

***Follows Ford . . .***

# General Motors Settles for 20c Package

The General Motors Corporation followed the Ford settlement with the UAW-CIO, granting wage increases and contract improvements amounting to a cost of over 20c an hour in a 3-year contract. The Electrical Division of General Motors received the same benefits as the Automobile Division.

The settlement in General Motors establishes a pattern for contract negotiations throughout the country; likewise, it establishes a goal in the Electrical Industry for employees such as General Electric to duplicate. General Electric is the largest employer in the Electrical Industry while General Motors is the largest in the Auto Industry. However, General Motors employs more people than General Electric. The Ford Motor Company, on the other hand, is smaller than General Electric. So size of the corporation or its position in the industry should not be a justified reason to refuse to do equally as well as the others.

The General Motors settlement was as follows:

## 1. Guaranteed Annual Wage

Employees laid off due to lack of work will be paid 65% of their regular wages for a period of 4 weeks. If the unemployment lasts beyond 4 weeks, the employee will receive 60% of his regular wage for an additional 22 weeks. The payment will be in the form of his Unemployment Insurance benefits and the balance paid by the Company. The cost of this is estimated at 5c an hour.

## 2. Wage Increase

The contract runs for 3 years until May 29, 1958. Each year the Company will grant a 2 1/4% increase with a minimum of 6c an hour to all employees covered by the contract.

## 3. Inequity Fund

The Company agreed to establish a fund to correct inequities in rates by allocating 2c an hour for this purpose.

They also agreed to pay the skilled workers an additional 8c an hour over and above the 2 1/4% general increase.

## 4. Second and Third Shift Bonus

At present the shift bonus is 7 1/2%. This was increased to 10%.

## 5. Vacations

Employees between 10 years and 15 years were granted additional vacation allowances of extra days over the two weeks vacation. Three weeks are granted after 15 years of service.

## 6. Jury Duty

Additional payments are made to those serving on jury.

## 7. Union Shop

All employees in the bargaining unit must become members of the Union.

## 8. Lost Time Paid by Company

Shop Stewards will be paid up to 35 hours a week by the Company for lost time in handling grievances. Executive Board Members are paid up to 15 hours a week for lost time caused by Union duties.

## 9. Cost of Living Plan

Wages shall be adjusted due to cost of living rise or fall as reported by the U. S. Department of Labor's Cost of Living Index. The adjustment will be made on the basis of 1c an hour for every 1/2 point on the Index.

## 10. Pensions

The Pension Plan is paid for by the Company — employees do not contribute. An eligible employee will receive \$2.25 a month for every year of service with the Company. There is no limit on the number of years of service. This is in addition to his Social Security benefits.

An employee may work until he reaches the age of 68 before he is compelled to retire.

## 11. Optional Pension at 60 Years

An employee may retire at age 60. He will receive \$4.50 a month for every year of service. When he becomes 65 and Social Security payments start, his company pension will drop to the standard monthly retirement rate of \$2.25.

## 12. Disability Provision

After 15 years of service, if an employee becomes permanently disabled, he is entitled to a pension at the rate of \$4.50 per month for every year of service regardless of age.

## 13. Vested Rights

After 10 years of service with the com-

pany, an employee may leave for personal reasons. He is eligible for a company pension upon reaching the age of 65.

Union representatives are included in the company Pension Plan even though they are on leave of absence.

## 14. Sickness Insurance

The Sickness Insurance runs for a total of 26 weeks. Its benefits vary depending on the hourly rate of the employees.

up to 1.50 per hour	35.00 per week
1.50 to 1.74	40.00 per week
1.75 to 1.99	45.00 per week
2.00 to 2.24	50.00 per week
2.25 to 2.49	55.00 per week
2.50 to 2.74	60.00 per week
2.75 to 2.99	65.00 per week
3.00 to 3.25	70.00 per week
3.25 and over	75.00 per week

## 15. Hospitalization

The plan covering the General Motors employees is the Michigan Blue Cross. An employee is entitled to a semi-private room for a maximum of 120 days without cost. Doctors visits at \$5.00 a day while in hospital up to \$150.00.

All hospital additional expenses such as X-rays, medicine, etc., are paid in full.

A surgical schedule ranging up to \$300 maximum to cover cost of operation is included.

The employees were granted an improved Life Insurance Plan. The cost of the health, hospitalization and insurance plans are born 1/2 by the Company and the balance by the employees.

## Satisfactory Settlement of 11 Points Best Answer

Here is IUE-CIO's 11 point program for G.E. workers:

1. Guaranteed annual employment
2. Substantial wage increase
3. 1.25 chain-wide minimum hiring rate
4. Equal pay for equal work
5. Restoration of the profit-sharing plan
6. Improvements in pensions and insurance
7. Improvements in holidays
8. Better vacation plan
9. Sick and death leave
10. More protection for incentive workers
11. Union Shop

***A Proposal Acceptable to GE Workers Will Prevent Labor Trouble***

# LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 52

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

July 1, 1955

## Over 4,000 At Field Day

A capacity crowd at IUE Local 301's Annual Field Day last Sunday enjoyed the program planned and carried out by the Activities Committee.

