

## Good Labor Relations Call for Equal Responsibility

(Continued from Page 1)

never worked for the Company, certainly under any rules of justice a cause for dissatisfaction is justified and a basis for general resentment from all employees because it is the type of principal case that could affect anyone. The Union representatives brought these facts to the attention of the department and nothing was done about it. The new employee was considered by management the proper choice, even with large numbers of employees working on lower rated jobs that provided experience which was comparable to the higher rated job opening.

Management is the only party to this dispute that has the authority to make an adjustment that will resolve the case. The Contract provides three steps in the grievance procedure, the last being the New York level. The Contract also provides that no strike or stoppages shall take place until all steps have been exhausted. The management takes advantage of this provision because it takes at least two weeks before an emergency meeting can be arranged to discuss the case. The delay is in the Company's favor because if tempers get too high and a stoppage occurs before the N. Y. meeting, the management charges the Union with violation of contract and irresponsibility. However, the grievance must be resolved even after the N. Y. meeting. These formalities and putting efforts on procedure rather than eliminating the cause of the trouble provoke stoppages and bad labor relations.

The management charged that there had been 72 stoppages this year. The union has not spent its time in recording stoppages because we are too busy trying to prevent them and even when they do occur, it is the Union leadership who finally gets the people back to work in order to resolve the issue.

The Union does record the number of cases that have been presented to management so far this year which numbers 947 cases, any one of which could have developed into labor trouble if the Union had not intervened. This does not take into account the additional hundreds of cases that were settled by the Shop Steward and the foreman on the first level of the grievance procedure. The prevention of labor trouble by settling disputes between G.E. employees and their foremen is a costly operation for the Union. So far this year the Executive Board Stewards and Executive Board Members a total of \$47,480.14 for lost time caused by settling grievances. The charge made by the Company that the

The following letter was forwarded to the Workmen's Compensation Board asking it to notify all workers who have been permanently disabled from work because of accidents and who are over 50 years of age and not yet 65 to apply for additional benefits under the new Social Security Act. This Union will also notify persons who came for Union service in the handling of compensation cases. Any one knowing of a person so injured should notify him of his rights so that he will not fail to get these benefits.

Aug 6th, 1956

Angela R. Parisi, Chairman  
Workmen's Compensation Board  
80 Centre St.  
New York City, N. Y.

Dear Miss Parisi:

As you may know, this Local Union has for many years taken a deep interest in the welfare of its membership with respect to injuries sustained on the job. Special services have been given to these members by the Union.

It has occurred to me that with the passage of the amendments to the Social Security Act by the Congress, many persons who have been substantially disabled from work as a result of accidents or occupational diseases and who are between the ages of 50 to 65 will be entitled to apply for disability payments under that Act. Many such persons now not working because of such disabilities may not be aware of their rights to apply for such payments unless advised of their rights. It seems to me that the Workmen's Compensation Board would be in the best position because of the record it keeps of persons who have been classified as permanently disabled, to notify these persons that they may apply for these additional benefits.

We, for our part, intend to scan the many hundreds of files of compensation cases in our office to locate and assist such persons in benefiting from the amendments but at best we will be able to reach only a small number as compared with those who could be reached by the Workmen's Compensation Board by similar action.

May we expect to hear from you as to when the Board can undertake to take the action suggested in this letter.

Very truly yours,  
LEO JANDREAU,  
Business Agent

LJ:elp

Union was irresponsible and not concerned with the welfare of our community is not borne out by the above facts.

We suggest that the thousands of dollars spent by G.E. last week in their effort to poison the community with anti-labor propaganda be directed toward educating some of the new talents in the departments who have authority to settle grievances.

READ THIS PAPER  
AND PASS IT ALONG  
TO YOUR NEIGHBOR

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

Published by the Editorial Committee.  
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Chief Shop Steward.....William Mastriani  
Business Agent.....Leo Jandreau  
121 ERIE BLVD. SCHENECTADY, N. Y.

## National IUE Reports Gains

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recognition. In the 191 victories were included 24 unorganized shops and 167 units were former U.E. plants, mostly located in District #4.

New salaried units were won at the Huron Optical in Pontiac, Michigan; Singer Sewing Machine at Elizabethport, New Jersey and the G.E. salaried workers at Oakland, California.

