

Injured Workers Collect \$95,000 Compensation Benefits; Union Lawyers Give 6 Months Report

A report furnished by the Union lawyers, Novak & Diamond, for the first six months of 1955, shows that 207 injured workers received a total of \$94,743.61 in cash benefits during that period. The Union lawyers appeared in 715 hearings before referees who sit in compensation cases. These hearings involved not only claims for cash benefits but in many instances also the right to additional benefits such as the payment by the Company of special benefits for medical and surgical care. The amount paid by the Company for such benefits, in addition to the cash benefits paid to the worker himself, cannot be computed as these benefits are paid by the Company directly to the doctors.

Typical of the cases won after hearings with a Union lawyer present in court with the injured worker are the following:

A claim filed by Norman Masur, Building 273 for a hernia arising from the heavy lifting performed by the worker, was objected to by the Company. After a trial in which Masur testified in detail as to the nature of his work and in which his doctor explained the medical aspects, Masur won his case and was awarded compensation for the ten weeks that it took him to recover from the opera-

tion and payment for all his hospital and medical expenses.

In a similar case, Wallace Proper, Building 265 also sustained a hernia as a result of heavy lifting. After testimony was taken at a trial at which a Union lawyer was present, and at which Proper and two doctors testified, Proper won his case. This gives him the right to undergo an operation at the expense of the Company with payments for lost time for a period after the operation. In both these cases, the workers will be protected for any complications which may arise for a period of 18 years.

In another case involving a worker who now lives in Hollywood, Florida the Union lawyer helped the worker settle his case for a cash settlement so that the worker could open a barber shop in that city. Fred Cangiano, Building 69-2, was injured on October 3, 1949. After drawing a total of approximately \$5,000 in weekly benefits Cangiano settled his case for an additional \$3,500 and will use this money to open his barber shop. Although Cangiano has resided in Florida for over two years, the fact that he was a member of the Union when he was injured entitled him to the services given by Local 301.

Typical of the cases which are dif-

ficult to win, is the situation of James DeMidio, Grounds & Buildings, who had a torn cartilage of the knee in 1952 but whose last reported accident was in 1932. Here the injured worker failed to take ordinary precaution of promptly reporting any more recent injury or disability as a result of which he could not get adequate medical support to connect his disabled knee to his work. Although 16 hearings were attended here, the handicap of failure to report was too great even with the help of lawyers, and the case was lost.

On the other hand, prompt action in his compensation case after an accident which took place more than 7 years before, helped Joseph Alois, Building 273, to establish his right to medical treatment in the future for the injuries he sustained.

Other cases which are representative of the type of cases handled and won by the Union's lawyers are those of Robert Minkler, Building 53 who was awarded compensation after his retirement and for the rest of his life; Charles Towner, Building 273, who received \$5,200 for the loss of vision in one eye and \$850 for serious facial disfigurement; Donald Weldon, Building 49, who was awarded \$1,382.40 for an injury to a leg.

LOCAL 301 NEWS

IUE CIO

Vol. 2 — No. 4

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

August 26, 1955

PLANT MEETINGS HELD . . .

Members Approve Contract Proposals

Members Will Choose Insurance Plan

Under the new IUE Contract each local union has the right to choose the type of Hospital, Medical and Surgical Insurance Plan that they prefer. The National Committee has recommended the "Corridor" plan instead of the "Comprehensive" plan.

IUE-Local 301's Executive Board is in the process of studying the details of both plans so that they can recommend for approval the plan that best suits the needs of Schenectady workers. The members of IUE Local 301 will then be able to decide which plan they prefer.

In accordance with traditional procedure, IUE Local 301 members voted last Tuesday and Wednesday in the plant on the contract proposals. The vote was overwhelmingly in favor of acceptance. The Executive Board members who were responsible for conducting the vote in their respective sections reported a total of 10,555 members voting, with 9219 in favor and 836 against.

First Year Improvements

1. General Wage increase — 3% with 4.5c minimum	6c
2. Increase to day and salaried workers 0.5c - 12c	1.5c
3. Elimination of 1% on Pension	2.5c
4. Pensions and Insurance	6c
5. Other contract benefits	2.5c
Total	18.5c

The regular membership meeting on August 15th heard a report on the negotiations from Business Agent Leo Jandreau and the report was accepted. However, because of the large membership in Local 301, the only method that is practical and reaches most of our members is department meetings.

