

Textile Union Strike in South

The Textile Workers of America are ending their twelfth week of a strike against M. Lowenstein & Sons, Inc., located in Rock Hill, South Carolina, one of the nation's largest textile concerns.

The strike was called after 16 weeks of negotiations whereby the Company refused to make any wage offer. The Rock Hill strikers have had only a 7c per hour wage increase since 1951. The Textile Company has reported the highest earnings and largest backlog of orders it has had in recent years. The average rate in the Rock Hill plant is \$1.39 per hour.

The Textile Industry was among the forerunners to leave the North and establish plants in the South to benefit from the low wage levels. The Textile Workers of America are among the Unions fighting to organize the southern workers and raise their standard of living. There are 3,400 workers on strike.

Lowenstein Textile Company's products consist of the following:

- Wamsutta Supercalc Sheets and Pillow Cases,
- Pacific Contour Sheets,
- Wamsutta Fashion Fabrics, Signature Fabrics, His Lordship,
- Wamsutta Decorative Fabrics,
- Easytime No-Iron Cottons,
- Dry-Nu Process, CoverIT,
- Wamsutta Continental & Flaire Towels,
- Pacific Supersorb Towels,
- Lowenstein Fabrics,
- Pacific Fabrics,
- Lane Fabrics,
- Courtesy Couture Cottons,
- Good Behavior Cottons,
- Durusuede.

Conference on Workers' Safety

A state-wide Workers' Safety Conference has been called by Gov. Harriman to be held in Albany on September 27 and 28. Local 301 will be represented by Pres. James Cognetta and Executive Board Member William Stewart.

In a letter from Industrial Commissioner Isador Lubin outlining a program of accident prevention in factories it was pointed out that during a normal working day more than 3,200 workers in the State of New York suffer on-the-job injuries.

In the 5 years ending with 1955 an average of 821,600 accidents were reported yearly to the Workmen's Compensation Board.

Placement Com. Charges Violation

There is a problem that is plant-wide which concerns the placement of women. In various divisions there are women on factory jobs who have, in comparison with other women in the plant, short service. The Company by moving jobs to other locations where they hope to realize larger profits have caused the women in the Schenectady plant untold hardships. One of the conditions that these displaced female employees face is the reluctance on the part of the Company under decentralization to offer proper placement in various departments; for, the Company simply doesn't want to train a woman with longer service to displace a shorter service woman.

Each division tries to erect barriers of different kinds to prevent longer service women from bumping in and central management is reluctant to force an issue with these various personnel departments. While different departments have short service women working in their division, we find longer service women being sent to Bldg. One for placement.

The difficulty connected with the solving of this problem is the reluctance on the part of management to furnish the Union with the necessary information that is needed to properly place the longer service women who are being displaced. With a complete list of women and their occupations in the plant, the Placement Committee would be better able to handle the difficulties of these displaced women employees. This list of women in the plant has been refused by top management and we are sure that this will make the job of the Placement Committee much more difficult.

Central management is violating our Local Supplement by not forcing the various departments to live up to the plant-wide seniority provision. Furthermore, there is also a violation of the law for the Union is entitled to any information that may have a bearing on settling a dispute pending before the Union and management, such as a master list of female employees in the plant.

We also feel confident that Mr. Stevens will not bring this matter to the attention of the local press.

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

Published by the Editorial Committee

President.....James J. Cognetta
Vice President.....Joseph Alois
Treasurer.....Joseph Whitbeck
Recording Secretary.....Lorry Guba
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Chief Shop Steward.....William Mastriani
Business Agent.....Leo Jandreau

21 ERIE BLVD. SCHENECTADY, N. Y.

Local 301 Host for Naturalization Group

IUE Local 301 acted as host to approximately 100 residents of Schenectady who received their final citizenship papers and were sworn in by Judge Hughes in the County Court House last Wednesday.

After the ceremonies at the Court House, the new citizens retired to the Elks Club where luncheon was served. Joseph Whitbeck, Treasurer of IUE Local 301 who acted as Master of Ceremonies, said in his opening remarks that our Union was proud to have the opportunity of welcoming the new citizens and acting as host for the occasion.

