altered for this purpose without a constitutional amendment for each project.

District 3 Council Delegates Elected

At the Membership Meeting last Monday, five delegates to District 3 Council were elected through secret ballot by Local 301 members attending the afternoon and evening meetings.

The Second Shift Meeting elected Dave Gunn, Bldg. 273, 2nd shift. The First and Third Shifts Meeting in the evening elected the following delegates:

William Stewart, Bldg. 273
William Mastriani, Bldg. 69
Larry Gebo, Bldg. 273
Phillip Cagnetta, Bldg. 52

The District 3 Council represents all IUE-AFL-CIO Locals in the State of New York excluding the New York City area.

Third Shift Schedule Change for Election Day

At the request of the Third Shift, the Union has reached an agreement with local management that will provide a longer period of rest next weekend.

The arrangement excludes those working on continuous process operations and eleven hour shifts. However, third shift employees working regular shifts who would normally report for work Monday night, November 4th, will report for work on election night, November 5th. Their paid holiday will be Monday rather than Tuesday.

Similar arrangements for the third shift have been made in the past, and the change does not impair their opportunity to vote on Tuesday, November 4th.

approach would be more constructive than trying to add restrictions to an artificial grievance procedure forced upon the Union.

Very truly yours,
LEO JANDREAU,
Business Agent

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 20

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

November 8, 1957

Chairman of G.E. Conference Board Reports to Shop Stewards

John Callahan, chairman of the General Electric Conference Board, addressed the shop stewards of Local 301 last Monday evening. Callahan complimented Local 301 on its comprehensive program for the 1958 Employment Security negotiations. He said it is very important today to have the greatest unity and understanding among our members and representatives. There are plenty of plans being formulated, outside of the Labor Movement, as a result of the McClellan investigations, that may lead to restrictive legislation against labor. We must be prepared to fight against it.

The General Electric Company is trailing the parade on union security and employment security. Other large companies in other industries have granted the Union shop and supplementary unemployment insurance. Brother Callahan told of a lay-off in Bridgeport GE where several hundred workers lost their jobs due to a transfer of work by GE. Because the people were not aware of the facts, they blamed the Union, although the Union had no way of stopping this transfer of work and had used every means of protest. He related how the Right to Work Laws in some states have reacted to the disadvantage of union members, pointing out that in Dayton, Ohio, 10,000 Union members who were laid off are being denied their supplementary unemployment insurance benefits, because the State Legislature has voted to deny them what had already been negotiated in their union contract.

Brother Callahan condemned a General Electric Bulletin which said that in 1958 there would be a push button strike. There will only be a strike if General Electric refuses to do something about employment security, and provided that strike is approved by our membership.

There have been 20,000 GE workers laid off throughout the GE chain. If we ask those people how they feel about employment security they would unanimously endorse a fighting program.

Callahan reviewed the activities of the GE locals around the program of action preparing for the 1958 negotiations. He related an experience with GE in Tyler, Texas, affecting the GE vacation plan. The management announced that the plant would be shut down for two weeks in August. About 250 employees were not eligible for vacation. The GE objected to those employees qualifying for unemployment insurance benefits. During the hearing the GE representative took full advantage of the anti-union elements in Texas. That state has Right to Work laws in effect. Callahan pointed out that union men are serving time in prison in Texas because striking workers on a picket line objected to a scab going through the picket lines. If you assault a man in Texas, you will get fined and go free. If you prevent a scab from going through a picket line you get two years in jail.

The Community should know that it is the union that made possible the benefits that the workers and other sections of the community receive. The Company refers to the 5 year Better Living Program, as a gesture of generosity on the Company's part. Actually, the benefits were negotiated by the Union and embodied in a Contract. Brother Callahan thanked the stewards for the opportunity to speak to them, and told them to keep up the good work.

NOTICE Executive Board Meeting

Monday, Nov. 11, 1957
7:30 P.M.

UNION HEADQUARTERS
121 Erie Blvd.

