

Which Program Do the Union Members Favor?—The Union's 8 Point Program—Or—The Co.'s 8 Prong Point Program

by Paul Hacko

The Union has adopted an 8 Point Program for Income Security, Union Security and Employment Security. This Program forms the basis for our proposals to the General Electric.

The workers of today have in their minds a deep and intense feeling of insecurity. The average worker has a continual worry that his or her job may come to an end, regardless of the size of his weekly envelope or the amount of his hourly earnings.

A great deal of misunderstanding has been taking place concerning the G. A. W. (Guaranteed Annual Wage Question).

To hear G. E. talk they would like to have you believe that this plan is something new.

A study made by the United States Bureau of Labor Statistics a decade ago revealed the fact that some form of guaranteed plans had at least tentatively been in effect for a considerable period. Three such plans were inaugurated before 1900. Several hundred were under way at one time or another prior to 1946. The report stated that as of Jan. 1946, 196 plants were in operation.

Among these are three well known plans of Proctor and Gamble initiated in 1923, of the Hormel Company in operation since 1931, and of Num-Bush, launched in 1935. These accounted for a majority of 61,000 employees employed in 1946. (Source of information — Bureau of Labor Statistics Bulletin 906, 1947.

Other coverages include United Auto Workers, 1956 over a million workers, contracts in air craft farm industries; 232 companies in all, together with 50,000 workers in glass and electrical industries, 35,000 in can manufacturing and a scattering of other industries.

In July 1956 the principal companies in the rubber industry entered into a contract with United Rubber Workers which included supplemental un-employment benefits and in Aug. 1956 all leading steel companies agreed with the United Steel Workers to establish such benefits. (Business Week June 2, 1956 — Page 54)

This fact mandates the recognition of employers responsibility to maintain the living standards of workers laid off through no fault of their own.

Technological improvement which is the result of continued industrial progress necessitates the reduction of the work week without a reduction in take home pay as well as a continuing sharing with the workers of the results of productivity in order that purchasing power might be constantly safeguarded and expanded as a means of assuring the continuation of National prosperity.

"No issue is more important to

the workers in our industry than this. The movement of plants to the South and rural areas to escape unionism and to impose wages 60 and 70 cents per hour or more, under those of existing plants, is a menace not only to the workers in the older plants but to those in the newer ones who thus become secondary citizens. The Nation's major industries outside our own, have ended or are rapidly ending geographical differences and paying workers for what they do and not where they do it.

"We know no reason why the electrical industry cannot do the same. We must carry on a vigorous intensive program and campaign to narrow those differentials in our industry and finally abolish them."

Reduction of hours without a reduction in take home pay is essential to the welfare and expansion of the productive economy of the United States.

An increasing threat to the employment security of our members is the growing practice of farm outs or self-contracting.

Wherever the manpower and facilities are available, certainly an employment security program should provide that limitations be placed upon this practice.

Handling problems of Automation, Dismissal and Severance Pay, Protection of Seniority in Plant Movement, Improved scheduling of work, Area and Sex Wage Differentials are also important factors in the Union's 8 Point Program.

The Program is socially and economically sound. It is morally right.

Labor cannot eat or live on the hopes of anticipation or future dreams. Immediate higher standards of living, achieved through collective bargaining in good faith with labor Unions, is the best guarantee for the continual expansion of industrial activity, and profits for management.

The success of the so called free enterprise system, the future of

IUE-CIO 301 On the Job

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

Bldg. 16: The group under Shop Steward J. Corless are charging violation of contract under Article 1, Sect. 1, in this instance non-bargaining unit employees performing work which falls into the bargaining unit.

Bldg. 273: James Goldsberry who works in Shop Steward J. Brown's group feels that the proposed price for intercept flange 107A4944 is inadequate and requests adjustment.

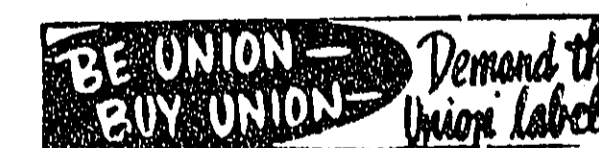
Bldg. 49: The group under Shop Steward R. Beiling feel that supervision's practice of assigning piece work to day workers using the excuse of rush jobs is intolerable. The facts prove that the jobs were not rush and the excuse was just a subterfuge to assign piece work to day workers.