Requests for NLRB elections have been filed for eighteen different locations throughout the country, with elections already scheduled in 5 of the locations: CBS-Hytron shop in Boston, Mass.; GE's Carboly Division plant in Edmore, Michigan; Radiant Lamp in Newark, New Jersey and the Hogler Hansen plant at Lynn, Mass.

According to the Secretary-Treasurer approximately 50 election campaigns are under way.

## Local 301 IUE-CIO MEMBERSHIP & STEWARDS MEETING

Monday, Aug. 20th  
2nd Shift—1:00 P.M.  
(Before Work)  
1st and 3rd Shifts—  
7:30 P.M.

Regular Order of Business

UNION HEADQUARTERS  
121 Erie Blvd.

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 2 — No. 28

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

August 24, 1956

## Lost Jobs — Profit or Stoppages

The real reason why work has been transferred from Schenectady. The cause has not been work stoppages.

The following is taken directly from the minutes of a Company meeting held in Schenectady on April 21, 22 and 23, 1954.

The statements according to the record of the proceedings of this Manufacturing Time Standards Conference were made by Mr. A. F. Vinson, Vice-President of Manufacturing.

"The actual volume has been \$1.6 billion in 1947, \$2.2 billion in 1950, \$2.7 billion in 1952 and \$3.1 billion in 1953. You will note that a straight projection of this 7-year history would give us \$5.4 billion in 1963 — a VERY SIZEABLE TASK. But we had a 'slow start' on 1947 to 1949; coming out of the war with inadequate facilities to meet demand—and you will recall the long strike of 1946.

Our Company task, therefore, is to double its output during the decade ahead. Our manufacturing task is to provide this double capacity to produce future Engineering designs so efficiently that our Marketing men can get the orders to get ahead and stay ahead of the 900 competitors of General Electric and to obtain our fair share of the predicted Industry growth.

The 89 G.E. Operating Departments have accepted this task—it is a reflection of their individual hopes and plans.

## Hiring Policy Designed to Break Service

In a notice to Mr. A. C. Stevens last week the Union Officers referred to a specific example of contract violation resulting in penalty of loss of service caused by the employment practices of local management. The case affected Louis Altieri who was hired on 3/2/53 and laid off 11/26/54, according to the notices made by the Company to the Union as per contract.

The Continuity of Service Rules of General Electric require a person to be rehired before the time out due to lack of work exceeds the time he has been employed. Therefore, Altieri would lose his service if he was not reengaged by July of 1956. If he had been engaged in July, he would have been credited with 6 months of the time he had

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## MIM Payroll Still Fouled Up

In the last issue of the Local 301 News we referred to a sorry mess for the workers in the MIM Department in trying to get their wages straightened out.

Members from this department who attended the membership meeting last Monday reported that the situation is not improving. The lines are as long, if not longer, and they are losing time waiting for adjustments in wages earned. Many MIM employees either receive no wages at all or have substantial shortages in their wages at the end of the week.

We correct mistakes promptly, says Mr. Stevens; however, this situation has continued for many weeks. Nothing has been said by the Company official that time lost due to these mistakes will be paid for by the Company. However, he does not forget to say that resistance to these mistakes is harmful to the community.

Acceptance of their program (even on a 5.4 billion basis, if you are a 'conservative'), makes a major mechanization program and Work Simplification mandatory.

Perhaps you, too, have been misled by these figures on numbers of plants—perhaps you, too, thought G.E. was already decentralized. Yes, we have 132 plants in 101 cities in 25 states from Maine to California.

Over 87 per cent of our people work in plant cities where we employ 1,000 or more people per city.

About 60 per cent of our people are in plant cities where we employ 10,000 to 40,000 people.

Only 13 per cent of our people work in 67 per cent of our plant cities which have less than 1,000 employees. (Approximately 45 per cent of our plant cities meet the Lamp Division practice of keeping under 500 wherever possible).

As a matter of fact, 55 per cent of our people are in only 7 plant cities where we employ 10,000 to 40,000 people. (Schenectady, West Lynn, Evendale, Erie, Pittsfield, Syracuse, and Fort Wayne).

So far as decentralization of people, we have merely scratched the surface.

