

# LOCAL 301 NEWS

IUE CIO

Vol. 2 — No. 3

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

August 12, 1955

## GE Workers Want Full Cost of Hospitalization

The IUE-CIO wants the full cost of hospital expenses and room and board paid under its contract with the General Electric Company. Today, every time a person goes to a hospital, he has to pay some part of the bill. You pay premiums regularly over a period of years. You never use the hospital. Then, all of a sudden, you have an emergency situation and have to go to the hospital. You figure you've been paying premiums for years. You shouldn't have to pay any more when you get out. But GE workers usually get the shock of their lives when they get the hospital bill. Almost always, they have to pay sizeable sums, sometimes

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## Kearney Supports Minimum Wage

"I supported the minimum wage bill providing for \$1.00 an hour which passed the House yesterday" was the text of the telegram received by Local 301 on July 21 from Congressman Pat Kearney.

On July 12, the Officers and Executive Board confirmed the action of Local 301's membership and requested the Congressman to demand that the bill be brought to the floor and voted on and urged him to vote in support of this bill.

Local 301 wishes to acknowledge and express their appreciation for Congressman Kearney's action on this bill which was so vital to the labor movement.

## No Contract, No Work

Here is the resolution on GE adopted by the GE Conference Board, by the Miami Beach convention and by all GE locals:

**"Resolved, that in the event a satisfactory agreement is not negotiated by September 15, 1955, that there will be no work in IUE-CIO GE shops until such agreement is concluded."**

The following letter has been sent to GE in compliance with provisions of the Contract:

**International Union of Electrical, Radio and Machine Workers**

Affiliated with the Congress of Industrial Organizations

July 16, 1955

Mr. Virgil Day  
Manager, Union Relations  
General Electric Company  
570 Lexington Avenue  
New York, New York

Dear Mr. Day:

The International Union of Electrical, Radio and Machine Workers-CIO, acting for itself and in behalf of all IUE-CIO Locals currently certified as bargaining representatives of General Electric employees, herewith notifies the General Electric Company that it will terminate the National Agreement between International Union of Electrical Radio and Machine Workers-CIO and its affiliated General Electric IUE-CIO Locals and the General Electric Company, effective September 15, 1955.

This notice is sent to the Company pursuant to the provisions of Article XXV, Section (a) of the National Agreement.

Very truly yours,

/s/  
James B. Carey  
President, IUE-CIO

/s/  
John H. Callahan  
Chairman, National General Electric  
Conference Board, IUE-CIO

## Mayor Wemple Replies to Union

In a letter to IUE Local 301 July 19, Mayor Wemple stressed the "past record in industrial peace in Schenectady" and went on to say further, "I am confident that labor and management can sit down as before and adjust the problems before them in a fashion that will not only be generally agreeable to the two parties affected, but will also find general favor in the local community".

The Mayor's letter was in answer to the Union's reply to a Resolution passed by the City Council at its meeting May 23, 1955. The Resolution had expressed concern over the possibility of a strike at

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## Monday Meeting To Act on Constitution Changes

The Executive Board, at last Monday's meeting, approved the amendments to Local 301's Constitution that have been recommended by the Constitution Committee.

The recommendations in turn will be referred to the General Meeting of Shop Stewards Monday, August 14. This procedure conforms with Article XXVI.

Recommendations of the Constitution Committee's proposed changes have been mailed to all Shop Stewards according to Section D of this Article.

Chairman William Kelly will make the unanimous report of the Committee to Monday night's meeting.

## Satisfactory Settlement of 11 Points Best Answer

Here is IUE-CIO's 11 point program for G.E. workers:

1. Guaranteed annual employment
2. Substantial wage increase
3. 1.25 chain-wide minimum hiring rate
4. Equal pay for equal work
5. Restoration of the profit-sharing plan
6. Improvement in pensions and insurance
7. Improvements in holidays
8. Better vacation plan
9. Sick and death leave
10. More protection for incentive workers
11. Union Shop

**A Proposal Acceptable to GE Workers Will Prevent Labor Trouble**

# GE Lags on Pensions

GE is one of the biggest and richest corporations in the world. Years ago, under a different management, the General Electric Company recognized the basic principle that the Company should provide pension benefits for its employees when they become too old to work and too young to die.

Although GE was a pioneer in industrial pensions, in recent years, GE has fallen far behind the parade of pension progress. The major purpose of our negotiations in pensions in 1955 is to bring GE up to date and to induce GE to become as modern in this field as it is in production.