Bldg. 49: The group under Shop Steward C. Kuebaugh are charging violation of contract under Article 1, Sect. 1, in this instance an employee in non-bargaining performing work which falls into the bargaining unit.

Bldg. 49: The group under Shop Steward R. Lee feel that the assigning of close alignment and clearances to Class "B" men should be stopped as this work falls into the Class "A" Assembler classification.

Bldg. 273: The group under Shop Steward V. Natale are charging violation of contract under Article XI, Sect. 3, in this instance returning a non-bargaining unit employee to a job other than a job he has had in the bargaining unit.

Bldg. 49: The operators of the 100" King mill under Shop Steward R. Beiling feel that they were unjustly sent home when there was work available they could do.



America's industrial leadership lies squarely upon the shoulders of General Electric and the Corporations of America.

The Union is confident that if we exercise the militancy, the wisdom, faith and confidence in dealing with the General Electric on matters pertaining to Employment Security, the negotiating committee will achieve this goal.

It will be of tremendous help to our membership, our communities and to the corporation as well.

Which program do the Union Members favor?

The Union's 8 Point Program
Or
The Company's 8 Prong Point Program.

Bldg. 16: The group under Shop Steward J. Roca do not feel that apprentices should do production work while longer service employees are being laid off for lack of work.

Bldg. 60: The group under Shop Steward J. Lumia are charging violation of contract under Article 1, Sect. 1, in this instance Foreman Steelwagen delivering materials which is work that falls into the bargaining unit.

Bldg. 273: B. MacDonald who works in Shop Steward C. Daley's group feels he is being improperly paid as he has previously held Class "A" Chipping rate and should be paid at top rate.

Bldg. 57: The group under Shop Steward E. De Nuccio feel that when a crane is not to be utilized in a bay and a crane operator, therefore, must be removed, it should be the shortest service crane operator in the bay involved.

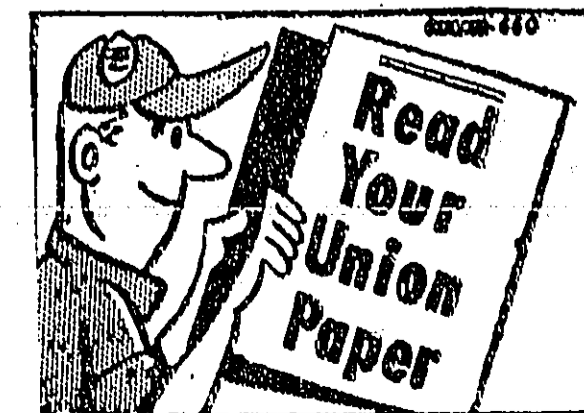
Bldg. 57: The group under Shop Steward E. De Nuccio feel that it is unsafe to change the roof of the furnace while it is hot. They request investigation and correction of this practice.

Our 1958 Negotiations

As one condition for signing the agreement with G.E. in 1955, we insisted that provisions be made for full negotiations on the question of Employment Security.

The present contract provides that: Upon written notice from the Union to the Company not more than 60 days and not less than 30 days prior to Sept. 30, 1958, collective bargaining negotiations shall commence between the parties on Sept. 1, 1958, for the purpose of considering proposals for contracting with regards to employment security which may be submitted by either the Union or the Company. If no agreement is reached thereon by Oct. 1, 1958, the Union and its Locals shall have the right to strike.

This language is perfectly clear. Contrary to the impression that G.E. steadily tries to create, this contract deals with "collective bargaining negotiations". It says nothing about "conversations", "discussions", or a "review".



LOCAL 301 NEWS

IUE AFL-CIO

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

August 29, 1958

3,000 Members Answer Mr. Stevens Report on Special Membership Meeting

Local 301 members packed their auditorium at a special called membership meeting Monday night to answer Mr. A. C. Stevens' attack on the leadership of our National and Local Union. 3,000 members in effect told Mr. Stevens to run the Company and we will run our Union in the usual democratic manner.

In one of the largest membership meetings in Local 301's history it was made clear by the members that they would accept directions from their elected officers both locally and nationally and not from Ralph Cordiner or A. C. Stevens.

The 3,000 members attending both the afternoon and evening meetings passed a resolution by a unanimous vote approving the letter which Acting Business Agent John Shambo had written to Mr. Stevens. This letter appears on Page 4 of this paper.