To complete the picture, 71 of our 'small plant' cities provide only 18 per cent of nearly 61,000,000 sq. ft. 82 per cent, or 49,000,000 sq. ft. is located in plant cities having over 400,000 sq. ft. each.

The recent trend is definitely toward smaller plant-smaller town operations.

Since 1947, our plant list has increased only 7, from 125 to 132, BUT we have actually added 28 plants and closed or integrated into other operations a total of 21 plants.

We have discontinued operations in 12 cities, only 3 of which have a population under 10,000 persons. (Benton, Ill., Millerton, N. Y., Saugerties, N. Y.—all leased).

We have started operations in 24 new cities and 11 of these have a population below 10,000. (Asheboro, Brockport, Circleville, Edmore, Hudson Falls, Limerick, Linton, Logan, Ludlow, Morrison, Springfield, N. J.) Of our 132 total plants, 29 are in 'small towns' of under 10,000 people.

So we may expect to hear more of G.E. plants like Edmore, Michigan; Limerick, Maine; Jonesboro, Arkansas; Linton, Indiana, and Waynesboro, Virginia—and let's leave Louisville, Ky. for the discussion period.

This is the setting for your Work Simplification in General Electric. A new, truly decentralized organization. Further physical decentralization of plant, with more 'small plant' atmosphere. A more rapid evolution of mechanization with more complete automation in some product lines. A trend to less plant expansion with more emphasis on better utilization

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## Upgrade Procedure for Turbine

As a result of the meeting between the Turbine management and the Executive Board Members in the Turbine Department, an agreement was reached on procedures governing upgrades:

1. The Union will canvas the employees to ascertain who desires an upgrade to a higher rated job.
2. Those employees who desire an upgrade and who have either the experience or the ability to learn a higher rated job with incidental training will be required to make his request in writing by filling out a form in duplicate. All questions must be answered.
3. One copy of the form shall be given to the foreman and the other must be delivered to the Union Office. This is very important in order to establish identical lists between the Company and the Union.
4. Turbine Management claims there will be a need for filling several hundred openings that are expected to occur within the next 12 months. They have agreed to review such lists when openings occur with the intention of selecting a candidate to fill the opening provided he has the qualifications.
5. They further agree that after reviewing the list of "Requests for Upgrade", if, in their opinion, there is no one available with the qualifications to fill a specific job opening, they will notify the Union before requesting a new employee with experience from the outside. The Union will have the opportunity to discuss the question of lack of available qualified workers before the request will be made through the Employment Office.

Mr. Stevens, we would like your answers to the following questions, which our experience has proved to be the source of much of the dissatisfaction among the members of our Union, who represent a vast majority of the factory employees. A mutual agreement on the disposition of these questions, in our opinion, is the key to harmonious industrial relations in Schenectady.

1. On changes proposed by the Company that effect established wages, hours and working conditions, will the Company refrain from putting them into effect until the grievance procedure in the contract has been exhausted?
2. Will the Company reinstate the local grievance level that allowed a Union representative to deal personally with a manager possessing authority to resolve a grievance?
3. Will the Company reinstate the authority, once vested in a foreman, to decide and to resolve a dispute on its merit arising under the foreman's jurisdiction?
4. In your discussion with the officers of the Union last week, you indicated by comparison a desire to set as a goal for Schenectady the levels of wages and working conditions that exist in the new G.E. plants located in the South and other non-industrial areas in our country. Will the Company clear up whether they think wages are too high in Schenectady and working conditions are too good. Must the labor costs in Schenectady match those in the new plants before the Company will be satisfied?
5. Will the Company give first consideration to upgrading long service employees to higher rated job openings before hiring new people through the Employment Office?
6. Will the Company change its present policy to farm out work to outside contractors and vendors which could very well be done by employees of the Schenectady plant?

### MR. STEVENS AVOIDS SOLUTIONS

In a reply to our 6-Point Program which covers the majority of the current disputes, Mr. Stevens, in a letter to the Union last week, evaded the causes of trouble giving rise to labor difficulties in answering the 6 points. The answers could very well be played to the tune of "Holier than Thou". Boiling down the answers given by Mr. Stevens, which required a full page of his letter, it amounted to the following:

1. Changes proposed by the Company are not designed to hurt employees.
2. The replies you get from new representatives of the Company are authorized.
3. We wish the foremen would accept responsibility.
4. We must compete with other communities.
5. Literally writes part of the provision in the National Agreement.
6. Will continue farmouts. Will try to utilize G.E. employees to the extent logical.

