

Employment Not Improving At Schenectady GE

(Continued from Page 1)

The statement of Mr. A. C. Stevens, which was reported to the Mayor's Committee on Unemployment at a meeting held in City Hall last week, claimed a reduction in employment from 37,000 to 36,500 since June of this year or approximately 500 employees. Our report shows 846 employees removed from the payroll with another 965 transferred to other jobs because of lack of work and in most cases a reduction in wages. We suspect there has been some reduction in the salaried unit which would increase our figure of 846; however, the reports received by the Union are confined to our own bargaining unit. The survey made by the Union does not include the last week of September which had not yet been received from the Company.

Mr. Stevens, speaking for the Company, claims that the present situation does not call for a change of present plans. The plans referred to involve the transferring of the control and industrial heating work out of Schenectady. These plans include the jobs of approximately 4,000 G.E. workers. We think there is plenty of danger already showing as it affects a prosperous Schenectady and sufficient to require the Company to call a halt to their plans of transferring work and cancel any further farming out of work that can be done in the local plant.

The Company's spending program on laboratories, drainage systems and industrial clinics will not provide the kind of jobs that will absorb the people displaced. Likewise the motor work mentioned in Mr. Stevens' report has so far only given employment to relatively a few and since these are counted in the large number who were transferred, it has not decreased the unemployment figure. Moreover, the rates paid for this line of work are lower than the going rates in the plant, resulting in a decrease of earnings for every production worker who has been transferred into this department.

Mr. Stevens stated that business forecasters saw a rising business barometer in the months to come. We hope so — but until then let's lay the facts on the table and try to protect the investments of the little business men in town and particularly the G.E. workers whose main stake are their families and their jobs.

CORRECTED CHARTS New Rates and Progression Tables

Under the new Contract, a revised schedule of day work progression rates will begin effect. It is important that all shop stewards and workers in day work groups be aware of the new schedules published in the chart below in order to make sure that the contract is enforced in regard to these rates.

The applicable rates for piece workers who are temporarily on productive day work jobs, or who for one reason or another are being paid the idle time rate are contained in the second of the two charts published on this page. It should be noted that beginning with the 1.585 A.E.R., a 3 step differential between both the idle time and productive day rates and the A.E.R. applies.

Job Rate	Start 1st Mo.	2nd Mo.	3rd Mo.	4th Mo.	5th Mo.
1.485	1.36	1.395	1.425	1.455	1.485
1.52	1.425	1.455	1.485	1.52	
1.555	1.425	1.455	1.485	1.52	1.555
1.585	1.52	1.555	1.585		
1.635	1.52	1.555	1.585	1.635	
1.685	1.52	1.555	1.585	1.635	1.685
1.735	1.635	1.685	1.735		
1.785	1.635	1.685	1.735	1.785	
1.835	1.635	1.685	1.735	1.785	1.835
1.91	1.635	1.685	1.735	1.785	1.835
1.98	1.635	1.685	1.735	1.785	1.835

INCENTIVE WORKERS D.W. AND IDLE TIME RATES

A.E.R.	Productive D.W.	Idle Time
1.485	1.485	1.39
1.52	1.485	1.425
1.555	1.485	1.455
1.585	1.485	1.485
1.635	1.555	1.555
1.685	1.585	1.585
1.735	1.635	1.635
1.785	1.685	1.685

DAY WORK RATES

Labor Grade	Old Rate	New Rate
7	1.445	1.485
8	1.48	1.52
9	1.51	1.555
10	1.545	1.585
11	1.59	1.635
12	1.64	1.685
13	1.69	1.735
14	1.735	1.785
15	1.785	1.835
16	1.86	1.91
17	1.925	1.98
18	2.005	2.06
19	2.085	2.14
20	2.16	2.22
21	2.24	2.30
22	2.295	2.36
23	2.36	2.42
24	2.42	2.485
25	2.48	2.545
26	2.54	2.61
27	2.60	2.67
28	2.66	2.73
29	2.72	2.795