The membership also voted unanimously that this letter be circulated in the plant accompanied by a petition to be signed by the members which reads as follows:

"We the undersigned members of Local 301 approve the position stated in the attached letter and request that the Company stop interfering with the internal procedures of our Union".

Present at the two membership meetings to explain the Union's 8-Point Program were three members of the G.E. Conference Board: Dave Fitzmaurice of Cleveland, Ohio, Frank Fiorillo and Leo Jandreau. Also present was Jack Suarez, President of District 3 and also an International Vice-President. Harry Williams, the Local's President, and John Shambo, Acting Business Agent, also addressed the meeting.

The members heard Fitzmaurice charge that "General Electric profits have been running half again as large as any other American Billion Dollar Corporation". He pointed out, too, that G.E. has enjoyed a favorable profit position but has a job layoff record worse than the rest of the Electrical Industry and he said the problem can't wait for more recessions and suffering before effective remedies are applied. Brother Fitzmaurice also pointed out that it is a matter of great amazement and concern that G.E. can by application of brains, talent, energy and money produce marvels in atomic energy, jets and missiles, artificial dia-

monds, devices to conquer outer space, and automation, but in the field of Employment Security it has made little advance in the last 50 years. This can be borne out by the fact that since 1954, we have lost 12,000 jobs in Schenectady with 8,000 of these jobs being lost in our bargaining unit alone.

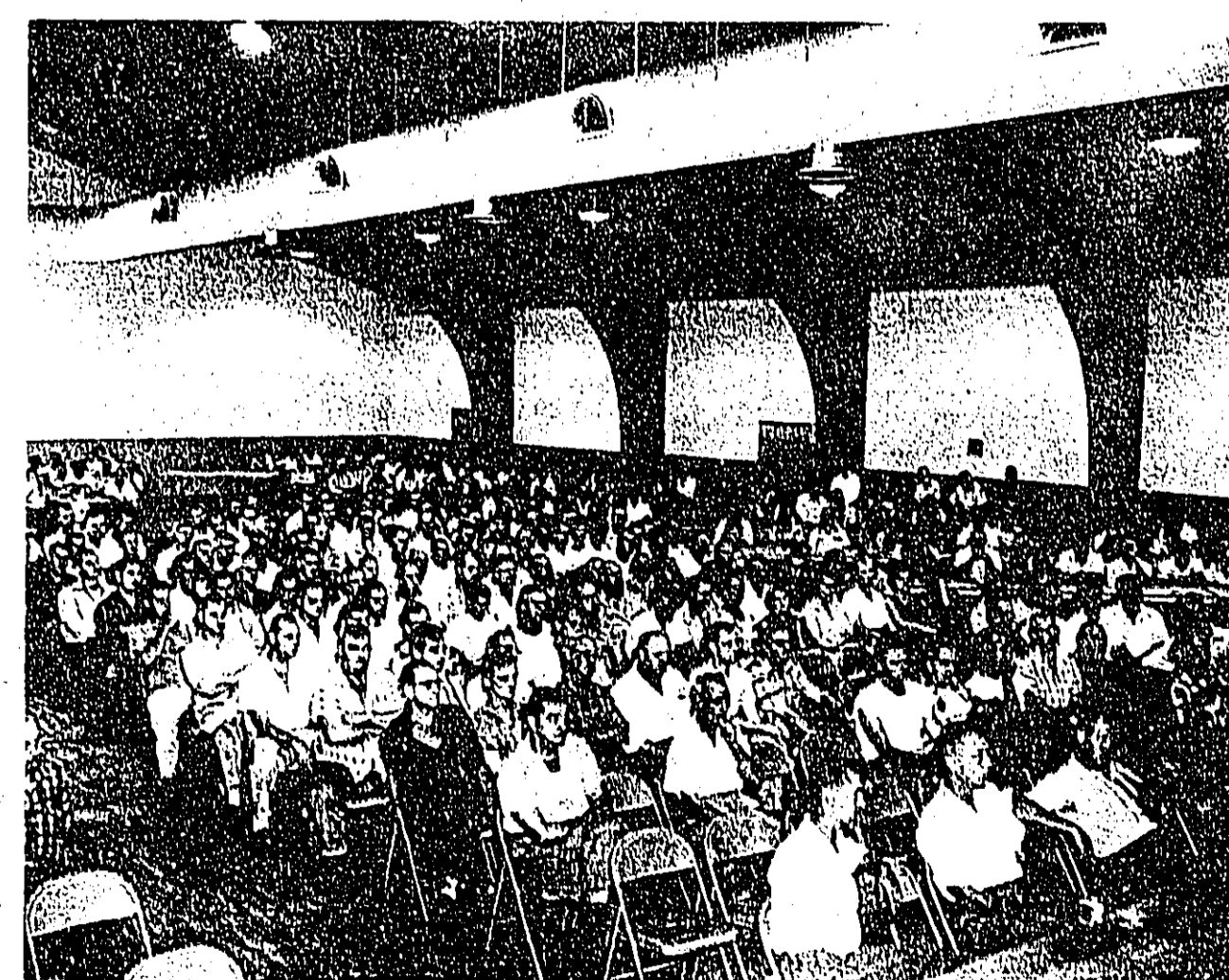
Leo Jandreau stated that "he thought the letter which was sent to Mr. Stevens by the Acting Business Agent was the right stand for the Union to take and that the membership should let Mr. Stevens know that they were going to accept direction and leadership from their elected officers and not from Mr. Stevens. Brother Jandreau also stated that some of the managers of Labor Relations who represent the Company should be given a gun and a horse as they made "Jesse James look like a gentleman".