Giant corporations like GE recognize only giants like themselves, corporations like DuPont and General Motors. When you mention smaller companies like Philco or Arma, they look down their noses.

So, this year in negotiations, we are urging GE to be like GM and DuPont. DuPont has improved its pension program twice in the last five years. Today, a worker making the same pay and having the same years of work as a GE worker would retire with 50% more pension at DuPont than at GE. And DuPont pays the full cost of the program.

General Motors, the largest manufacturing con-

cern in the history of the world, and certainly one which has good labor relations with the giant militant auto workers, this year negotiated with the IUE-CIO and the UAW-CIO some remarkable pension improvements.

Under the GM plan, which is paid for entirely by the Company, workers retiring today who average as high as \$250 a month before retirement and who have 25 years service get more from the General Motors pension plan than they get from the GE pension plan including their own contributions.

There are some good points in the GE pension plan. But the important point: how much do I get when I am too old to work and too young to die — on that point, General Motors is way ahead of GE.

Now the IUE-CIO has some other pension plans like Arma, Exide, and smaller companies which are better than General Motors. But we don't expect GE to match our best. There's no sense asking that because GE always says no.

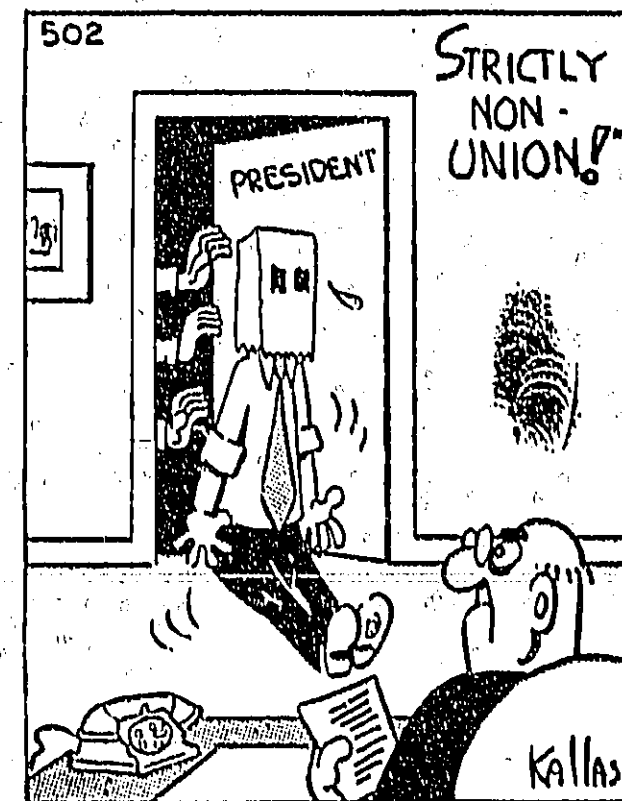
So this year, 1955, we are just asking GE one thing — keep up with the pension parade. Stay in line with such giants as General Motors, DuPont, Bell Telephone, Consolidated Edison, etc.

## Mayor Wemple Replies to Union

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GE and offered the facilities of the City Hall or other suitable City property as a meeting place for "sincere negotiations". The Union had pointed out the inadequacy of the resolution and had suggested a more concrete form of action by stating:

"We think a letter from you or a resolution by the City Council sent to Ralph Cordiner, President of General Electric, requesting him to do at least as much as General Motors did for their employees would help influence the thinking of the officials of the Company towards making a satisfactory proposal to the Union. In this way the Council would be taking a more positive position in advocating a peaceful settlement in negotiations this year."



THE BOYS ASKED ME TO ACT AS A COMMITTEE OF ONE...

## Wages Hit Rock Bottom In "Right to Work" State

North Carolina, passed a "right to work" law and promptly hit rock bottom in wages.

It now ranks 48th among the states in average factory earnings.

The Raleigh News & Observer observed that "this is a situation which should shame every North Carolinian." It continued:

"Lobbyists for concerns paying

starvation wages have been so successful in recent years that recommendations of several governors for enactment of a minimum wage law have been ignored.

The newspaper said that "a reasonable wage for those already employed is much more important" than attracting new industries on the basis of sweatshop wages.

## Courts Back Peaceful Picketing

Two recent court decisions have buttressed the right to picket in organizational drives.