Subject to the approval of the IUE Conference Board which requires a 2/3 vote, the Contract will be signed. The Conference Board is scheduled to meet in New York City on Thursday, August 25.

The gains made for IUE-GE members this year in contract negotiations were tremendous as compared with the record of the past 5 years. A conservative estimate on the total cost of the improvements for the first year is 18½c per hour. This is based on \$1.93 per hour which is the

(Continued on Page 3)

IUE-CIO Conference Board Meets

The IUE-GE Conference Board will meet in New York City Thursday, August 25, and hear a report from the delegates who represent G.E. workers in the various cities throughout the country.

The Schenectady Local 301 delegates are: James Cognetta, President; Fred Pacelli, Executive Board Member and Leo Jandreau, Business Agent. The Conference Board rules require that a vote representing no less than two-thirds (2/3) of the members of the Union represented by the Conference Board be in favor of the Contract proposals before they can be finally ratified.

As we go to press, the reports received at the District office of the National Union indicate that there will be an overwhelming endorsement for approval.

UE Behind Parade

In a radio broadcast last Tuesday afternoon, U.E. analyzed the original company proposals for changes in the Contract that were offered to the I.U.E. committee in the early stages of the current negotiations.

Practically all of the proposals mentioned by the U. E. representative over the radio had either been discarded or modified to a point of where they were acceptable and represented improvements over the old Contract.

In the proposed settlement of Contract changes agreed upon between the national negotiations committee and G. E., all the changes represent improvements over the old Contract. The admission by the U.E. representative that they were still dealing with the original proposals of the Company confirms the charges that we made last year and that was, that U.E. is too weak to bargain with General

(Continued on Page 3)

Three Days' Leave for Death in Family

One of IUE-CIO's principle demands, three days' paid leave for death in family, was granted by G.E. under the new IUE Contract.

"Immediate Family" is defined as: parents, children, husband or wife, brothers or sisters.

Cost of Living Escalator Goes One Way — Up

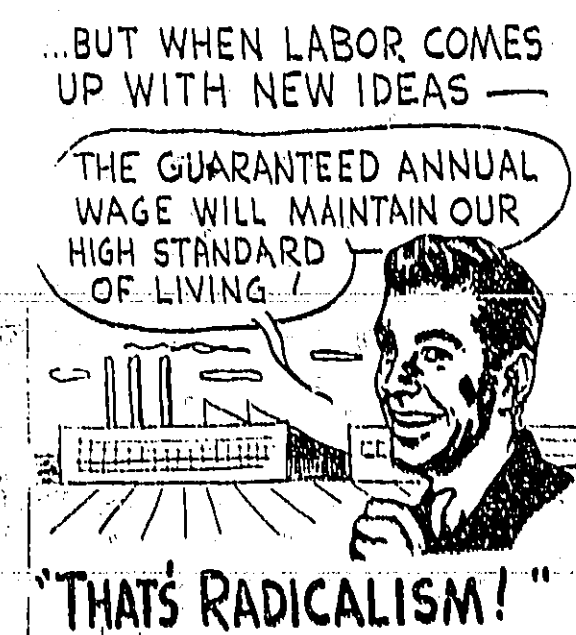
The escalator clause in the new IUE-CIO Contract would guarantee G.E. employees that possible inflation could not wipe out the annual general wage increases during the life of the Contract.

The escalator clause is based on a floor of Sept. 1955 and provides that if the cost of

(Continued on Page 2)

DOUBLE STANDARD

LABOR FEATURES



2750 More Quit Dying UE In Two Farm Equipment Plants

Another large segment of UE has moved out of the dying incompetence of that outfit back into CIO.

More than 2750 farm equipment workers at Minneapolis-Honeywell in Minneapolis, Minn., and Hopkins, Minn., have disaffiliated and joined UAW-CIO.

There are 1150 production workers at Hopkins, a Minneapolis suburb. In a referendum, they voted 759 for UAW-CIO and 113 for UE. That was UE local 1138.

CIO Rubber Workers Win Pay Guarantee

The first guaranteed annual wage plan to be negotiated by the CIO Rubber Workers has been won by URW-CIO Local 87 from Inland Rubber Manufacturing Co., Dayton, O., a division of General Motors.

The plan is part of a three-year agreement that includes a full union shop and other improved benefits for 36,000 members.

There are 1400 production workers at the Lake St. plant in Minneapolis. They voted 1126 for UAW-CIO and 129 for UE. That was UE Local 1146.