Jandreau also stated that this Local Union has been dealing with G.E. for over 22 years and we had to fight for everything we have, and we did it without directions or leadership of any Company Official. He further reminded people we will have to fight, if necessary, to keep what we have and the way to do it is by forcing G.E. to agree to some Employment Security.

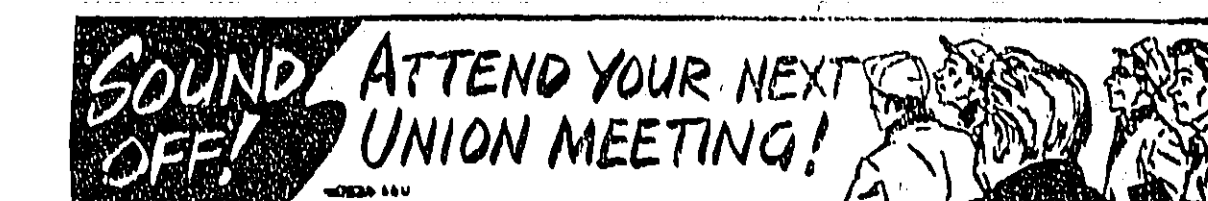
At the end of the meeting the members gave a standing ovation and vote of thanks to the three guest speakers. Thus ended one of the best membership meetings in the history of Local 301.



Some of the members who attended the 1st and 3rd Shift Meeting.



Some of the members who attended the 2nd Shift Meeting.



Mr. Stevens Launches Scare Campaign

We don't know how Mr. Stevens can state quote "if a strike can be maneuvered it in the objective of the National Union to see it take place." Mr. Stevens is either attempting to create the impression that he has access to the internal thinking of the National Union or is attempting to create a scare campaign. The IUE does not strike for the sake of striking. IUE is a mature, responsible, and democratically operated International Union, that even G.E. can find hard to dispute. A strike is the last economic weapon that the workers have against any management that refuses to bargain in good faith. Mr. Stevens can be assured that the IUE can very effectively and efficiently afford ample opportunity for all our members to vote on the forthcoming decision concerning relations between the Union and the company.

Mr. Stevens' expression of deep concern might bring greater response if the company had evidenced the same interest in the employees and community in the past years in which we have prevailed upon the company to continue our jobs in Schenectady in fulfillment of the company's responsibilities to its employees and the community.

The G. E. workers have been threatened in the past by Vice President Crawford that Schenectady did not possess the cultural climate, and etc. Mr. R. Cordiner has repeatedly stated that G. E. will locate in states that have the proper political and industrial climates and right-to-work laws. The G. E. spokesman with tongue in cheek appeals for aid from the community, as G. E. professes to have the interest of the community at heart, and in the same breath threatens to leave the community.

Thousands and thousands of jobs have left Schenectady in the last couple of years through farm-outs, setting up of runaway plants in the South and Puerto Rico, and closing of many departments.

The full objective of IUE-AFL-CIO is to provide employment security for all the members which when achieved will bring stability to Schenectady and other areas of this great Nation.