Protest Farmout At CART

In a letter to D. L. Sorenson, Manager of Union Relations, Leo Jandreau, Business Agent, criticized an action of the Campbell Avenue Race Track management as "pennywise and pound foolish", particularly when layoffs of employees from this department were taking place at the same time. The letter is as follows:

October 24, 1957
Mr. D. L. Sorenson, Manager
Union Relations
General Electric Company
Schenectady, New York

Dear Mr. Sorenson:

I have been informed by our Executive Board Member, Howard McLean, that his department has farmed out to the Lasco Machine Company, 18 Aging Racks at an approximate cost of \$300.00 each.

In the face of the reduction of employment in this department affecting employees who could have been utilized on this work, there becomes a serious question in our minds as to whether there is a sincere effort on management's part to try and provide work for G.E. employees. The information we have received as to labor cost for the racks, which involves machine work, assembly and some electrical work, indicates that the direct labor cost on racks manufactured within this department compared well with Lasco's price; however, the overhead charge at G.E. would outweigh that of Lasco.

With the employment trend downwards in the Schenectady Works and with no immediate improvement in the offing, all work that can possibly be done within

Employment On Downgrade

At a monthly meeting between the Placement Committee of IUE Local 301 and representatives of management, employment figures given by management showed a 10,000 drop in employment at the Schenectady plant during the past six years. The peak of employment of approximately 40,000 hourly and salaried employees was during 1951, whereby by the end of 1957, the estimated employment will be approximately 30,000.

Within the jurisdiction of IUE Local 301 Bargaining Unit, it is estimated there will be approximately 14,000 employees. The initial cause of the drop in employment was due to the Decentralization Plan of General Electric in the transferring of work from Schenectady to other locations.

A drop-off in orders throughout the Company has also had its ill effects on the current employment situation.

It is estimated that by the end of January 1958, nearly 700 employees with short service may be removed from our Bargaining Unit.

Discussion on the application of the Seniority Agreement consumed the majority of the time at the meeting. The Union has charged the Company with violation of the Seniority Supplement on several specific counts.

NOTICE MEMBERSHIP Meeting

Monday, Nov. 18, 1957
2nd Shift—1:00 p.m.
1st and 3rd Shifts—7:30 p.m.

Union Auditorium
121 Erie Blvd.

the plant should remain. Will you kindly check the specific case referred to above, and also will you advise us as to what the situation on farm-outs is expected to be in the future.

Very truly yours,
Leo Jandreau, Business Agt.

Current Events In My Section

By Allen E. Townsend

Docket #7896-57, filed by Steward Hildreth under Board Member Hildreth in behalf of a woman with 4/11/35 service, spotlights the length to which management will go in violation of the contract. This woman bumped into Bldg. 269 some five months ago from a high rated assembly and wire job in Aeronautics to a much lower rated job in #269, also on assembly. Here after five months, supervision says that she isn't qualified to do the job; therefore, she must leave #269, and go out into the plant to look for another job. They say she must do this even though there are women working in #269 with 7 years less service than hers. At a second step meeting, supervision admitted that this woman was a conscientious worker; was making satisfactory progress; attitude was good; progress FAIR — tries to follow instructions and then at the end they say — "She shows no adaptability to do the job". It is the Union's contention that this woman has not had the proper instructions on the job and that is the only reason if any why she isn't making fast enough progress for the Company. Through contacts by the Union office and Board Member, the Company reluctantly agreed to a short extension of her time. We want to point out that under our layoff and rehiring supplement, this woman cannot be laid off from Bldg. 269 as there are many shorter service people in that department and this would be a violation of seniority.

After a meeting between management, the Board Member and Stewards of this department, supervision finally relented and placed this woman on another job at a one step upgrade. This represents quite a reversal on the part of supervision in this department.

In the placement case of Joseph Korkin with 16½ years of assembly background, there is another clear-cut picture of GE's policy towards long service workers.

Approximately two months ago this worker was reached on lack of work due to Specialty Motors being dissolved and since that time this worker has really been on a merry-go-round.

