

Carey Will Appear On Channel 13, Sat.

ACCIDENT INSURANCE A BARGAINING MATTER

Without previous notice to the IUE, the company dreamed up an insurance scheme covering accidental death and dismemberment, the employees to pay the full cost.

This would be a personal matter between an employee and the company, and the IUE would be frozen out. The scheme would cost the individuals too much, and the company could make money on the deal.

The company notified John H. Callahan, chairman of the GE Conference Board, by letter dated June 1, declaring that if the GE does not hear from the IUE by July 15, it would assume the IUE has no objection to making this insurance effective as to any unit represented by IUE, that if the IUE should decide to defer action, the insurance would be available to IUE members at any later time the IUE desired.

When the IUE presented its contract proposals to the company June 13, it announced that the IUE did not wish to defer action, and wanted to bargain on the proposal immediately. The IUE objected to GE's making the plan effective before bargaining on it.

The company, at the June 13 meeting refused to bargain on the proposal before contract negotiations begin. The company letter to Callahan stated that GE does not regard the insurance proposal as "related to the various considerations we may be discussing during our forthcoming negotiations."

In a letter June 13 to Philip Moore, GE manager of union relations, IUE President Carey declared that insurance for GE employees represented by IUE is a bargainable matter, and the company is under a legal obligation to bargain on demand of the IUE regarding that insurance.

The IUE made that demand to the company at the June 13

meeting in New York and repeated it in the Carey letter to Moore.

Furthermore, Carey asked that in order to put the benefits of the proposal in effect without delay, the company pay the entire cost of the insurance, pointing out that it can be obtained at a cost much less than the 76 cents per \$1,000 which the company proposes, and that it be made effective as of July 1, 1960. "Meanwhile the company and the union should bargain about the matter without delay," Carey's letter said, urging the company to reconsider its refusal to bargain about the matter now.

The IUE estimates that under its cost plus system, GE could get this insurance for about 45 cents per \$1,000. Under its 76 cent proposal, not only would the insurance cost too much, but with GE getting the dividends under the conventional insurance approach, it could make money on the deal.

Under the company plan, the insurance would cost each worker \$76 a year for \$100,000 coverage. But each employee would have to pay a tax on his contribution, so that the total cost per \$100,000 would be over \$80, or more than 4 cents an hour.

A memorandum to all the unions in the IUD GE Conference was sent out June 10 after a meeting of union representatives in Washington.

The memorandum called the proposal "a typical effort" by GE "to seize a unilateral bargaining initiative. With collective bargaining scheduled to begin shortly on all phases of the contract, the company did not choose to bring this in for discussion with the unions, but instead chose to make a unilateral effort on a single insurance item. Since under this proposal GE specifically retains the right to 'amend' or 'terminate' this insurance, acceptance might remove this item from collective bargaining in the future.

James E. Carey, President of the IUE, will appear on WAST-TV, channel 13, tomorrow (Sat.) at 1 P. M.

CAREY, in a one hour telecast, will give the details of the IUE-GE contract proposals which were submitted to GE on June 13th. He will explain all the issues which will arise in the next few months and analyze the union's position on such issues as job security, cost of living, pensions, insurance, wages, vacations, and union security.

The one hour program will be a duplicate of the recent nationwide closed circuit TV interview with reporters from nine cities within the GE chain, which was conducted on June 16 from Washington, D. C.

IUE Wins 10 Shops In Month

Two former UE shops, a former Teamsters paper local, two former gangster - controlled shops, four former independent locals and another island shop were among the 10 new units won by the IUE during the past month in organizing campaigns ranging from Canada to Puerto Rico.

Of the new additions, seven were won through shop elections and three by recognition.

IUE Local 485 scored four of the victories as it racked up two wins through NLRB elections and two more by recognition.

The former UE shops joined to the IUE are Cincinnati Time Recorder and Fogarty Manufacturing, Dayton, Ohio. Both plants were operating under independent unions prior to the IUE campaign victories.

Labor Programs

WRGB-TV - Every Sat.
12:45 P.M. - Channel 6
"Americans at Work"

"Labor Looks at the News"
6:45 P.M. - Every Sat. Eve.
WSNY

"Washington Reports"
WSNY Radio - Dial 1240
Every Sat. Evening 7 P.M.
WCSS Sunday 2 P. M.

LOCAL 301 NEWS

IUE AFL-CIO

IUE CARAVAN ARRIVES IN SCHENECTADY NEXT FRIDAY

GE SEEKS CONTRACT SETTLEMENT BEFORE OCTOBER 1ST DEADLINE...

According to Mr. A.C. Stevens, manager of Schenectady Relations, at a local press conference, at the Hotel Van Curler, this past Tuesday morning, the General Electric Company will seek a peaceful, just settlement with the IUE before the expiration of our contract in October.

