

# LOCAL-301 NEWS

## UFW-AFL-CIO

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### SENIORITY PRINCIPLE GAINS GREATER RECOGNITION

Increased observance of seniority principles is due to a generally favorable experience record of both workers and employers with Seniority Agreements, reports the AFL-CIO Research Department.

The Research Department's analysis which appeared in the Collective Bargaining Report, a feature of the monthly AFL-CIO American Federationist Magazine on current practices, said "that bitter disputes over the seniority issue are pretty much a thing of the past". It says that length of service now is widely accepted as controlling, or at least a key factor, in deciding the relative status of employees.

More and more employers are gradually beginning to recognize the workers' rights.

#### LM&G PLANS SECTION NITE

Members of Local 301 in the Large Motor & Generator Department will hold a Section Nite in our auditorium on Monday, Nov. 6th. Preliminary preparations are now in the making.

Shop Steward Dick Jendreski will be the chairman of the affair.

President John Shambo and Business Agent Leo Jandreau will be the principal speakers. The topic as announced by the Committee is "Departmental Discussions".

Refreshments will be served. Contact your Steward for tickets.

Where workers are organized, management no longer is entirely free to select among its employees those whom it wishes to fire, lay off, upgrade or transfer.

The magazine's report presented the following picture on changing attitudes:

"Slowly but definitely, under a steady prodding from unions, recognition has grown that workers, too, and not employers alone, have rights.

"The mere payment of wages does not meet all of the employer's responsibilities to workers. The view has grown that certain worker rights, particularly the right to continued employment, should increase in proportion to length of service with the employer."

#### UNION CONTACT RESULTS IN BACK PAY

Many thousands of cases are handled by your Union each year by phone with no formal write-up or second step meeting.

A classic example of one of these cases is as follows:

A Union Member came to Union Headquarters shortly before Oct. 1st and told the Assistant Business Agent that he had been hired on an R-13 job in July of this year. Three days later he was placed on an R-21 job. In August he had to go to Military Encampment with the National Guard for two weeks.

(cont'd. reverse side)

The report noted that the longer a man works for an employer, the more closely his life becomes invested in that employment. In return for this investment, rights now reasonably include some assurance of job security, some opportunity for advancement and additional benefits accruing with longer service.

The Labor Movement is constantly striving to achieve added seniority rights, thereby assuring greater job security to its members.

More About Industrial Hernias

Last week we pointed out the importance of getting prompt legal assistance if you discover that you have a hernia and believe that it is related to your employment. The following case indicates what may happen if you fail to properly protect your rights.

Tom Jones was employed as a test man in the Turbine Department. For years his work included lifting, carrying, and pulling heavy lead cable. In April, 1959, Jones applied for a life insurance policy and on taking a physical examination was advised by the doctor that he had a hernia. This was the first that Jones knew that he was ruptured, since he never had any difficulty in that area before.

Jones went to his own doctor who confirmed the diagnosis and suggested an operation. Jones thought that his work may have had something to do with bringing on the rupture, but did nothing about it because someone pointed out to him that it would be simpler to have the bills paid by G.E. insurance and his lost time covered under the disability plan. So Jones had his operation but did not make any claim against the Company for an industrial hernia.

Some time after his operation, Jones was laid off by G.E. for lack of work. It is now more than a year since he went off the G.E. payroll, and more than two years since he was operated on. Jones recently applied for a job with another large company and, on taking a pre-employment physical examination, was told that the hernia has recurred. He now needs another operation but has no money to pay for it and no means to support his family during the period of disability.

Jones has now asked for help to establish a claim against G.E., but it is too late.

If you need help or advice about compensation, don't wait.... get it now.

When he came back from Military Duty, he was only paid the difference between R-13 and his military pay instead of the difference between R-21 and his military pay as provided by the contract. He further stated that he had been to his foreman and also to payroll with no results. He also asked the Asst. Business Agent to try to get this straightened out before Oct. 1st, as he was going on active duty as of that date.

An immediate call was made to the Company's Labor Relations man, Mr. Ivan Linscott, who agreed to make an investigation at once. A short time later Mr. Linscott reported that our story was substantially correct with only one exception that the man had been special rated at R-21 for this work but had been carried as an R-13 on the Company records. After some further conversation, Mr. Linscott agreed to pay the make-up pay to R-21 as requested. This make-up pay amounted to \$64.00 and was mailed to this man who in the meantime had gone on active duty.

This case is a good example of your Union in action protecting the interests of its members. It also demonstrates a willingness on the Company's part to correct their mistakes when the facts support them.

SCHEDULE FOR STEWARDS' CLASSES

<u>Monday, Oct. 30th</u> --	
Bd. Members Donato and Mastriani	- 7:30 p.m.
<u>Tuesday, Oct. 31st</u> --	
Bd. Member Koral	- 1:00 p.m.
Bd. Member Wager	- 7:30 p.m.
<u>Wednesday, Nov. 1st</u> --	
Bd. Member DeMarco	- 7:30 p.m.
<u>Thursday, Nov. 2nd</u> --	
Bd. Member DeLorenzo	- 7:30 p.m.

Stanley St., Sch'dy. Breakfast will be served immediately following at Knights of St. John Hall on Sch'dy. St. Principal speaker will be Cady Schoonver, Selkirk, N.Y., President of the Dairy Farmers of America.

Representing management at the Breakfast will be Thomas Zappone, Executive Director of Chamber of Commerce, Amsterdam, N.Y.; representing labor will be Joseph Mangino, Chief Steward of Local 301; Master of Ceremonies will be John Shambo, President of Local 301.

Tickets available at Madonna Shop, Sch'dy. Chairman of the event is Clifford Sanger.

ROSARY GROUP PLANS 8TH COMMUNION BREAKFAST

The Annual Communion Breakfast of the Young Christian Workers Noon Hour Rosary Groups will be held on Sunday, Oct. 29th, beginning with 8 o'clock Remembrance Mass for deceased employees of Schenectady General Electric and IUE Local 301. Mass will be celebrated by Rev. J. Lamanna at Sacred Heart Church, (cont'd. next column)