Whitbeck introduced the speakers at the luncheon consisting of: Mayor Stratton, City Manager Blessing, County Clerk Gardner, Monsignor Finn of St. John the Evangelist in Schenectady and Rev. Brink of the First Reformed Church in Scotia.

KNOW ALL THE FACTS. READ YOUR UNION PAPER REGULARLY...

LET YOUR FAMILY READ IT TOO!

BE UNION BUY UNION Demand the Union Label

HERB SHOP STEWARD OR NOT I'M GOING TO TELL YOU A THING OR TWO BEFORE YOU OPEN YOUR MOUTH. **BUT**

THESE BUSINESS MAGAZINES WARNED ME ABOUT YOU GUYS GETTING DRUNK WITH POWER SINCE THE AFL-CIO MERGER. **BUT**

GIVE YOU AN INCH AND YOU TAKE A YARD! **BUT**

NOW... WHAT'S YOUR GRIEVANCE THIS TIME? **BUT**

NO GRIEVANCE BOSS.

I JUST DROPPED IN TO WISH YOU A HAPPY BIRTHDAY. **BUT... SKIP IT!**

Kallas

CHRISTMAS PARTY RAFFLE

See your Shop Steward for Tickets.



Proceeds to be used for

Children's Christmas Party

Drawing to be held at

UNION HALL

during the November 19th Membership Meeting.



PRIZES:

- 1956 Plymouth Sedan
- TV Portable Set
- GE Roll-a-way Vacuum Cleaner

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 2 — No. 30

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

September 21, 1956

UNION JOE SAYS — WATCH OUT FOR BACK STAIRS

The G.E. management in quarter page ads show a "G.E. Joe" going up the Stairway of Progress with the Company saying the stairway is the result of GE's better living agreement.

The Company does not dare give the Union the credit it deserves as the one who made the stairway possible. Did G.E. ask for a Union Contract? The answer is "No". In fact, up to 1938 in Schenectady, G.E. had no contracts with any Unions. The stairways those days led only one way—down, and further down, with wage cuts and cancellations of vacation plans, etc. Today, thanks to the Union, there are no more wage cuts and all the benefits won by the Union over the last 18 years are secured by a Union Contract.

The role of the Company in the new plants during N.L.R.B. election campaigns when the workers are attempting to establish a Union is a more pronounced anti-union program. In Shelbyville, where the Industrial Heating Dept. was transferred, the G.E. management publically informed the G.E. workers that they do not need a Union in order to receive all the benefits in the Union Contract. In Jonesboro, Arkansas, the manager advised the G.E. workers just before an N.L.R.B. election that if they voted for a Union, the present G.E. family relationship between that management and its employees would be destroyed.

The Company's role in any national negotiations where contracts are established and agreed upon is to give as little as possible and try to work in gimmicks that will water down the established contract standards. Let's not try to fool the public by pictures of stairways to job security with steps moulded out of sheer General Electric generosity.

"G.E. Joe", as G.E. presented him, is an individual, and that is the purpose of the G.E. cartoonist to make him look just that way. He is at the mercy of any G.E. management representatives to do their bidding even if it causes a loss of earnings or his job. "G.E. Joe" doesn't have to be a member of the Union if he decides not to be, says G.E. management, and we will take care of him just the same. A few of the G.E. factory workers have been put to sleep by this G.E. song that could very well go with the tune, "Come On to My House"—you don't pay Union dues, everything is free. However, "Union Joe" is an enlightened G.E. worker. He is not an individual—he is a member of a Union that represents the majority of the factory workers in the Schenectady Works. He is one of over 13,000 members of a Local Union, who, just like himself, know the value of job insurance. He knows he cannot afford to be a victim of a management program which says that Schenectady must compete with other G.E. plants located in communities where the wage levels are the lowest in the country. He knows he needs the assistance of all the organized G.E. workers in Schenectady when he has a justified complaint and he wants it settled. He knows he has further assurance for future job security, because he has the support of over 100,000 organized G.E. workers throughout the country who stand ready to guarantee the protection of his conditions of employment if necessary. "Union Joe" knows who made the stairway to better job security. He, like many other Union members, did it through his Union.