He was forced by the Company to take a D.W. job in Bldg. 50, where his earnings were reduced \$25.00 to \$30.00 per week. At that time, the Union pointed out that there was an assembly job in Bldg. 81, where a worker with two years less service was working on assembly work which Korkin was qualified to do and where he could have been properly placed with no loss in earnings.

Again last week, this worker was reached on lack of work and again the Company was uniform in its position to Korkin—either accept a lower rated job in Bldg. 85, on D.W., or else there wasn't any other job for him. Once again, through a grievance in the Union office, we had to battle the Company for a decent offer for this worker. Finally Bldg. 1 made him an offer in M&G and when he arrived at the Personnel Office in Bldg. 56, he was told that they couldn't allow him to bump on the assembly job in question because they didn't feel he could learn the job with 3 weeks training. When this personnel man was told that under our Local Supplement, a worker going from one department to another was allowed more than incidental training time when his service exceeded by six months the worker he was displacing, his only comment to Korkin was that he didn't wish to discuss the Union's position on our Supplement.

Finally, after a long argument with the Company, Korkin was properly placed on a proper P.W. job in Bldg. 18.

Trial Committee Elected

A Trial Committee was elected at the October Membership Meeting to hear charges preferred against a member of Local 301.

The Constitution of Local 301 requires a Trial Committee of five rank-and-file members who are not representatives of the Union in any capacity, and not related to the plaintiff or defendant to hear such charges.

Elected on the second shift was Glenn Rose, Bldg. 273. The first and third shifts elected the following: Robert Anderson, Bldg. 16; Marshall White, Bldg. 11; John Natonski, Bldg. 269 and R. Diemer, Bldg. 16.

The committee will report their findings and recommendations at the November Membership Meeting.

Mr. Ralph Cordiner, President
General Electric Company
Lexington Avenue, New York, N. Y.

Dear Mr. Cordiner:

We, the undersigned, representing retired workers of General Electric, hereby request that you meet with us to discuss the problem of our pensions, our insurance, our medical care and other items in this age of inflation.

A careful survey has proven to us that our own experiences in trying to live on a fixed income are not uncommon to the vast majority of retired General Electric workers.

Many who retired several years back are failing to make ends meet on pitifully low payments from the company. The present day structure of pension payments has fast become out-dated and fails utterly to give the retired person a chance to live a comfortable life unless, as in some minority cases, the income is supplemented in great measure by relatives and friends. We do not feel that this latter course is a sound one, nor do we consider it fair to the persons called upon to provide that supplementary money.

Every time the cost of living rises we retired people take a pay cut. And the cost of living has been rising rapidly in the last year. Workers in the plant receive some protection on this, inadequate as it is, but we who are no longer allowed to work for GE must take pay cut after pay cut. Even if the cost of living levels off, we still are far behind the parade.

We have found that medical care is far from fulfilling our needs. Many of us are constantly in debt. Those who have houses to pay off are frantically seeking means to meet payments and on top of that come heavy medical costs. Surely we should not be asked to give up our homes at our age.

The insurance program does not take care of us properly while we live and would give our widows little solace if we died.

We do not feel that we would be considered vain if we state that we are certain that our efforts, our knowledge and our service contributed in great part to the phenomenal growth of GE and to its record profits. We do not feel that we are asking too much in requesting that a meeting be held with you in an attempt to remedy these conditions which we have outlined here in general terms. We stand ready to meet at your early convenience and await a reply from you.

LeRoy A. Hardy, Lynn, Mass.
Arthur E. Shull, Ft. Wayne, Ind.
John G. Lindsay, Schenectady, N. Y.
John P. Briggs, Schenectady, N. Y.
Edward K. Hughan,
New Kensington, Penna.

Compensation Referee In Schenectady Dies

Thousands of injured workers who have appeared with the Union's lawyer in compensation hearings at the Courthouse in the past seven years have had their cases ruled upon by a Compensation Referee, Harry F. Whiton. Mr. Whiton, a resident of Troy, passed away on October 19th, 1957.