There are nearly 200 office workers at the Lake St. plant, who were in UE Local 106. The vote was 151 UAW-CIO, and 2 UE.

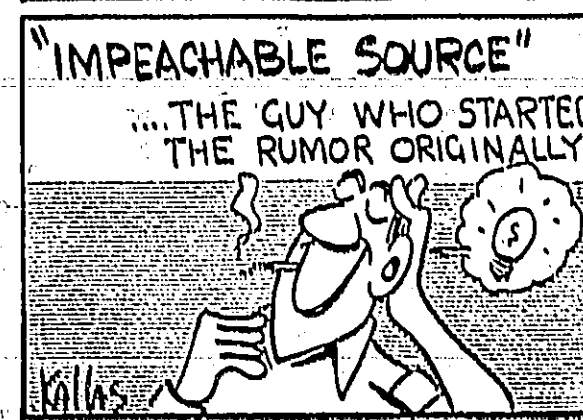
This UAW-CIO victory at Minneapolis-Moline follows closely upon the switch of 10,000 International Harvester from UE-FE IUE-CIO. Other UE-FE workers have also left the Crumbling UE.

Toolmakers Meet

The Toolmakers and Tool Room Machine Operators, members of IUE Local 301, held a further meeting last Wednesday night to determine future steps to be taken to win their 5 point program.

Results of this meeting could not be carried this week because of our deadline, but will be published in the next issue of the IUE-CIO Local 301 News.

DAFFY-NITIONS



Cost of Living Escalator Goes One Way — Up

(Continued from Page 1)

living goes up over the floor of Sept. 1955, wages will also go up.

The cost of living increases would be entirely above and beyond the annual general wage increases. Therefore, if prices go up, your wages go up — if prices go down, you still get the annual general wage increases.

Jury Duty Pay For All Shifts

The new IUE-CIO contract guarantees production and maintenance workers on all shifts make up pay between the jury fee and their straight time hourly earnings.

Salaried workers will receive their normal day's earnings plus the jury fee.

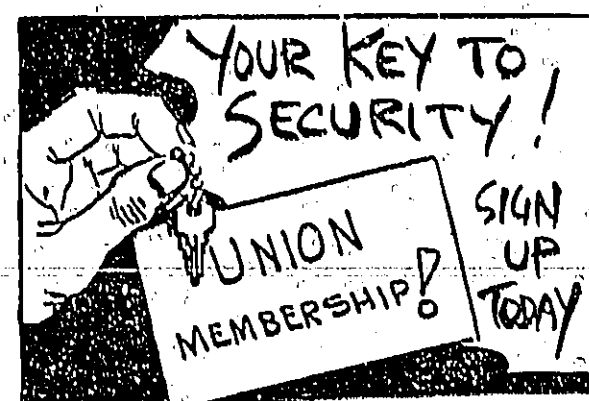
Payment is provided for all employees regardless of length of service.

Continuous Operators Assured Full Holiday Pay

IUE-CIO has succeeded this year in ending the discrimination on holiday pay for continuous operators.

Under the new contract this group would be assured of 7 paid holidays a year, regardless or not if the holiday falls on the employee's day off. G.E. in the past had consistently refused to correct this inequity.

All Powerhouse employees and other continuous operators will benefit under this new clause.



- HIGHER WAGES & PENSIONS
- PAID VACATIONS & HOLIDAYS
- BETTER WORKING CONDITIONS
- PENSION & WELFARE PLANS

N.L.R.B. Denies U.E. in Lynn

The National Labor Relations Board threw out a U.E. petition for an election at the Lynn General Electric Company last Tuesday.

During the negotiations between the National IUE-CIO and G.E., U.E. had petitioned for an election in Lynn. The move was contemplated to destroy the unity within the IUE-GE Conference Board. U.E. submitted to the N.L.R.B. the required application cards along with their petition. The local I.U.E. leaders in Lynn had some deep suspicions as to how the U.E. obtained suf-

ficient application cards to warrant an election. Their suspicions were confirmed after the Government board had completed their investigation of the U.E. request. Bernard Alpert, Regional Director for the N.L.R.B. of the Boston area, announced:

"It does not appear that further proceedings are warranted inasmuch as the evidence of interest submitted by the petitioner was of questionable authenticity. I am, therefore, dismissing the petition."

In other words, the U.E. application cards were phony.

Proposed General Wage Increases

The following schedule illustrates the result of the annual general wage increases, plus the special adjustment, under the new contract proposal.