"Union Joe" also knows the Company has made a back stairway that leads down to the lower level—the level that Mr. Stevens has been doing so much talking about. It's the

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Report on Seventh LM&G Department Convention of IUE Test Case

The delegates representing Local 301 were J. Cognetta, W. Mastriani, S. Pita, F. Pacelli and L. Jandreau. Local 301 was represented on three convention committees: J. Cognetta on the Collective Bargaining Committee, W. Mastriani on the Credentials Committee and L. Jandreau on the Resolutions Committee.

The convention opened Monday, September 10th, with President Carey reviewing the record since the last convention, two years ago. He reported the IUE represents more than 410,000 workers comprising 452 Local Unions. At the 1954 convention the IUE reported 361 Local Unions, a gain of 91 Local Unions.

President Carey reviewed the Westinghouse strike of 8 months and claimed the Union came out of the strike stronger and more united. He pledged an all-out attack on area rates for similar work in plants located in small towns and in the South where the rates of pay were lower than in other plants producing the same products.

Senator Stewart Symington addressed the convention on the first day and commented on the need for more adequate pensions. He said that over 14 million people in the United States are 65 years old or older and 60% of those people still have less than \$1,000 a year income and 24% have no income at all.

On Tuesday the convention highlighted was the discussion on a resolution on organizing the unorganized workers in our industry. During the discussion on this resolution the delegates heard a report from Ed Blair, an Amalgamated Clothing Workers' organizer who had been shot by a scab while on the picket line in Columbus, Mississippi. The strike was at a Westinghouse plant represented by Local 794. Blair said: "A Union man is a man who devotes a lot of

1. To emphasize their community threat program of moving more work from Schenectady.

2. To create disunity in the Union's ranks in hopes that the Union members who were sent home by management would turn their complaints against the Test Operators.

The fact of the matter is that on the day of the stoppage, Septem-

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Current Events In My Section

by ALLEN E. TOWNSEND

This week I will cite a few cases that were settled satisfactorily and also give a general run-down of the happenings in my section during the past two weeks.

Docket #6224-56—This case concerned the Carpenters who have had several cases in the past complaining about unauthorized personnel removing scaffolding in various parts of the plant. These cases have always been resolved on the basis of the Company giving a verbal assurance that this practice would cease. However, these promises have been repeatedly broken, the latest instance being in Bldg. 16, which this case is about. This case was resolved after management sent us a letter assuring us that this practice would cease in the future. This is the first time we have ever had anything in writing on this particular case and it will be proof in the future that we have a Company promise to stop this practice.

Docket #6049-56—This case concerned a group of people doing misc. small layout in Bldg. 18, MIM. The group felt that due to the skill required on the job, there should be an upward adjustment in the rates. After much discussion by Coordinator Christman, Board Members Korkin and Whitebeck, this case was resolved by raising the whole group from \$2.06 to \$2.15 per hour retroactive to 7/16/56. This is a classic example of what the Union can do to get a rate increased provided they have the facts to support an increase in rate.

Docket #6181-56—This case involving the payroll at Malta was discussed in Bldg. 41 this last week. Malta is paid by an out of town payroll at Evandale and over a period of weeks there has been a

very confused situation due to bungling on management's part in computing the proper amount of money to pay the people. In some cases the accumulated shortage over the past eight weeks amounts to as much as \$42.00. At the meeting in Bldg. 41 the Company agreed to straighten out past shortages in the very near future. They also stated that they expected the payroll mistakes in the future to be at a minimum inasmuch as they felt that they had all of the bugs ironed out of the system. However, after all of these lofty words and promises, I was notified on Friday by Stewards Lollis and Zahn that the checks hadn't arrived at all from Malta. The Company proposed paying all the people a \$50 cash advance in lieu of their checks. I called management and demanded that they pay these Malta workers cash in full as they are required to do under the law. As we go to press, the situation is still a very confused one and we hope management will make every effort to straighten this bad situation out in the near future.

On the general scene we are getting several cases and complaints about the Company waiting until a man's service has expired before rehiring him at the gate while at the same time hiring people who have never worked in the G.E. before.