PIECE WORK RATES

Labor Grade	T.R.	Old A.E.R.	New A.E.R.	P.W.-D.W. Rate
7	.54	1.445	1.485	1.455
8	.57	1.48	1.52	1.455
9	.60	1.51	1.555	1.455
10	.63	1.545	1.585	1.485
11	.67	1.59	1.635	1.52
12	.70	1.64	1.685	1.555
13	.74	1.69	1.735	1.585
14	.78	1.735	1.785	1.635
15	.82	1.785	1.835	1.685
16	.87	1.85	1.90	1.735
17	.92	1.905	1.955	1.785
18	.97	1.965	2.02	1.835
19	1.02	2.04	2.095	1.91
20	1.08	2.11	2.17	1.98
21	1.145	2.19	2.25	2.06
22	1.21	2.26	2.325	2.14
23	1.275	2.34	2.405	2.22
24	1.34	2.42	2.485	2.30
25	1.39	2.48	2.545	2.36
26	1.43	2.54	2.61	2.42
27	1.48	2.60	2.67	2.485
28	1.53	2.66	2.73	2.545
29	1.58	2.72	2.795	2.61

LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 29

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

October 8, 1954

You Must Register to Vote



Pensioners Will Get Benefit of New Social Security Increase

The GE Company has decided to give the pensioners the benefit of the increased Social Security rates which average approximately \$7.00 per month. This is an about face, on the part of the company. The last time there was a Social Security increase the company deducted it from the pension allowances, thereby keeping GE pensioners at their meager and substandard level. This Union has constantly complained to the company, over the past years, about inadequate pension allowances. As a result of constant union pressure the company has been forced to make several changes, liberalizing the pension plan, to give higher benefits.

While the GE Pension Plan has been greatly improved, as the result of Union pressure, it is still far from being adequate. Pensioners have felt the increased cost of living more sharply than probably any other group.

The GE Pension Plan will come up as one of the major items to be negotiated next year. The IUE-CIO tried to negotiate changes this

Control Committee Calls Upon Mayor

The Industrial Control Committee To Save Jobs called upon Mayor Memple this week, for a meeting with his committee, to discuss the proposed transferring of jobs from Schenectady. The Control Committee is composed of Executive Board members and officers working in the Control Departments that would be affected by the proposed move. The Committee Chairman, William Mastrianni, notified the Mayor that the Control Committee would like to cooperate with the committee appointed by him, however jobs were at stake, affecting approximately 4000 people, and the Control Committee was pledged to do everything possible to prevent this program of hardship from taking place.

The Mayor pleaded a busy schedule, but finally arranged to have a meeting this Friday.

year, but the company took advantage of the contract, which did not allow for changes (unless mutually agreed upon) until September, 1955. This obstacle will be removed at our next year's contract reopener.

If you have not registered, do it today or tomorrow, October 8 and 9. The polls will be open Friday, October 8, from 10:00 A.M. to 10:00 P.M. On Saturday, October 9, they will be open from 7:00 A.M. to 10:00 P.M.

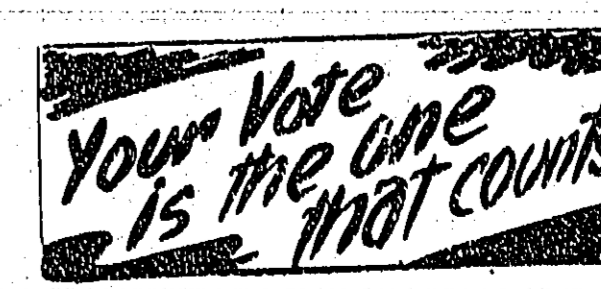
On Election Day, Tuesday, November 2, your vote will help choose the best public officials to serve your State and Nation. The offices to be filled in the November elections will be:

Propose Long Thanksgiving Holiday

The Union has received a proposal by management, which, if accepted, will allow a four day week-end for Thanksgiving, with two paid holidays.

The Thanksgiving Holiday falls on Thursday, November 25th, which would require employees to work the day before and the day following the holiday, in order to qualify for payment on the holiday itself. The proposal calls for substituting the Friday following November 25th for the Friday prior to New Years, December 31st (this is also a paid holiday). This would provide two consecutive paid holidays, with the qualifying working days being the Wednesday prior to Thanksgiving, and the Monday following the holiday.

If the above proposal is accepted, regarding the New Year's holiday the work scheduled for the day before that holiday would be the same as in previous years. That is, employees would be permitted to go home early, after their lunch period. This proposal does not in any way affect the Christmas Holiday, whereby the contract provides for holiday payment on the Friday prior to Christmas. The Board members have been instructed to poll the members in their respective sections, and notify the Union office, not later than October 15th.