According to Mr. Stevens, "When we begin negotiations later this Summer with the IUE and the many other unions with which we have contracts, we'll do so with one basic objective in mind--to work out with the unions a fair agreement, some time before our present contract expires."

The IUE has asked the company to sit down immediately in order to allow for plenty of time in which to negotiate the many complex problems such as Employment Security Pensions, Insurance, a better Cost-of Living Increase, Separation Pay and many others if an agreement is to be reached before the October deadline.

To date the Co. has not agreed to this but keeps talking about negotiating later on during the Summer.

A major problem in the older GE plants such as Sch'dy is Employment Security...Sch'dy GE being one of the plants hard-hit by the Company's Decentralization Program.

This Decentralization Program required that certain products which were manufactured here be built in other plants throughout the country. For example, the type of work that formerly was done here is presently being done in such places as Pittsfield and Binghamton.

Bldg. #46 which housed the Aeronautics Dept. at one time is now empty. As a result of this, former employees at Sch'dy are commuting daily to Pittsfield and others have been obliged to move to Binghamton.

The IUE Caravan, a 36 Ft. traveling display will arrive in town next Friday, July 15th, and is scheduled to appear at several entrances to the GE plant during the day. It will remain here until Wednesday, July 20th.

The huge caravan is equipped with movies, displays and other interesting information regarding the IUE Progress during the "Golden Sixties".

We urge you and the public to be sure to see this wonderful exhibit of your union in action. The caravan will be on display in the IUE parking lot on Erie Blvd. all day Monday, July 18th. Listed below is a tentative schedule for the IUE caravan:

"IUE CARAVAN" SCHEDULE

July 15th, Friday	Various GE entrances (Bway, Krusie Ave.)
July 16th, Saturday	Latham Corners Shopping Center, 9:00-12:00 a.m.
July 18th, Monday	IUE Parking Lot IUE Hall, Erie Blvd.
July 19th, Tuesday	State Street Near Proctors Theater 10:00-12:00 a.m. Central Park (Playground Area) 2:30 p.m.

GE SEEKS CONTRACT SETTLEMENT (contd)

Because of lack-of-work in the older plants, the IUE hopes to persuade GE that some diversified work (such as defense contracts) be routed to distressed areas such as Schenectady.

"The major union we deal with, both nationally and in Sch'dy, is the IUE", Stevens said. (cont back page)

TURBINE TO HOLD SECTION NIGHT
NEXT THURSDAY, JULY 14, 7:00 P.M.

Union members of the Turbine Department will hold their "Section Night" this coming Thursday evening at the IUE Auditorium at 7:p.m.

Leo Jandreau, Business Agent of Local 301 IUE, will be the main speaker. He will discuss the latest developments in the IUE-GE contract negotiations and other problems of vital interest to the membership.

Officers and Executive Board members will also be on hand to answer any questions which you might have and would like to have cleared up.

Hot-dogs, pizza, clam chowder, soda and beer will be the main items on the refreshment menu.

Ticket sales have been very good, and a big turnout is expected. Tickets can be obtained from your Shop Steward or Board Member.

A good time is guaranteed for all! So be sure to come along and bring a friend or a member of the family.

The members of Turbine on the 2nd shift will hold their section night on Friday, July 15th, at 12:30 that evening.

SCHOLARSHIP APPLICATIONS REVIEWED BY COMMITTEE

Last week a preliminary meeting of the Scholarship Committee was held at the Union Office to sort out the many applications received for the Annual Local 301 Scholarship Award.

The difficult task of trying to select a winner among the many eligible applicants got under way as Frank Masterson, chairman, John LeGriff, Roy Schaffer, Joe Alois, Vince DiLorenzo met with Robert Murray, Superintendent of Schools and another member of the school staff.

When the final job of evaluation is completed the lucky student's name will be announced at the nearest membership meeting. Last year's winner is now attending Notre Dame University and is well up at the top of his class in scholastic ratings.

More details will be published as soon as information is available.

"THINGS TO THINK ABOUT" By Frank Masterson

Mr. Ford, of the Ford Motor Co., and a member of the GE Board of Directors, claims that the GE Co. cannot support a SUB (Supplimental Unemployment Insurance) program for its employees who are forced out on the streets because of lack-of-work.

He apparently is more concerned about his own employees than he is about us since his company has adopted the SUB plan in its contract with the UAW for his employees.

"Right-to-Work"?

You have probably read about the company propaganda on "Right-to-Work" (?) Laws in which they claim that some people (a minority group) want to work when a strike is in progress at a specific plant. This the company claims is their privilege. Let me point out that this type of individual is more profitable to the company because in so-called Right-to-Work States, the per-capita income is much lower than in other States around the country. This means that these people earn less money for their services while the company makes more profit on their efforts.

One would be led to believe that some companies are more concerned with profits than people who make this possible or trying to provide a better standard of living for their efforts.

Think seriously about the 1958 promises made by the company and the layoffs which followed.