These are the type of answers which we refer to as paying lip service to the real problem. The Union and its representatives cannot accept Mr. Stevens' reply to the effect that everything presently being done by the local plant management is correct and satisfactory because if this were the case, there would be no cause for resistance among the employees nor would there be the extremely heavy load of complaints handled by the Union and its representatives daily.

## Lost Jobs — Profit or Stoppages

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of existing space. It is in this area that your efforts will write history for G.E.:

Will we follow habits of the past and just do more of our same old methods? OR

Will we pioneer in the rapid introduction of the many new methods and techniques waiting for our uses?"

## Currents Events From My Section

By ALLEN E. TOWNSEND  
Asst. Business Agent

This week I will try to give a general run-down on a few of the many cases and happenings in my part of the Works.

First of all I will mention this case. A fully qualified Maintenance Painter at a \$2.06 job rate bumped a shorter service Maintenance Painter in Bldg. 23. He was given a slip stating that the would be given the \$2.06 job rate which he was entitled to immediately. A short time later he was absent due to sickness, and, when he came back, the Company changed his rate to \$1.98½ and informed him that in six months he would receive the \$2.06 rate. This is a flagrant violation of the contract which states that a fully qualified worker bumping another gets the job rate immediately. This case is being discussed at the second level as we go to press.

Another grievance which is causing trouble comes from CART where the workers are protesting salaried personnel doing work normally done by hourly rated workers.

There is quite a turmoil in the Building Trades due to a large amount of their work being done by outside contractors. We are in the process now of gathering data on how this is affecting the process of upgrading and general conditions in these groups.

Another thing that is troubling us is the Company's position that people who formerly worked for G.E., who have lost their service,

will be considered for rehiring exactly the same as people who have never worked in G.E. before. We feel that these people, although they have lost their service, have a better claim on the available jobs than people who have never worked there before.

Also, we have a bad condition within the Office Facilities workers where several good cases dealing with safety, seniority and working conditions have been turned down with a flat no. This has disturbed these workers no end. As we go to press, there has been a meeting set up with the Company to try to get a better understanding of the problems in this group and to try to iron out their troubles.

In conclusion, I want to say that the general trend on job openings in the plant seems to point towards the heavier jobs normally done by men; therefore, as a result of this, men with no service are being hired at the gate. However, on women's jobs it is the exact reverse with continued layoffs on jobs done by women.

## NOTICE

All residents of towns in the County of Schenectady must register in order to be eligible to vote. Town residents have been automatically registered in some instances in the past; however, under the new PPR System you will be required to make a personal appearance and register this year.

## Hiring Policy

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been unemployed. New employees were engaged by the Company prior to July of this year while Altieri was anxious to return to work. Altieri had notified General Electric that he was willing to accept any type of work on any shift.

Early this Spring, actually on March 14, the Placement Committee of Local 301 was notified that among the 800 male employees who were unemployed and still had service within the G.E. rules there was no one interested in accepting common labor. Altieri was never contacted. However, on 8/1/56, as the result of a formal grievance presented by the Union, the same representative of the Company said Altieri had lost his service and there was no contractual obligation governing his reemployment. They said they could find better candidates for jobs among those who had never worked for G.E.

While this is a single case, there may be many more in the same position as Altieri. Negotiations are still in process on this case.

## Placement Committee Charges Violation

In a letter to D. L. Sorenson, Manager of Union Relations, William Christman, member of the Placement Committee, criticized the Company's employment representatives for misrepresenting the facts and violation of contract concerning a layoff of women employees in the MIM Dept.

The case affected a layoff of 15 women from the MIM Dept. with service of 1942 through 1945. They were sent to the Employment Office where they were interviewed and informed that there were only part-time cleaning jobs (Office Service) available.

The Union representative notified Mr. Sorenson that shorter service women were employed in the MIM Dept. on jobs where these longer service employees could learn the operation with incidental training. It was also pointed out that shorter service women were

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## Pensioner Needs Union

A long service employee, who had retired recently, had received no pension check although he had been out of the plant for over 3 months. He called the personnel office of his old division several times and was told each time that they would check on his claim and call him back, which they never did.