On the basis of reports from the Placement Committee it would seem that the Company is using a different supplement than the one we negotiated. Some of the decisions made by the Company side of the Placement Committee verge on the ridiculous. As we go to press, we are in the process of setting up a meeting with top level management to discuss this whole situation.

Activities Committee Reports on Xmas Party

Roy Schaffer, chairman of Local 301's Activities Committee, reports that the committee is in the process of making arrangements for the Local 301 Children's Christmas Party. The party will be held this year in Local 301's new Union Hall. Gifts have been ordered for the children.

A survey will be taken in the very near future to determine the number of children who will attend. It is very important that all Shop Stewards sell their raffle tickets and return the money to Union Headquarters as quickly as possible so that the committee can plan on making this party a huge success. The amount of money turned in will determine how much the committee can spend for the Christmas Party.

Union Joe Says — Look out

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level that G.E. calls a better manufacturing climate. It's a climate of speed-up and wage cuts. "Union Joe" says: "We have patiently walked up the Union-made stairway to better working conditions and to higher wages, and, with the help of our Union, we will not be forced down the back stairs by G.E. management and lose the hard-won gains that we have won over the past 18 years".

Delegates Report On Convention

The delegates who represented Local 301 at the National Convention made their report to the membership meetings last Monday. The actions taken by the delegates were unanimously approved.

The adoption of the National Convention delegates' report carries with it the opposition of Local 301 on the increased Per Capita. The National Constitution re-

Docket #6172-56 is an example of a good job of contract knowledge by a steward and his applying it to the particular situation in his group. Steward Dominick Torelli turned in a grievance on Flame Gougers receiving the wrong starting rate due to their past experience of welding. After receiving the usual unsatisfactory answer from the foreman, Steward Torelli took his copy of the grievance and the unsatisfactory answer to the case to his Board Member, Elmer Collis. Collis approved moving the grievance to the second step of the local grievance procedure.

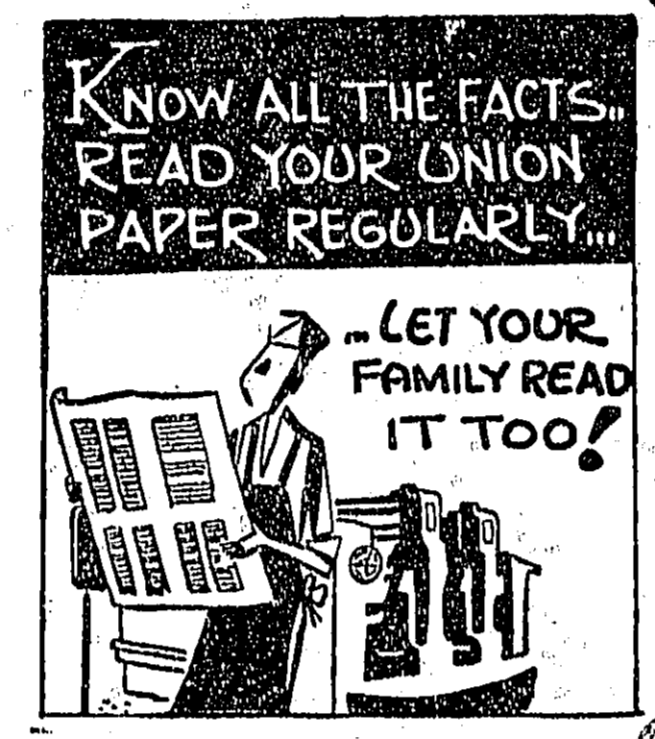
The Union Office set up a meeting between management of Bldg. 273, Steward Torelli, Board Member Collis and Coordinator Vitallo. The case was discussed with the result that 20 Flame Gougers received between 20c to 25c an hour increase retroactive from the day they started the Flame Gouge job.

Docket #6144-56 is an example of an attempt by supervision to violate the contract under Article VI, Sect. 4, Paragraph D, which clearly states that if a pieceworker is taken off his regular job and placed on another, he should be paid average earnings.

A man in Steward Harry Adams' group was taken off his regular job and assigned another job by the foreman for production reasons. After he finished the job assigned to him, he found the money on the temporary assigned job was inadequate. He requested proper payment and was refused by supervision.