In Ohio a Common Pleas Judge in Cuyahoga county (Cleveland) dismissed a two-year injunction against the CIO Amalgamated Clothing Workers, which has been picketing the non-union Richman Brothers stores in Cleveland.

In Wisconsin the State Supreme Court ruled unconstitutional a state law which had banned picketing where there was no labor dispute between the employer and his employees.

In the Ohio case, Judge Lybarger, who issued the original injunction, declared the evidence showed the picketing was peaceful, and that recent court decisions tended to place peaceful picketing under jurisdiction of the NLRB. He declared the state court did not have jurisdiction.

The Wisconsin ruling reversed two lower courts and upheld claims

## GE Penny-Pinching Crops Up at Bloomfield

The bosses at Bloomfield GE have docked four employees, members of Local 442, IUE-CIO, for the time they lost testifying before a grand jury, although they were subpoenaed, and although it was the company that suggested the four be called as witnesses.

The grand jury was investigating an elevator accident in the plant, in which an employee was killed. Purpose was to fix responsibility. Charles Ziegler, local president, protested to management in vain. "It is unthinkable," said Ziegler, "that these men should be penalized for doing their duty as good citizens."

that these rulings abridged freedom of speech.

Involved were two cases where unions were picketing non-union establishments to advertise the fact that the work was being done by unorganized labor. One involved picketing a gravel pit and concrete plant; the other, a swimming pool project.

## GE Workers Want Full Cost of Hospitalization

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up to 30% of the total bill. Why? There's no justifiable reason. Millions of workers in the auto and steel industries pay almost nothing, except their phone calls and extra days in the hospital. We have seen bills from workers at General Motors where they paid \$1.78 for an extended stay in the hospital and the plan paid \$2500.

In many of our plants in the IUE-CIO, such as General Motors in Dayton, Rochester, Warren, Ohio, New Brunswick, N. J., in our Sylvania plants in New England, in Philco and many others, the workers have plans negotiated by the unions which provide:

1. the full cost of semi-private room for from 70 to 120 days
2. full miscellaneous hospital expenses, no matter how high.

In the new steel and auto contracts covering over 2 1/2 million members of the CIO, workers get full cost of semi-private room up to 120 days; and they also get the full cost of hospital expenses.

Contrast this with the present GE program of:

- \$10 a day up to 70 days or a maximum cost of \$700
- \$100 of miscellaneous hospital costs and 75% of the next \$2000

When we pay our premiums, we expect that's the end of bill paying. This is our major demand in negotiations on hospitalization this year. It's true for GM workers, for U.S. Steelworkers, for Philco workers, for Rubber workers, for more than half the membership of the entire CIO. It can be, must be, made true for GE workers.

## Day's Pay to Build Up Strike Fund of CWA

Delegates to the CIO Communications Workers convention voted an assessment of one day's pay to build up the union's strike defense fund, hard hit by the recent strike against Southern Bell. The assessment is expected to produce \$4 million.

Delegates instructed negotiating teams to fight for a 35-hour week as a major answer to increasing automation which is cutting severely into telephone employment.

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

Published by the Editorial Committee  
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301 LIBERTY ST. SCHENECTADY, N. Y.

## City Manager Appoints Local 301 Executive Board Member to MHA

Paul Rosa, IUE Local 301 Executive Board Member, was appointed last week to the Municipal Housing Authority by City Manager Arthur Blessing, filling the vacancy created June 28 by the death of William J. Cerrato, who had been a member of the MHA since 1951.

"On behalf of the Union, we want to do whatever we can for housing in Schenectady, and we deeply appreciate the appointment", Bro. Rosa said. His term will extend to March 23, 1958.

In congratulating Rosa, City Manager Blessing termed the position "a real service".



He noted that the position requires much time and carries no salary. "It is a justifiable custom to have a representative of labor on the authority", Blessing stated, pointing out that he felt the electrical workers union was entitled to representation at this time. Richard Carmichael of the Authority prior to Cerrato who belonged to the CIO Steelworkers.

Bro. Rosa is an Erector in Bldg. 60 on 1st shift and has 14 years of service with the Company. He has been active in many Union activities over the years, including representing the Local in Washington during the period of wage controls.

## 2 CIO Unions Give \$100,000 to Strike

The CIO's two largest unions have given \$100,000 to the CIO Textile Workers to help in the strike of 15,000 in New England. In a joint statement, President Reuther of the Auto Workers and President McDonald of the Steelworkers said "this grant will enable the union to continue its struggle, which is in reality the struggle of all workers to win and to maintain a decent American standard of living."