- Governor
- Lieutenant Governor
- Comptroller
- Attorney General
- Judges for Court of Appeals
- State Legislators
- Congressmen
- Judges for State Supreme Court

Convention Report

In a report to the Shop Stewards last Monday the delegates representing IUE-CIO Local 301 at the 6th Annual Convention of the IUE-CIO pointed out that over 750 delegates were present, representing over 400,000 organized workers in the electrical and radio industry.

A program designed to better working conditions in the shop and to increase the standard of living for the workers in our industry was adopted. Resolutions calling for improved social legislation and more job security were adopted by the convention. Plans for organizing the unorganized workers in our industry, particularly in the small towns and in the Deep South where G.E. and other large companies are moving, were approved. The convention adopted unanimously the action taken by the General Electric Conference Board calling for "No Contract — No Work" next September.

The delegates heard speeches made by Sec. of Labor Mitchell, former Senator Claude Pepper, and Senator Matthew Neely of West Virginia.

The Schenectady delegates were warmly greeted by the delegates and National Officers and many old acquaintances were renewed. The Local 301 delegation observed with interest the sincerity and

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N. Y. State Power Authority Replies

We have received an answer to the letter sent to Governor Dewey by Business Agent Leo Jandreau, requesting that the equipment to be used for the St. Lawrence Power Development be purchased from U. S. firms, namely the GE Company. This request was made because of the great unemployment problem facing this community.

Mr. Robert Moses, Chairman of the Board of Trustees, has replied, giving eight reasons why the equipment may be purchased from foreign firms.

This reply from the Power Authority does not indicate that there will be any particular effort made by them, to influence the placing of the orders with U. S. firms. On

the contrary, the letter reeks with apologies, to justify why the work may be done by foreign labor.

The Union is in the process of formulating a reply to the State Authorities. We are also considering sending a delegation to the Governor, with the hope that we may impress him and his appointed Trustees that the equipment to

be used at the St. Lawrence Power Development, can be made in his own state, by workers who are experienced in the manufacture of such equipment, and who need the work.

The following is the text of the letter which we received.

POWER AUTHORITY OF THE STATE OF NEW YORK

270 BROADWAY
NEW YORK 7, N. Y.

TRUSTEES
ROBERT MOSES, Chairman

WILLIAM WILSON, Vice Chairman
JOHN E. BURTON

EDWARD H. CASE
WYMAN B. BASCOM

WILLIAM S. CHAPIN
General Manager

J. BURCH McMORRAN
Chief Engineer

THOMAS F. MOORE, JR.
General Counsel

September 27, 1954

Mr. Leo Jandreau,
Business Agent
Local 301 IUE-CIO
301 Liberty Street
Schenectady, New York

Dear Mr. Jandreau:

Governor Dewey has referred to me the letter which you addressed to him on September 8, 1954.

When the time comes shortly, we shall give full sympathetic consideration to your point of view with which we are not unfamiliar.

Let me meanwhile frankly point out to you certain basic facts which you have not mentioned.

To begin with, the power development at the St. Lawrence is international. We are partners with Ontario Hydro under an international agreement supplemented by legislation.

Second: Our power work must be coordinated with another complicated international project, namely the Seaway.

Third: Our main power dam straddles the international line. Half is in Canada, half in the United States.

Fourth: The Canadians are committed to more or less open competition by manufacturers, including firms from the United States.

Fifth: U. S. Federal agencies under the Buy America Act allow foreign competition but on the basis of a substantial differential in favor of U. S. firms.

Sixth: Our duty is to get power to the ultimate consumer as cheaply as we can and to that end to make every possible saving in the costs of administration and equipment.

Seventh: We have to get our work done within a rigid budget with money supplied by private investors in our bonds. We have no State credit.

Eighth: We must insist that U. S. Firms sharpen their pencils and make reasonable bids within our means. If they do so they should not fear foreign competition assuming a differential in their favor.

Sincerely,
ROBERT MOSES, Chairman

L. M. and Generator Management Keep Heads In the Clouds

Swinging from their lofty perches in the clouds, the new and young management of the Large Motor Generator Dept. are subjected quite often to lightheadedness, because of the altitude and vacuum that surrounds them. Because they are so far from the job, it is difficult to get the facts straight, when trouble occurs on the ground floor.

With the blessing of Departmental Authority, given them through the Company's Decentralization Plan, some of these overnight Generals are out to cut a new mark for themselves, in the field of Labor Relations, by using one of the oldest and obsolete methods—"Rule by the iron fist."

