

LOCAL 301 NEWS

IUE - AFL - (310)

Vol. 9, No. 1

The Voice of G.E. Workers, Local 301

Jan. 5, 1962.

EMPLOYMENT SHOWED IMPROVEMENT DURING LATTER PART OF 1961

Employment in the Bargaining Unit represented by IUE Local 301 showed an improvement of 615 more employees in December of 1961 over the low for the year which took place in March. The low figure in March was 8,135 employed in the Bargaining Unit while in December, employment in the Bargaining Unit increased to 8,750.

During the year several hundred employees who were downgraded due to lack of work were either upgraded to their former jobs or to job openings which their service and experience allowed them to fill, providing higher earnings.

During the past year, the officers of Local 301 have been using every means at their disposal to urge the local management to increase forces through obtaining more work for the local plant. Also, the Union has continued to protest farm-outs of work that could be done in the plant.

Overtime hours have increased during the last quarter of 1961 to a point where they represent enough extra work to re-employ a considerable number of laid-off workers.

The Union has complained constantly about continuous overtime and has been successful in some departments in rehiring laid-off employees even on a temporary basis.

It is too early to forecast the outlook for 1962, but at present the employment looks as though it will average out on about the same level as last year.

NOTICE

EXECUTIVE BOARD MEETING

Monday, January 8th, 7:30 p.m.

Officers will meet at 6 p.m.

Union Headquarters - 121 Erie Blvd.

INFORMATION

COLLEGE EDUCATIONAL PLAN

Because of several requests which the Union Office has received on the College Educational Plan, we will in this article give some facts concerning same.

There is in existence a non-profit organization called the "American College Fund, Inc.". Its purpose is to assist people in building up financial credit for their children's college education.

This organization has a program that would be applicable to anyone, particularly to those who have children just starting school.

Under this plan, one can make payments as low as \$10.00 per month. Debentures will be purchased with these monthly payments. For every \$500 worth of debentures, a person owns, he will be able to borrow \$3,125. The amount of interest runs from 3 to 5 percent, dependent upon which plan is selected in paying back same.

(Cont'd. 1st Column-Back Page)

CLAIMS MUST BE FILED

We want to inform our members who have claims against the Hospitalization and Insurance Plan for the year 1961, that they have ninety (90) days from January 1, 1962, to file with the Company proof of claim.

It is advisable that this be done as soon as possible so as not to run the risk of unintentionally going over the ninety (90) days' grace period.

COLLEGE EDUCATIONAL PLAN (Cont'd.)

Every \$500 debenture draws 2 $\frac{1}{2}$ % interest.

A person may choose to pay loan when child is still in school or after graduation.

A person will be eligible for loan regardless of what his outside credit rating may be.

Members desiring more information should contact Union Office.

HEALTHY OUTLOOK MAC--SAC DEPTS.

Both the MAC and SAC Depts. have finished the year with more workers employed than at the start of last year. In fact, both depts. not only replaced all workers who retired or left the Company, but added considerably more employees during the year.

Management attributes this rise in employment and increase of orders to their effectiveness program and implementation of work areas. Local 301 officers have long been on record that they and their members won't stand in the way of progress, but demand that when new machines and new methods are put in an area, the standards will be such that the workers can maintain their previous earnings.

Many workers in the plant can remember the serious lack of work conditions that existed in the Motor Depts. in the early 50's, when management would hand out hundreds of L/W slips, usually a week or two before Christmas.

We are very happy to report at this time that both departments have enough of a workload, not only to maintain their present work force, but actually there are several openings in the two depts. at this time.

We sincerely hope that we will be able to report this same type of good news at the end of 1962.

WORKMEN'S COMPENSATION

This is the conclusion of a current series of questions and answers on Workmen's Compensation appearing in previous issues of our paper. Other problems affecting Workmen's Compensation will be discussed in future issues.

-----Does an injured worker who is losing time have to elect whether to take compensation benefits or disability insurance benefits?

(cont'd. next column)

RE-EMPLOYMENT FACTS

In the last half of 1961, your Union has been actively engaged in negotiations with the Company in the rehiring of many hundreds of people.

Contrary to the belief of many, when a person is laid off, his rehiring rights under the contract are only for the period for which he has recall rights. In the case of a worker with 10 or more years of service, the recall period is 24 months. A worker with at least 5 years of service but less than 10 would have recall rights for a period of 18 months.

In spite of the facts above, the Union has been able to get the Company to follow the procedure of rehiring people on the basis of their service when they were laid off even though they had been out for a longer period than the period in which the Company was contractually obliged to bring them back. People who have not been out 3 years get their original service back with the first 6 months of their absence due to lack of work added.

In the case of a very small percentage of the workers on lack of work, the Company has for various reasons exercised their right under the contract not to rehire them. However, we are still negotiating with the Company in behalf of these few and as a result of these talks, the Company has indicated that at least some of these people will be given consideration before they are out three years at which time they would lose all of their service.

No. The Compensation Law allows a worker 2/3 of his average weekly wage with a maximum of \$50. a week. Disability insurance under the G.E. program provides for benefits up to \$85. a week. A disabled employee may receive compensation and also supplementary disability benefits. In some cases, if the Company is challenging a worker's right to receive compensation, he may be paid the full disability benefits, and the insurance company will be reimbursed out of the compensation award if he wins the case.

-----Is it expensive to hire a lawyer in a compensation case?

No. Most attorneys will not charge anything for the first interview about a compensation claim. If you do decide to have the lawyer represent you, his fee will be fixed by Compensation Referee after an award has been made. This will usually be only a small percentage of the money which he will have helped you to recover. If he does not win the case, there is usually no allowance made. Under the law, a lawyer cannot demand more money from you than is allowed him by Comp. Board. If this should happen, notify Comp. Board or local Bar Association.