## Priest Hits Business Dishonesty

Businessmen who call for individual freedom for the worker while building strong employer organizations are neither sincere nor honest, according to the Rev. William J. Smith, S.J.

Writing in the Canadian Register, he comments on a recent scientific sampling survey in the U. S. which showed that in a poll of 1,100 white-collar workers, 59% thought government leaders did most to protect the freedom of the individual, 18% gave their vote to union leaders while only 7% plumped for business leaders.

Father Smith states: "The meagre 7% attributed to business leaders shows, we believe, that the constant barrage of propaganda portraying organized management as the simon-pure defenders of individual liberty had been taken at face value by the workers who were interviewed."

He noted that "we have never felt and we do not feel now" that this propaganda "has been sincere and honest." Commenting on employer organization, Father Smith points out that "modern management does not deal with its employees on an individual basis. Management is organized. . . . To expect or insist that one party to a contract be compactly organized, strong and independent and that the other party be broken up into isolated individuals devoid of strength and unity through organization, is to defy the demands of social justice."

## Discrimination in GE

The General Electric Company, alone of all the giant corporations in the nation; today discriminates against the men and women who lead the unions as shop stewards, committeemen and local union officers, as far as pension benefits are concerned.

It's against the law of the land to discriminate against a worker because he belongs to a union . . . that was made national legislation in the old Wagner Act and is written up in the present Taft-Hartley law.

All of GE's giant competitors in the electrical industry, including General Motors, Westinghouse, RCA and Philco, pay for the full pension costs for union representatives. Yet, through the obstinate policy of GE, hundreds of men and women who made union organization possible in this country, and who came from GE shops, have lost years of pension credit.

Compare GE's policy, whereby union representatives are penalized pension credits, with three of their competitors:

● **GENERAL MOTORS:** The Company credits all local union officers and representatives for all lost time. All local union officers, working full time for the union, get full pension credit. All union men on leave of absence for the international, are covered for their years of work and will be covered again when they return to work for G.M.

● **WESTINGHOUSE:** Union representatives get full credit for pension purposes under the non-contributory plan which goes up to \$4,800 Under the contributory plan, they contribute the same as all other workers and the company pays the same cost for them as for other workers.

● **RCA:** The basis of the pension plan is similar to the GE pattern and is contributory. When it was first negotiated three years ago, union leaders and representatives had no pension protection at all. The Company made no objection to the union's demand that union people should not be discriminated against just because they are in a position of leadership. RCA agreed that those who had not had an opportunity to contribute could do so and make up for the past and the company would pay the full cost for all past service credits and the extra cost from the beginning for future service credits after the plan began.

## CIO Backs Bill On Surplus Food

The CIO has announced it "wholeheartedly supports" S.661, which would authorize the Commodity Credit Corporation to process surplus food for distribution by state welfare agencies.

In a wire to Senator Holland, chairman of the Agriculture Subcommittee—and all members of the special subcommittee, Robert Oliver, director of the CIO Legislative Committee, called the bill "essential if currently unused supplies of surplus foods are to reach the stomachs of the nation's hungry."