The operator then explained his problem to Steward Adams who filed a grievance under that part of the Contract stated above. The foreman's unsatisfactory answer stated that the foreman didn't be-

lieve the contract applied. Steward Adams then took the grievance to Board Member Coons and explained the case to him. Coons approved the case for further processing. The Union Office arranged a meeting between management, the operator, Robert Kuhrt; Steward Adams, Board Member Coons and Coordinator Vitallo. The meeting was concluded with the satisfactory settlement that the operator be paid per the Contract.



LM&G Test

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ber 12, the General Manager of the LM&G Dept. had sent a letter to the employees of this department stating there would be a lack of work because of a steel shortage and employees working in the LM&G Dept. could expect to be unemployed from 2 days to two weeks. Some employees were already out of work and were eligible for Unemployment Insurance. It has been reported that these employees were advised to report for work and then were given a lack of work notice due to labor trouble which would deny them Unemployment Insurance benefits.

The G. E. management deliberately fanned the fire by notifying several hundred employees not to report for work within a period of 3 work days even though most of these employees had work on their jobs that could have been done. The 3 day stoppage of the Test Operators, the lockout of several hundred other LM&G employees and the threat to shut down the entire department were greatly publicized by the G. E. management; however, the management's letter last week to the LM&G employees advising them that among 350 employees in this department they could expect from 2 days up to 2 weeks of unemployment because of a material shortage did not receive one word in the public press.

Convention Report

(Continued from Page 1)

thought and a lot of effort to his Union, because his Union is his livelihood and his livelihood means better clothes and better education for himself, his wife and his children."

President Cognetta spoke on this resolution and pointed out that it was of major importance to organize the runaway plants in General Electric in order to maintain the present standards in the organized plants.

The convention elected Jim Carey as President and Al Hartnett as Secretary-Treasurer without any opposition.

On Wednesday, the third day of the convention, the Credentials Committee reported over 700 delegates present at the convention. The highlight in the proceedings was the discussion on the proposed increase in Per Capita Tax from \$1.00 to \$1.50 per month. Business Agent Jandreau spoke against the recommendation and pointed out that the locals were not financially prepared to pay out such a large increase in Per Capita Tax. He pointed out the cost of Local Union services had increased and Local Unions were finding it difficult to operate presently within tight budgets. He proposed a more moderate approach and a gradual increase which would allow the Locals to make the necessary adjustment. The debate on the question consumed most of this day and ended in a roll call vote with 1761 voting "yes" and 957 voting "no".

On Thursday, the fourth day of the convention, much of the day was taken up acting on reports of committees. The convention adopted a recommendation to increase the President's salary from \$18,000 to \$22,500 and Secretary-Treasurer to \$18,000. Highlight of this day's activity was a speech by Walter Reuther of the UAW. Reuther said his Union did not want thanks for the generous contributions that the Auto Workers made to the Westinghouse strikers. He stated that it provided an opportunity to express the solidarity of the labor movement. Reuther said the UAW strike fund of 26 million was very impressive to the motor companies at the bargaining table. He said in commenting on the support given to Westinghouse strikers, that in the future large corporations trying to oppress weak Unions must realize they are dealing with the entire American Labor Movement. Reuther said he recalled in 1952, 18 major labor areas suffered unemployment of six percent while today 23 areas are in the same condition. He said that 177,000 were laid off in Detroit alone.

Statement Adopted by LM&G Test Operators

The Test Operators after a long discussion today at Union Headquarters are thoroughly convinced that their demands for a wage increase are justified. However, the LM&G management has deliberately started to lock out other LM&G employees who are not affected by this case. As a matter of fact there was a lack of work in the department which caused some LM&G Dept. employees to be unemployed entitling them to receive Unemployment Insurance benefits. These same people were notified upon reporting for work that their unemployment would be caused by a work stoppage which denied them Unemployment Insurance for at least 7 weeks.

We are not going to be victims of the Company's plan to penalize members of the Union who are not involved in our grievance. Upon advice of the Officers of our Union we are returning to work Tuesday A. M., pending a Union and Company representative meeting to discuss our case further and in more detail.