The employee, receiving no recognition at all from the company on his retirement pay status, decided he had had enough run-around, so he went to his union hall and presented his problem to one of the union officials. Upon calling the company, the union representative obtained a satisfactory solution on the pension payment. The man received his back payment 5 days after coming to union hall and will receive regular payments on time in the future.

This is another instance of when a union member, not having received a prompt or satisfactory answer to his problem from the company, has to come to union hall to help solve his difficulties.

READ THIS PAPER  
AND PASS IT ALONG  
TO YOUR NEIGHBOR

## Union Making Survey of Loss of Wages

The Union is in the process of finding out the number of members who were transferred because of lack of work and are presently employed on jobs that pay them less than their former jobs.

A large number of G.E. employees were transferred in the past two years to lower rated jobs because there was nothing else available at the time of transfer which was comparable to their former earnings or background of experience. However, openings are occurring in several departments that could provide opportunity for these employees to be upgraded provided the Union has a record of these individuals.

You may either fill in the form below and mail directly to the Union Office or give the information to your Shop Steward.

### LOSS OF WAGES DUE TO TRANSFER — SURVEY

NAME \_\_\_\_\_ CHECK No. \_\_\_\_\_  
BLDG. RECENTLY WORKING \_\_\_\_\_  
PRESENT OCCUPATION \_\_\_\_\_  
EARNINGS PER HOUR \_\_\_\_\_  
OCCUPATIONS FORMERLY EMPLOYED ON \_\_\_\_\_  
EARNINGS PER HOUR \_\_\_\_\_  
BLDG. FORMER OCCUPATION WAS LOCATED \_\_\_\_\_

### Christmas Party Raffle

Tickets on Sale—See your Shop Steward.

Proceeds of Raffle to be used for Christmas Party for Union Members' Children.

### Prizes

1st—1956 Plymouth Sedan.

Mr. A. C. Stevens, Manager  
Schenectady Relations & Utilities  
General Electric Company  
Schenectady, New York

Dear Mr. Stevens:

In your latest communication you claim that you are still not clear on the attitude of the elected leadership of our Union.

It is obvious that continuation of exchange of letters will serve no useful purpose. However, since we are genuinely interested in removing the underlying causes that produce labor unrest, and, accepting your public statement to the effect that "We are always ready to seriously consider any constructive comments and suggestions", we propose that a meeting be arranged as soon as possible between the Officers and Executive Board of our Union and the managers of the numerous departments in whom authority is now vested.

It seems needless to say that since our membership constitutes a large segment of our community, their wages and job security are of primary interest not only to them and their families but to everyone who depends on the community for a livelihood.

We await your answer to our specific proposal inasmuch as we think that this meeting of everyone on both sides, who is vested with full authority to settle grievances, is the only real way to resolve any problems now existing.

LJ:ejl

Sincerely,

LEO JANDREAU,  
Business Agent

## Charges Violation Turbine Winding Case Discussed

(Continued from Page 2)

working in other departments in the plant. A partial list of these shorter service women was attached to the letter as examples.

The Supplemental Agreement between Local 301 and local management provides for bumping shorter service employees in the department and in the plant. The Placement Committee has requested a master list of all female employees and their service dates in order to keep the record of layoffs and application of our agreement accurate and impartial; however, this request has been denied up to date. The Union representatives are still in the process of negotiations on this problem.

The grievance last week in Turbine that provoked long service employees to reject an ultimatum from Turbine management that a price cut from \$142.00 to 67.00 would be made effective was discussed at a meeting between the Union representatives and the department management last week.

The Union made a proposal that would resolve the question as to whether the new material could be used more efficiently than the material previously used. However, the Turbine management thought that the question had not been thoroughly discussed at the foreman's level of the grievance procedure. The Union agreed to refer the matter back to the foreman and the shop steward for further discussion. If the foreman and steward are unable to work out a mutual solution, it will be referred back to the committee of Turbine Board Members and Turbine management. In the meantime, the department management agreed to reinstate the old prices.

## Executive Board MEETING

Monday, August 27, 1956  
7:30 P.M.

UNION HEADQUARTERS  
121 Erie Blvd.