ATTEND YOUR UNION MEETINGS regularly during the crucial months to come and it will pay off in extra dividends.

GE SEEKS CONTRACT SETTLEMENT(contd)

"On the national level, for the first time since we started dealing with the IUE, there seems to be a growing awareness that the interests we have in common are far more important than any issues which seem to divide us. This is good for all concerned. Let's hope it lasts," he stated.

Referring to the recent speeches and demands by James Carey, IUE president, Stevens said he thought there were indications that Carey seemed more moderate in his actions and less demanding.

"If this is sincere and I give him credit for being so," Stevens said, "I think this is a good sign for an early settlement."

Why

LOCAL 301

Left UE and Joined

IUE-CIO

in 1954

Letter From Leo Jandreau, Local 301 Business Agent, to UE President Albert Fitzgerald -



United Electrical, Radio & Machine Workers of America

DANIEL J. GOCHETTA
PRESIDENT
JOSEPH ALOIS
VICE-PRESIDENT
JOSEPH WHITBORN
TREASURER

UE LOCAL 301
301 LIBERTY STREET
SCHENECTADY, N. Y.
PHONE 2-1886

LEO JANDREAU, BUSINESS AGENT

March 9, 1954

WILEB MOOR
RECORDING SECRETARY
R. RUDOLPH RIBLAND
ASST. RECORDING SECRETARY
WILLIAM MASTRIANNI
CHIEF SHOP STEWARD

Albert J. Fitzgerald
President, UER & MEA
11 East 51st Street
New York 22, New York

Dear President Fitzgerald:

As you will recall, more than a year ago the Officers of Local 301 formally discussed with you the serious situation that was developing in the UE. At that time we pointed out to you that during the past five years GE workers had made no substantial gains. At that time we pointed out that the UE had not organized a single new GE plant in years.

This weakness, we pointed out, seriously hampered the economic progress of GE workers, and was threatening to hurt them even more seriously unless the situation was remedied. At that time you admitted these facts to us.

At the time, as you undoubtedly recall, we suggested that the UE consider steps other than the "programmatic unity" which the national officers had attempted to achieve but which had been rejected by all other major unions. Specifically, we suggested that we seek to unite our entire UE strength within some other major union.

This you refused to do.

Therefore, because we felt it was our direct obligation to the members of Local 301, we proceeded to seek unity with other GE workers that would provide us with sufficient bargaining strength to do the job our people need and deserve.

During the time that has elapsed since our conversation with you we have canvassed the field. We investigated every possibility. Now we have received a forthright and unqualified proposition from the IUE-CIO. In the past two weeks we have taken this proposition to our Officers, our Executive Board and our Shop Stewards Body—in brief, to our entire local leadership—to see what they thought of the proposition.

Their reaction has been overwhelmingly favorable and we now intend to proceed to carry our proposal to our members and carry out the practically unanimous endorsement of the leadership of Local 301.

Albert J. Fitzgerald

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March 9, 1954

The proposal from the IUE-CIO assures the members of Local 301 that we shall have full and complete Local Autonomy in our new parent Union.

The proposal assures us that we will be uniting with 78,000 GE workers now represented by IUE-CIO in more than 50 GE plants throughout the United States. This is the most important reason for our selection of IUE-CIO, for it will put the members of Local 301 and the overwhelming majority of all GE production workers back in the strong collective bargaining position they enjoyed in 1948 when the Company—directed by the Union-hating Boulware—smacked us to pieces and split our ranks.

These are our most important reasons and we wanted to advise you of them. As an officer of Local 301, I want to say that our Local Union—which has gained an outstanding reputation as a fighting, militant GE local—will continue to be a fighting, aggressive organization.

Furthermore, Local 301 will continue to maintain its identity as a Local Union truly representative of the GE people, thoroughly democratic, and 100 percent responsible to the people we represent.

Inasmuch as I am spending this time writing you, I also want to say that your newspaper attack on this local is wholly unwarranted. Furthermore, I want to advise you that your smear campaign—it is obvious that you have already started it—shall not succeed for it is wholly without justification. The people of Schenectady well know that the UE has long pointed to Local 301 as the outstanding local union in UE, and if you now try to reverse your position and condemn and smear us, I must warn you that your attack will backfire and when UE is finally pushed completely out of Schenectady, the UE will be held in even lower repute than it now is.

We are also calling on our brothers and sisters in other GE locals to do the same as we are doing for their own material benefits and for the betterment of wages and conditions of all GE workers. So in conclusion I wish to say to you that, if you are an honest and aggressive Trade Union leader and not a selfish head of a dying organization, you also will urge all GE workers still in UE to unite their strength with ours in the IUE-CIO that we can go on to win the better life we all deserve.

Fraternally yours,

Leo Jandreau
Leo Jandreau
Business Agent

LJ/ejl

IUE+AFL-CIO=16 Million Strong for Unity, Democracy, and Effective Bargaining