This includes a general wage increase of 3% for each of the first three years, which would increase to 3.48% for the 4th year and 3.46% for the 5th year. The special adjustment for higher classified dayworkers ranges from 1/2c to 6c increase per hour this year.

Pieceworkers increases would be computed by adding 3% to average earnings.

Following would be the new rates for daywork and salaried employees:

R	Old Rate 6-1-54	First Year 8-15-55	Second Year 8-15-56	Third Year 8-15-57	Fourth Year 8-15-58	Fifth Year 8-15-59	Total Incr./Hr. 5-Year Period
7	1.485	1.53	1.575	1.62	1.675	1.735	.250
8	1.52	1.565	1.61	1.66	1.715	1.775	.255
9	1.555	1.60	1.645	1.695	1.755	1.815	.260
10*	1.585	1.635	1.685	1.735	1.795	1.855	.270
11	1.635	1.68	1.73	1.785	1.845	1.91	.275
12	1.685	1.735	1.785	1.84	1.905	1.97	.285
13	1.735	1.79	1.84	1.90	1.965	2.03	.295
14	1.785	1.84	1.895	1.955	2.02	2.09	.305
15	1.835	1.90	1.96	2.015	2.085	2.16	.325
16	1.91	1.985	2.045	2.105	2.18	2.255	.345
17	1.98	2.06	2.125	2.185	2.265	2.34	.360
18	2.06	2.15	2.215	2.28	2.36	2.44	.380
19	2.14	2.24	2.305	2.375	2.46	2.545	.405
20	2.22	2.33	2.395	2.47	2.555	2.645	.425
21	2.30	2.415	2.49	2.565	2.655	2.745	.445
22	2.36	2.48	2.555	2.635	2.725	2.82	.460
23	2.42	2.555	2.63	2.71	2.80	2.90	.480
24	2.485	2.625	2.70	2.785	2.88	2.98	.495
25**	2.545	2.695	2.775	2.86	2.96	3.06	.515
26	2.61	2.765	2.85	2.935	3.035	3.14	.530
27	2.67	2.83	2.915	3.005	3.11	3.215	.545
28	2.73	2.90	2.99	3.08	3.185	3.295	.565

* Common Labor. ** Toolmaker.

We Tried for Years in U.E.

There were certain Contract gains of a new departure this year, which we were unable to win while in U.E.

Each year, for at least the past five, the U.E. demanded that the word "Sex" be included in the "No Discrimination" Article in the Contract, but the U.E. was denied this by the Company. This year it will become part of our Contract.

Likewise, the injustice affecting Shop Stewards and Officers by depriving them of equal pension rights due to lost time on Union activity

has been eliminated for the first time. The Company has agreed to establish a special procedure whereby Union representatives will be guaranteed their pension benefits.

A small but very principled item that irked the Union in the past was that the Company charged the Union for the cost of the check-off. U.E. had tried to throw off this obligation over the years without success. This new Contract transfers that responsibility to G.E. This means approximately \$300 per month savings to Schenectady I.U.E. Local 301.

Maintenance of Membership

The IUE-CIO Negotiating Committee succeeded in getting a concession from G.E. by winning a maintenance of membership clause in the form of irrevocable check-off. In the past G.E. has vigorously opposed any form of Union Security; had even claimed it was "Un-American".

This new gain strengthens the Union's position in that it puts the Company on notice that the members are united. In the past there have been a relatively few members who have paid their dues at Union Hall rather than through check-off.

Since the Company should know the full strength of the Union and since under the new contract the Company must pay the cost of check-off, the Executive Board has unanimously recommended to the Constitution Committee an amendment requiring that all dues be paid through check-off.

Unionism Nearing In Baseball

A major League Ball Players' Committee that started out some years ago as a company union is beginning to look more and more like a real union, according to Shirley Povich, sports columnist for the Washington Post.

It was Allie Reynolds and Ralph Kiner, now with the Cleveland Indians, who initiated the change by hiring a lawyer to represent them in talks with the owners. At first Ford Frick, baseball commissioner, refused to see the lawyers, but the players made him back up in 1953, and now he accepts the attorney as the players' spokesman.

Major gains to date: Increase in minimum pay per season from \$5000 to \$6000, and meal money expenses upped to \$8 a day. Currently retired ball players with 10 years' service in the majors get \$100 a month after 50. The lawyer is shooting for \$400 a month.