ANSWERS

1. There is a possibility of a strike in G. E., but only if the General Electric Co. refuses to seriously consider the needs of its employees as outlined in IUE's Eight-Point Program. Up to the present time the company has made it crystal clear that it has no intention of considering any of the proposals made by IUE's Eight-Point Program and this position by the company is made prior to negotiations. The only course that is left to the Union is requesting full backing by the membership on its program.

2. I. Guaranteed Annual Wage.
- II. Dismissal and Severance Pay.
- III. Protection of Seniority in Plant Movement.
- IV. Farming Out of Work.
- V. Handling the Problems of Automation.
- VI. Improved Scheduling of Work.
- VII. Area and Sex Wage Differentials.
- VIII. Reduction of Hours of Work.

3. The question is purely speculative, it no doubt will have some effect but not a harmful effect. Of course the duration of any strike depends on the willingness or lack of willingness of both management and the Union in reaching a fast and honorable agreement. There have been many long strikes in this nation that have not been harmful to the community among which is the G. E. - UE-CIO strike in 1946, which lasted 9 weeks.

The questions following are the type pitched strictly for the benefit of management and as asked to the Union are typical of the question: When did you stop beating your wife? These questions are geared for a full propaganda response in behalf of the G. E. company and are purely loaded against any type of labor response.

Questions We Would Like Answered by G.E. Management

1. Does the company intend to bargain in good faith with the IUE-AFL-CIO and give serious consideration to the needs of the employees for Employment Security?
2. Is General Electric willing to debate the issues on T.V. or any other forum?
3. Does the G.E. company have plans for more jobs in Schenectady — is so, when?
4. Does the G.E. company intend to close more departments in Schenectady and add to the serious unemployment that now exists?
5. Does the company intend to continue its vicious program of working people out of classification?
6. Does the company intend to continue closing plants and departments and moving to the South and Puerto Rico?
7. What has Schenectady done or propose to do about stabilizing employment and providing employment security both to the old and young worker?

Suarez Answers Hershkowitz —

Statement by Jack R. Suarez, International Vice President, President of District #3 IUE-AFL-CIO, and President of Local 301 A.E. IUE-AFL-CIO.

In reply to C. of C. President Max Hershkowitz blaming both the IUE-AFL-CIO and the G.E. Co. for the Schenectady economic ills, noting it is "unfortunate" decisions for both "are not being made here, but on the national level, by people who don't care about Schenectady. The company can produce elsewhere if production drops here, the union can organize elsewhere if they cannot organize here."

Mr. Hershkowitz is only partially right in his remarks pertaining to the General Electric Co. decisions being made on the national level.

We in IUE wish to correct Mr. Hershkowitz's remarks pertaining to IUE and make it quite clear that he is misinformed as to the voice of the members of IUE.

Delegates from all IUE-G.E. Locals unanimously endorsed the IUE's Eight-Point Program at Louisville, Ky., in September 1957. Since that time the membership of all IUE-GE Local Unions endorsed the Eight-Point Program.

The IUE-GE Conference Board consists of elected delegates from each Local Union who in turn select the National Negotiating Committee. The Schenectady area G.E. plants are represented on the National Negotiating Committee by Leo Jandreau, Business Agent of Local 301. Final decisions on acceptance or rejection of a contract including the calling of strikes, rest strictly in the hands of the members.

As for Mr. A. W. Halverson's proposals on Right-to-Work Laws for New York State; the so-called "right to work" laws are a patent fraud and deception upon the American people, because they guarantee no rights to workers, but outlaw employer-union agreements providing union security.

It is significant that the major sponsors of such legislation are the N.A.M. and the U. S. C. of C. whose record for workers' welfare is barren of accomplishment. We in IUE strongly urge the repeal of Section 14 B of the Taft-Hartley Act which authorizes these repressive measures by the states.

In every state where the so-called "right to work" laws exist has resulted in lower wages and the lowering of the standard of living.

Following is a copy of the letter which Jack Suarez wrote to Max Hershkowitz:

Mr. Max H. Hershkowitz
Schenectady Chamber of Commerce
246 State Street
Schenectady 5, New York
Dear Mr. Hershkowitz:

August 25, 1958

How is the Chamber of Commerce trying to aid in reaching a solution to the questions under negotiation? You, Mr. Hershkowitz, now assume to be the spokesman for the whole community, or so you imply. Since when have you become the conscience of the community?

Mr. Hershkowitz and the Schenectady Chamber of Commerce in the past have not evidenced much interest or made any audible outcries on the farming out and closing of departments which added thousands to the rolls of the unemployed.