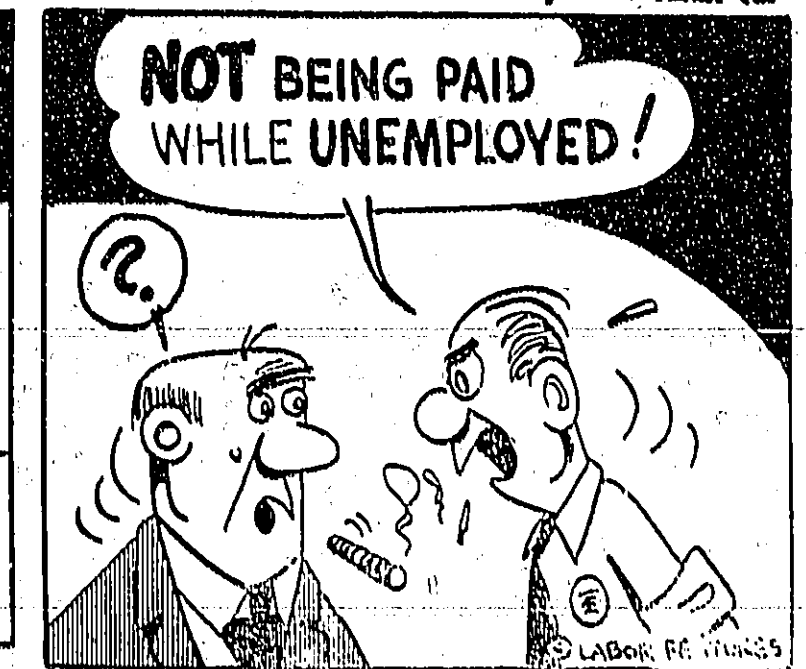
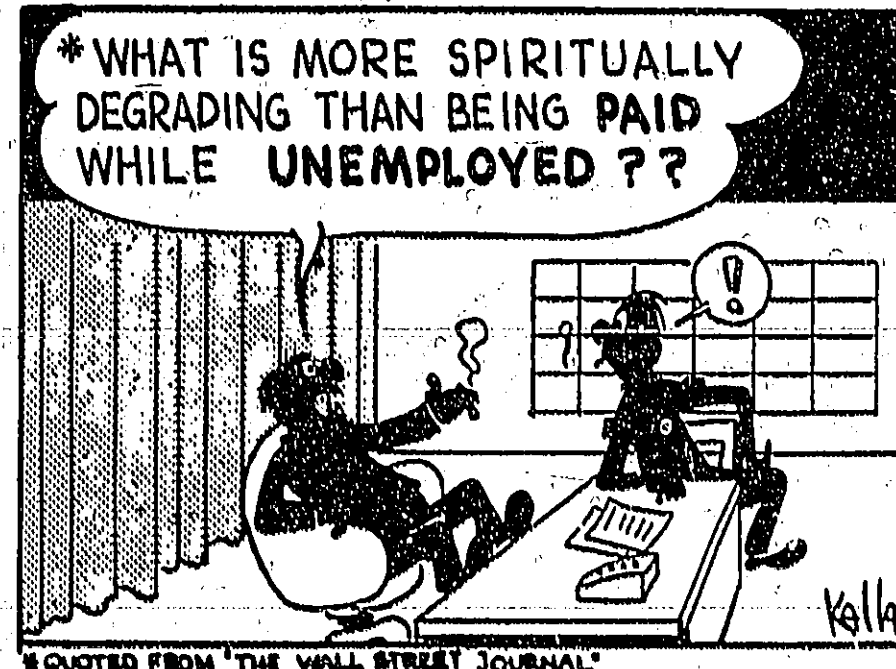
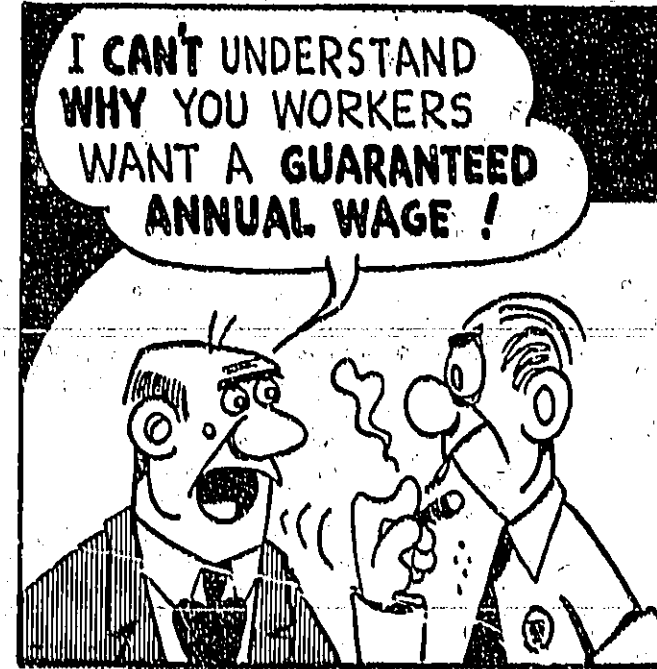
## Officers Must Attend Meetings

Realizing the vital importance of every meeting, the following resolution was carried unanimously at the Local 301 Officers meeting on July 11th:

"Any Officer duly notified of an Officers' meeting who fails to attend without an accepted bonafide reason, or who is tardy 15 minutes shall be fined one dollar (\$1.00), money accumulated to be used at the Officers' discretion at the end of the year."

The self-imposed penalty was voluntarily agreed to by all Officers of the Union, Local 301, IUE-CIO.

## HAZY HERB



by KALLAS

QUOTED FROM "THE WALL STREET JOURNAL"