Temporarily, another Referee from New York City has been sent in to take his place. It is expected that an appointment of a permanent referee in Schenectady will be made soon. Because of the importance of the referee in deciding the important issues arising in compensation cases, the union is looking forward to the appointment of a qualified and impartial individual.

Retired Workers of America
John S. Murphy, President
70 Mudge Street,
Lynn, Mass.
November 1, 1957

Report of Constitution Committee

The Constitution Committee of IUE Local 301 will make a report at the November Membership Meeting on recommendations for changes in the Constitution of IUE Local 301. The members of the Constitution Committee are: William Kelly, Chairman, Bldg. 273; Anthony Campriello, Secretary, Bldg. 52; Fay Hildreth, Bldg. 59; Stanley Aldhous, Bldg. 49; William Linka, Bldg. 273; Anthony Esposito, Bldg. 50 and Larry Gebo, Bldg. 273. The proposed changes recommended by the Committee are as follows:—

ARTICLE XV

Section H—

(Present)—Should a Shop Steward be suspended by the Executive Board for any reason or should any office become vacant for any cause, the Executive Board shall appoint a member in his stead until an election to fill the unexpired term can be arranged.

(Proposed Amendment)—Should any office become vacant for any reason among the Officers, the Executive Board may appoint a member to fill the term of office. The recommendations of the Executive Board shall be submitted to the next regular monthly meeting for approval following the appointment.

ARTICLE XV

Section C—

(Present)—Until January 1, 1956, Board Members shall be elected annually by secret ballot by Shop Stewards in their respective sections. Beginning with January 1, 1956, and thereafter, Board Members shall be elected bi-annually by secret ballot by Shop Stewards in their respective sections for a two year term. Elections will be held in the Union Hall during the month of December. The election of board members shall be under the supervision of the Election Committee. A candidate for board member must be a shop steward with a total experience as a steward of at least six months. Voting for board members shall be by duly elected shop stewards from the respective sections only. Proxies or substitute stewards will not be permitted to cast votes. Board members shall not appoint Shop Stewards to fill vacancies, or otherwise, within thirty days prior to election of board members unless they receive approval of a majority of the Executive Board.

(Proposed Amendment)—Addition—if a vacancy occurs on the Executive Board, an election shall be held as soon as possible under the supervision of the Executive Board.

ARTICLE XVI

Section B—

(Present)—A candidate for shop steward must have been a member in good standing for at least one year in this local union. Shop Stewards shall be elected by secret ballot by members in good standing in their groups. The election Committee shall supervise the elections of shop stewards and may appoint union members in good standing to conduct said elections. Elections of shop stewards shall take place annually during the month of December on a day set by the Election Committee, such day to be at least one week prior to the Election of Officers or the Executive Board. When the Election Committee determines that a group is unable to hold the election on the day set by said committee, the Election Committee shall provide an alternate date. The Election Committee shall announce the date of the shop stewards elections in the local Union newspaper during the week preceding the elections. The Election Committee shall make a report of the results of said election to the Executive Board. A shop steward must have the approval of the Executive Board to represent members outside his or her group working under another foreman.

(Proposed Amendment)—Same—only change to Bi-annual election, to read as follows: Elections of Shop Stewards shall take place bi-annually during the month of December on a day set by the Election Committee, such day to be at least one week prior to the Election of Officers or the Executive Board.

ARTICLE XVII

Section A—

(Present)—The General Meeting of Shop Stewards will take place once a month. The time and place to be agreed upon by a quorum. A quorum shall consist of 35 Shop Stewards.

FLASH

The Local 301 Activities Committee announced they have plans under way to hold "Party Nights" in the new Auditorium in the near future.

The schedule is one "Party Night" a week, says the Committee. Entertainment and games will be the order of the day.

Watch for the announcement in the Local 301 News.

WASHINGTON (PAI)—For the 13th straight month the cost of living has gone up reaching a record high, according to the Consumers Index, of 121.1 in September.

DENVER, Colo. (PAI)—The Oil, Chemical and Atomic Workers Union News warns unions planning collective bargaining to be on the watch for the use of various types of recording devices by business men.