The company and the Chamber of Commerce are propagandizing the IUE membership and the public on the method of the membership voting on "NO Contract - NO Work" if an agreement is not reached by October 2, 1958. We in IUE have no interest what-so-ever in the methods used by the Chamber in the selection of Mr. Hershkowitz as President; or how Mr. Stevens achieved the post of Manager.

We do know that the workers of G.E. were never offered the opportunity of voting on whether their jobs would remain in Schenectady or not.

We do resent the company's and the Chamber's attempted interference in the democratic processes of the IUE-AFL-CIO. The Union operates quite efficiently and democratically without the need of any assistance what-so-ever from the company or the Chamber.

We do assure the public that the membership will be afforded as always the right to speak and vote for or against any decisions that may affect them, including a strike.

The Industrial Climate that the company and the Chamber is interested in is one where the Union is weak and company-dominated, wages are low, standards of living are low, working conditions are poor, and "Roll back the clock to the 1930's."

Sincerely,

Jack R. Suarez, President
District #3 IUE, AFL-CIO

JRS/gc

Richest American Says:

Free, Honest Unions — Our Greatest Bulwark

TRUE Magazine recently interviewed Jean Paul Getty, billionaire oilman who heads the vast Tidewater Oil Co. Getty, certainly the richest American if not the world's richest private citizen, had some pungent advice for the calamity-howling type of U. S. businessman. In particular, he pointed to the key role that unions play in the U. S. economy. Getty, 65, owns some 40 companies, which, in addition to oil, involve ships, house trailers, hotels and life insurance. His millionaire father, George Getty, helped him make his first million in oil at age 24. The younger Getty went on from there. Here are excerpts from the interview as told to Bela von Block in the June issue of TRUE.

I have very little patience with the fears and complaints expressed by the calamity howlers of our present day and age. . . .

Another woeful cry of the unsuccessful or faltering type of businessman is the "exorbitant" cost of American labor. To hear some men talk, labor in general and union labor in particular are threatening to wreck the national economy.

"I'd go into business for myself tomorrow," an executive told me recently. "The only thing that holds me back is the labor situation. Wages are so high that I couldn't make a profit."

I hope this executive's boss is satisfied with him. I wouldn't hire the man on a bet. For my money, he's an idiot.

I am a "union man" myself. I don't carry a union card or pay dues to any local, but I do believe in unions and I believe that free, honest labor unions are our greatest guarantees of continuing prosperity and our strongest bulwark against social or economic totalitarianism.

True, some unions and union officials abuse their power. A few, from all I can gather, are controlled by Communists or gangsters or both.

On the other hand, some businessmen abuse their power, too. Some are unethical or even downright crooks. Simply because "some" are this or that doesn't mean the entire system of private ownership should be condemned.

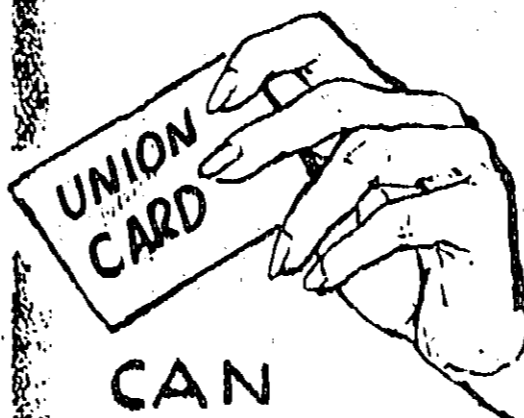
Newspapers sometimes carry stories about bank officials embezzling their depositors' funds. Despite these incidents banks continue to flourish. No one in his right mind would dream of suggesting that the entire banking system be abolished because of an occasional larceny.

Yet let a single union—or even a local—turn sour, and a loud alarm is raised catagating all organized labor. It doesn't make sense.

High pay and good working conditions mean more buying power and more production. As buying power increases, so do sales and profits.

We pride ourselves on the level of the American standard of living. We boast that the majority of Americans have decent homes, cars, radios, television sets and all the rest. This would hardly be possible if the great mass of workers wasn't well—even highly—paid. "Excessive" labor cost is a handy excuse to cover up inept management's inability to meet competition.

UNION MEMBERSHIP...



CAN GIVE YOU JOB SECURITY

SIGN UP... TODAY !!