In a recent case, affecting an inadequate price in Building 52, the Foreman attempted to force a group of employees to do a job that had been done twice before, and which record showed that the men did not make their usual earnings each time the job was completed. The shop steward tried to get the price adjusted, but without success. Finally, the group was provoked into stopping work. The Union officers advised the group to go back to work, pending a meeting. The workers did this, after losing approximately half an hour. The Department Generals took over at this point, taking their direction from their book on "How To Be A Successful Executive", by Lemuel Boulware. They immediately issued a Bulletin, saying "The foreman had no requests for a meeting to discuss the piece price. AND—even if the request was made, and refused by the foreman, the stoppage of work was illegal". In other words, "we are holier than thou", and whatever you do is against the law.

The same day, after the employees resumed work, and after the issuing of the department propaganda bulletin, the shop steward requested a meeting to discuss the price. The foreman said it was too late to start such a meeting. The next morning, two hours after starting time, the shop steward made a second request. The foreman replied that he was not ready yet. Later on that day, a meeting was finally arranged.

It is this kind of provocation on the part of Supervision, which is supported by Department Management, that causes Labor trouble. Calling the action on the part of the employees illegal only reflects the lack of experience on the part of those in charge. It likewise reflects the lack of responsibility that the company is legally bound to, under the terms of the Union Contract.

It also seems to us that these little men in big jobs should throw away their new brooms, and start digging into the source of these

Over 2500 Transferred in Nine Months

The Placement Committee reported over 2500 factory employees transferred to other jobs, because of lack of work, during the first nine months of 1954. In many cases the transfer resulted in a drastic reduction in take home pay. Those employees going from piece work jobs to day work jobs, were the hardest hit.

Reporting for the Placement Committee, Joseph Whitbeck, William Christman, and Joe Alois claimed that some reductions in take home pay amounted to as much as fifty cents an hour, or twenty dollars a week. The committee reported that there were very few women working in the factory with less than ten years of service. Women with longer service who were in the process of being placed were having difficulty in finding much selection for satisfactory jobs. The same holds true for men with service less than 1952.

**Local 301
Dollar Stretchers**

TELEPHONE 3-1010
111 STATE MAIL CENTER CO.
Schenectady, New York

111 STATE MAIL CENTER CO.
Schenectady, New York

**See Your
Shop Steward**

work stoppages, and eliminate their cause. It would lead towards better labor relations, and may help to get more respect for the Executives.



The Purpose of Court Hearings In Compensation Cases

Almost every worker who has been injured and who has filed a compensation claim must appear in court for a hearing at least once and sometimes more often. These hearings are held before a referee whose role is to decide what claim the injured worker has as a result of his injuries and what remedy is to be given to the injured worker.

An injured worker who appears at a hearing usually is first examined by a doctor who is hired by the State Government to give a written report of whether the worker is still suffering from his injury.

Naturally, if the worker has fully recovered from his injuries, the case is usually closed, the Company being responsible now for any medical treatments he was required to receive as a result of his accident and also to pay him for his lost time or earnings resulting from the accident.

There is usually no dispute between the worker and the company in such cases except if the worker feels, despite what the State Doctor has said about his having completely recovered, that he is still having trouble as a result of his injuries. In such cases, the referee allows the worker more time, before closing the case, to bring in medical reports from his own doctor, as to his physical condition.

The role of the referee in compensation cases is to listen to the claim the injured worker is making and to settle a dispute if the Company states that the claim is unfounded.

Disputes sometimes arise in certain types of cases. The Company for example, may dispute whether an accident has taken place altogether and this will put the worker to the proof that an accident has in fact taken place. Supposing a worker, for example, faints while at work and falls to the ground, hurting his head. Here, the Company's dispute might be that this was not an "accident" arising out of the employment but just an unfortunate incident for which the Company should not be held responsible. The referee, at this point, wants to know all the facts. The union's lawyer guides the worker's testimony at the hearing so that all of the facts are presented. Did the worker faint because of the nature of the work, or for private reasons? Did the worker hurt himself with some tool or equipment after he fainted or did he just fall to the ground? When all of the facts are in, including even the testimony of witnesses, the referee will make a decision. Either side, if it does not agree with the decision, can take an appeal. The lawyer's role is to argue the appeal, if his client has lost the case and if he feels that the case should have been won.