UE Behind Parade

(Continued from Page 1)

Electric effectively and win concessions for its members. They are one of the many small Unions dealing with the Company and are obliged to accept whatever the Company will offer or go along on the present status quo. Eventually they will be offered some of the improvements won by IUE-CIO as a Company policy in order not to jeopardize the welfare of G.E. workers in the few remaining small plants represented by U.E.

U.E. at present is not in the process of at least trying to obtain the improvements won by IUE-CIO. They recessed their negotiations for two weeks which immediately resulted in losing the August 15th effective date and at least 4 weeks' benefits which their members are entitled to. U.E. did this to rush into the field with a program of disruption in the IUE-CIO plants which included an N.L.R.B. petition in Lynn and leaflets and radio broadcasts in other locations. Their petition was denied by the Government in Lynn while their disruption tactics were rejected by G.E. workers elsewhere.

U.E. faced the bargaining table again this year as a splinter group, not able to present any backing of economic strength. They had not taken a strike vote, nor had they notified the Company that their Contract would terminate on September 15, 1955, if there was not a satisfactory settlement.

U.E. never did expect to be a force in the current negotiations because they could not present themselves before management properly. They were at least honest with themselves and did not chance a strike vote or termination. Well, that explains their present position as to why they still have in their laps the Company's original unsatisfactory Contract proposals.

In other words, they are behind the parade.

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

Published by the Editorial Committee
President.....James J. Cognatto
Vice-President.....Joseph Aieta
Treasurer.....Joseph Whitbeck
Recording Secretary.....Milos Moon
Ass't Recording Secretary.....Allen E. Townsend
Chief Shop Steward.....William Mastriani
Business Agent.....Leo Jandreau
301 LIBERTY ST. SCHENECTADY, N. Y.

32 POINT PACKAGE

Wages

1. Annual general wage increases.
2. Special adjustment — increases for higher classified dayworkers and salaried employees.
3. Escalator clause that can only go up.
4. Better take home pay (reduction of employees' contributions to Pension Fund).
5. Better minimum increases.
6. Better premium pay.
7. Better progression schedules for salaried employees.

Pensions

8. Better minimums for retirement at Social Security age.
9. Increases supplemental payments for optional retirement.
10. Better minimums for optional retirement before Social Security age.
11. Increased minimums for disability pension.
12. No discrimination against women — opportunity to become eligible for larger pensions.
13. Better vesting rights.
14. Payments guaranteed for 5 years to beneficiaries.
15. One year waiting period eliminated — credit for pension benefits.
16. Present options for women protected.

Insurance

17. Increased life insurance.
18. Increased accidental death and dismemberment benefits.
19. Increased minimums and maximums for sickness and accident benefits.

Hospital, Surgical, Medical

(Choice of 2 Plans)

20. Better benefits for dependents.
21. Increased hospital benefits.
22. Increased surgical benefits.
23. Increased maternity benefits.
24. Better benefits for infant's hospital care.
25. Better flexibility (option to select benefits, etc.)
26. More and broader coverage for employees contribution.
27. Pensioners benefits increased after age 65 — at no cost to Pensioner.

Other Improvements

28. Payments for death in family.
29. Better vacations.
30. Holiday pay for continuous operations.
31. Improved allowances for jury duty.
32. Better recall rights.

Members Approve Contract Proposals

(Continued from Page 1)

company-wide average earnings. In places like Schenectady where the average earnings are higher, the total cost would exceed the 18 1/2c. In Schenectady the wage increases range from 5c for common labor to 15c for Class "A" Toolmaker and for the duration of the Contract the common laborer is guaranteed automatically each 12 months a total increase of 27c per hour, bringing his rate up to \$1.85 1/2 at the end of the Contract period. The Toolmaker has the same automatic guarantee, granting him 51 1/2c total, bringing his rate up to \$3.06.

To protect the present and future increases from dissipating as a result of increased cost of living, there will be a cost of living adjustment plan, geared to the reports made by the U. S. Dept. of Labor which will increase wages when the BLS Index rises; however, it cannot go below the floor of September 15, 1955 levels. The wage increase affects incentive workers by increasing their earnings by 3%.

All members will receive an additional 1% in their pay envelopes as a result of the rebate on pensions, which starts immediately and increases to a 2% rebate on September 15, 1958. Using the above samples, common labor realizes 1 1/2c and the Toolmaker 2 1/2c, which will jump to 3c and 5c respectively on September 15, 1958. This, of course, is over and above the general wage increase.

YOU GET ALL THE FACTS!

READ YOUR UNION PAPER REGULARLY!