It is the expressed desire of the Test Operators in LM&G that the Company will give honest consideration to the merits of our case and make a proposal that will resolve the current dispute. September 17, 1956.

ACTIVITIES COMMITTEE MEETING

UNION HEADQUARTERS
Thursday, Sept. 27
7:30 p.m.

IUE-CIO 301 On the Job

Bldg. 273: The group under Shop Steward J. Squires request that the timing rate of turn insulation be changed so that it is in line with other timing rates in the group.

Bldg. 95: The Pit Moulders in Shop Steward R. Luft's group feel they should be entitled to a fair turn-in during the course of the job instead of being obliged to turn in weekly the timing rate until the job is completed. Turning in a reasonable percentage over the timing rate against the total price is a practice of piece workers throughout the plant.

Bldg. 49: The group under Shop Steward A. Cadger feel that run-out checks of compressor rotors should be done by CL A Inspectors as in the past.

Bldg. 16: The group under Shop Steward J. Ward feel that supervision by having men assigned to

THE LEGAL CORNER

(A Column Written by LEON NOVAK of Novak & Diamond, Attorneys)

The New Retirement Age for Women

The following covers the changes in the Social Security law dealing with the new retirement age for women:

If you are a woman, you may now get monthly benefits when you reach 62 years of age if you wish, instead of having to wait until you reach 65.

If you are a working woman, you may become entitled to social security payments after you reach age 62 instead of having to wait until you reach 65. However, if you choose to take the payments before you reach 65, the amount of the monthly benefit you will receive will be permanently reduced. The amount of the reduction depends on the number of months it will be after you start getting benefits before you reach 65.

If you choose to start getting payments as soon as you reach 62, the amount of your payment each month will be 80 percent of what you would get if you were 65. If you wait until your 63rd birthday, the amount of the payments will be 86 2/3 percent of what you would receive if you were 65, and if you wait until you reach 64, the amount will be 91 1/3 percent. The reduction is permanent; your payments after 65 will also be reduced.

If you are the wife of a man who is getting social security retirement payments, you may become entitled to wife's insurance

benefits in a reduced amount when you reach 62, or you may wait until you reach 65 and get the entire amount of the wife's benefit.

If you choose to start getting the payments as soon as you reach 62, the amount of your payment each month as a wife will be 75 percent of what you would get if you were 65. If you wait until your 63rd birthday, the amount of the payments will be 83 1/3 percent of what you would receive if you were 65, and if you wait until you reach 64, the amount will be 91 2/3 percent. The reductions are permanent; your payments after 65 will also be reduced.

If you have a child under 18 or a disabled child in your care, and the child is entitled to benefits based on your husband's earnings, you may be entitled to monthly payments as a mother regardless of your age. Your payments as a mother will not be reduced.

If your husband dies, you may become entitled to social security payments as a widow when you reach age 62. Your benefits will not be reduced.

If you are the mother of an insured worker who dies leaving no widow, widower, or child who could get monthly social security payments, and the insured worker was furnishing at least half your support, you may become entitled to social security payments at 62. Your benefits will not be reduced.

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.

run test alone are creating a safety hazard. They feel that if two men are assigned, there will be help available immediately in case of accident.

Bldg. 42: In a conference with the Supervisor of Stockroom, Shop Steward A. Morrow was informed that inside and outside Stock Workers will be available in the future to work on both jobs at the same time. This is against job standards. The Union is requesting that this opening be filled by the longest service employee.

Bldg. 273: An opening has existed on days for over a week. The 2nd shift group under Shop Steward C. Greenberg are requesting that this opening be filled by the longest service employee.

pervision go along with this employee's request for transfer.

Bldg. 12: The group under Shop Steward G. Vincent are protesting a short service employee being used as a CL A Winder. They feel that a longer service employee should have received this upgrading.

Bldg. 273: An opening has existed on days for over a week. The 2nd shift group under Shop Steward C. Greenberg are requesting that this opening be filled by the longest service employee.

Bldg. 16: The groups under Board Member H. Williams feel that the request from this Division to be paid on Friday morning instead of Friday afternoon is reasonable because of the numerous errors from Payroll. Many employees cannot receive their proper pay until Monday.