INDIANAPOLIS, Ind. (PAI)—The union-supported Indiana Workers Protective Committee, Ind. has opened a drive to repeal the recently enacted, so-called "right-to-work" law.

The monthly meeting will consider any problem affecting the Union and make recommendations to the membership for same.

A record of attendance of Stewards, or their substitutes, at General Meetings of Shop Stewards must be kept, and any Steward who is absent from two consecutive meetings, unless excused by vote of the Executive Board, shall be automatically dropped as a Shop Steward.

(Proposed Amendment)—Affects 3rd paragraph of Section A.—A General Meeting of Shop Stewards may be called by the Executive Board for organizational or emergency reasons. A record of attendance of Shop Stewards or their substitutes will be kept on special and regular meetings. Any Steward who is absent from more than two consecutive meetings unless excused by vote of the Executive Board shall be suspended as a Shop Steward.

ARTICLE XX

Section A—

(Present)—General Membership Meetings of the Union shall be held at least once every calendar month. Time and place to be set by the Executive Board. Seventy-five members must be present to constitute a quorum.

Section B—

A special called meeting is one that has been announced in the Union Newspaper, or by placards, on the bulletin boards in the Schenectady General Electric plant, or by circulars, or if necessary, in the local press, at least seven days before the date specified for the meeting, except in the case of emergency, designating the purpose for which it was called. Regular business may be transacted at a special called meeting. The General Meeting of Shop Stewards may authorize a special-called meeting; or in the case of an emergency, by the Executive Board.

(Proposed Amendment)—Addition of a new section—Unless otherwise provided for in the local constitution, all matters acted upon by a duly constituted membership meeting shall be considered as an action by the membership of Local 301.

ARTICLE XXIII

Section A—

(Present) 1. Any member employed ten (10) days or more in any given month shall pay full monthly dues. The monthly dues shall be four dollars (\$4.00) a month, unless changed as hereinafter provided. Any member employed less than ten days (10) in any given month, shall pay ten cents (10c) for an unemployed stamp. Initiation shall be three dollars (\$3.00) for those eligible to join the Union; except returning war veterans, who shall be exempt from initiation fees in accordance with the International Constitution.

(Proposed Amendment) 1. Any member employed ten (10) days or more in any given month shall pay full monthly dues. The monthly dues shall be four dollars (\$4.00) a month unless changed, as hereinafter provided. Initiation shall be three dollars (\$3.00) for those eligible to join the Union except for returning veterans who shall be exempt from initiation fees if they join the Union within ninety (90) days after discharge and thirty (30) days after return to work.

ARTICLE XXVII

Section G—New Provision

Duties of Editorial Committee:

The Editorial Committee shall be composed of seven (7) members of the Executive Board. They shall be selected by the Executive Board subject to the approval of the membership. The Editorial Committee shall elect one of the seven members who shall assume the duties of Editor.

Top of the Labor News

MONTEREY, Mexico (PAI)—"Safety of workers has priority over production interests" declares a resolution of the Iron and Steel Committee of the International Labor Organization adopted at its conference here.

NEW YORK (PAI)—The American Civil Liberties Union has entered the fight against local licensing ordinances, that hit at union organizers. It has submitted a brief to the U. S. Supreme Court declaring that such an ordinance adopted in Buxley, Ga. seriously threatens the freedom of association of all organizations and should be declared invalid.

NEW YORK (PAI)—Organized labor's interest in the fields of health and welfare is shown by the recent appointment of nine full-time labor representatives to the staffs of local United Funds and Community Chests. They have been assigned to Fairmont, W. Va.; Tucson, Arizona; East St. Louis, Ill.; New Orleans, La.; Phoenix, Arizona; New Castle, Pa.; Portland, Ore.; and Spokane, Wash.

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

Published by the Editorial Committee

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Vice President.....John Shambo
Treasurer.....Gerald O'Brien
Recording Secretary.....Larry Gebo
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Business Agent.....Leo Jandrou

121 ERIE BLVD. SCHENECTADY, N. Y.