LOCAL 301 PARTY NITES EVERY TUESDAY 7:00 p.m. UNION AUDITORIUM

Mr. Stevens:

- Give us jobs, not words!
- Give us security, not promises!
- Give the community facts, not fiction!
- Produce goods, not confusion!
- Try our skills, not our patience!
- Give our children hope, not threats!
- Run our company, not our union!

You have shown, of late, a desire to become a union leader. First try doing your job well! Lead us back to the 12,000 jobs you have led away. Lead back your present employees to the skills that once made Schenectady great. Lead back the people to the stores and shops you have, in fact closed. Then join the union and you might just have a chance.

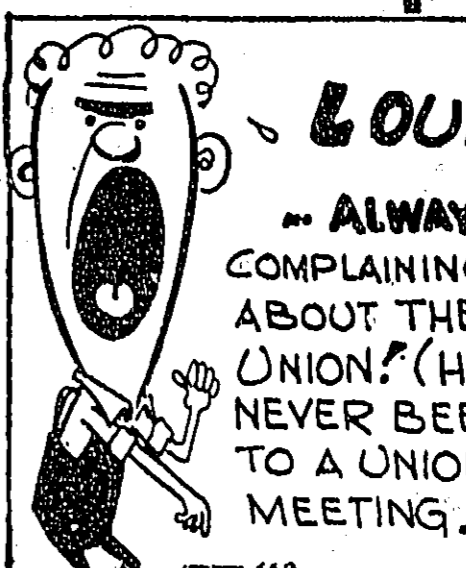
BE UNION BUY UNION Demand the Union Label

Community Leaders Invited

September 10th, 1958, is the tentative date set to present our Union program to community leaders. When the date and time is decided, we will issue invitations to the community leaders to attend a meeting in our auditorium at which time we will present our case. We feel that members of our community are interested in keeping industry in Schenectady and we further believe that they should be informed that the only way this can be guaranteed is to have the G.E. Company agree to our Employment Security Program. The time for civic leaders to act on Employment Security is now and not after our jobs have been moved down South or to Puerto Rico.

It should be pointed out that while G.E. stands at the front door with the leaders of the community inviting new industry to Schenectady, G.E. is moving departments out the back door. It is the obligation of all of us to keep the industry we have and then go after more.

Small People



LOUD — ALWAYS — COMPLAINING ABOUT THE UNION! (HE'S NEVER BEEN TO A UNION MEETING!)

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3rd Shift Requests Change in Schedule

The 3rd shift employees working a 6-day schedule have asked to substitute Monday, September 1st, for Sunday August 31st, as their regular work schedule. Normally they would work Sunday night, August 31st, and stay out Monday, September 1st, which is Labor day. The change if granted will provide a longer weekend with Saturday and Sunday off for 3rd shift employees on a 6-day schedule.

Overtime premiums remain the same for these employees affected, and the qualifying days for holiday pay would be Friday and Monday.

It Pays To Be A Union Member

Job Insurance No Dowry Brides-to-Be Are Cautioned

Brides-to-be were cautioned today not to look for unemployment insurance if they quit their jobs to become housewives.

Richard C. Brockway, Executive Director of the State Labor Department's Division of Employment says his recent mail shows widespread misunderstanding of a July 31 decision by the Appellate Division of the State Supreme Court. The court allowed unemployment benefits to Shelia Shaw who quit her Albany job to go with her new husband to Tonawanda where he worked.

"The wrong notion has gotten around that unemployment insurance can be claimed as a kind of dowry," he said.

The decision actually settled two issues, he explained; (1) that the bride became entitled to benefits when she began looking for a new job and (2) that a 42-day suspension of payment for quitting "without good cause" was not called for.

The decision supported an unemployment insurance referee's ruling not only that she had quit with good cause, but that "it was her legal duty to live with her husband."

Key to the case, Mr. Brockway said, is in the following excerpt from the opinion written by Judge Francis Bergan:

"This is not a case of a woman attempting to collect unemployment benefits because she gets married and stops working entirely for that reason; nor is it a case of attempting to collect benefits for the period when she is being married, or on a wedding trip, or while she is setting up housekeeping. The benefits sought, and those which have been allowed began, and only began, after the claimant had been settled in her marriage domicile, and after she had re-entered the labor market, had registered for employment, and was attempting to obtain employment, an effort in which she was ultimately successful."

For any information about unemployment insurance, be sure to contact the Union lawyer.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

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