Many members volunteered to assist the committee in meeting the demand for refreshments and in carrying out the program.

Part of the crowd is shown below watching one of the entertainment

performances. The scheduled Little League baseball game had to be cancelled since the National Headquarters would not sanction an exhibition game. Boxing and wrestling matches were substituted and

provided the crowd with some action-packed matches.

Many interesting games were provided for the youngsters and as usual the pony rides was one of the most popular attractions. In addition to the gate prizes every youngster present received a free ticket for a special drawing of

children's prizes.

Although the huge crowd was beyond expectations, the entire program was carried off smoothly as the Activities Committee received adequate help from members on the grounds. All in all the whole day added up to another huge success for IUE Local 301.



## COMBINED MEETING

Shop Steward & Membership

Report of Committees  
Regular Order of Business

MONDAY, JULY 18, 1955

1:00 p.m.—2nd shift  
7:30 p.m.—1st and 3rd shifts

Meeting will be held at

KRUEGER'S HALL  
Corner South Ferry and Liberty Streets

## Planned Stoppages and Open House

The local press last week carried a statement that on the day of Open House, Mr. Stevens met with officials of Local 301 and arranged for the Union to cancel planned walkouts. We do not know who was responsible for the statement but we do declare that it was an outright falsehood.

Here are the facts in the matter: Long before the date of Open House had been announced the Building Trades had set up a Committee and planned a noon hour meeting in protest of their work being farmed out and to continue through the grievance procedure to have this practice stopped.

As a courtesy to the Company, the employees and their families, this noon hour meeting was called off, after a meet-

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IUE Local 301 . . .  
**Meet Your  
Executive Board**

**Helen Nichols, Bldg. 269**

Helen works in Bldg. 269 on 1st shift as a Painter and Sprayer and has 14 years of service with the Company.

She has been active on many women's committees and has also served on Local 301's Trial Committee, and the Election Committee.

Helen resides at 418 Craig St. in Schenectady.



**Joseph Drozdowski, Bldg. 28**

Joe has 14 years of service with the Company and works as a Grinder in Bldg. 28 on the 1st shift.

He has been active in many Union affairs and served several years as Shop Steward. As an Executive Board Member, he represents Bldgs. 10A, 24, 26 and 28.

He and his wife, Frances, with their two sons, Joseph, age 12, and John, age 6, live in Schenectady on 2137 Curry Road.



## Winners of Field Day Prizes

No.	Prize	Stub No.	Name	Address	Bldg.
1.	Lady's Diamond Ring	19829	E. Raco	1053 Roberta Rd.	CAP
2.	Aluminum Boat	8201	E. Latano, Jr.	932 Pleasant St.	
3.	Clothes Dryer	26629	R. Kelly	3033 Edgewood Ave.	273
4.	5 H.P. Motor	13065	C. Samuels	732 Eastern Ave.	
5.	Box Trailer	11639	H. Caschini	1546 Devine St.	R. Lab
6.	Golf Club Outfit	14700	Tom Golden	1523 Foster Ave.	273
7.	Reclining Chair & Stool	5830	Julia A. Moyer	Johnstown, N. Y.	
8.	3 Piece Luggage	18529	S. C. Carbin	202 Glen Ave., Scotia	60-2
9.	Power Lawn Mower	5430	E. P. Hewlett	2184 Story Ave.	
10.	Swivel Top Cleaner	17556	P. Ausfelt	195 Parkland Ave., Scotia	227
11.	Lane Cedar Chest	4979	J. Sukatski	109A Dartmouth Street	273
12.	Rotisserie	22089	D. Tiberio		77
13.	Twin Brush Waxer	10864	R. Lainhart	R.D.1, Altamont	16
14.	Portable Phonograph	6395	W. C. Olszewski	1223 4th Avenue	G.E. Lab.
15.	Floor Circulating Fan	8249	Eileen Glennon		52
16.	Clock Radio	30803	C. Doherty	243 New Scot- land Ave., Albany	52
17.	Portable Radio	20291	C. Stage	2021 Amsterdam Ave.	
18.	M. Wash'ton Bedspread	25485	V. W. Strobeck	R.D. 1, Delanson	273
19.	Man's Electric Razor	3887	Thomas A. Herald	Rexford, Y.	
20.	Fishing Outfit	10780	W. K. Travers	244 Union St.	273
21.	Steam Iron	13214	Linda Bordak		269

## Labor Asked to Aid N.Y. State Business

Speaking in Rochester before the annual convention of the Union Label and Service Trades Department of the State of New York, AFL, Commerce Commissioner Edward T. Dickinson last week asked organized labor to place its support behind the effort to create new and expanding business opportunities in the State. He praised labor's record of cooperation with business and its "enlightened interest" in the economic advancement of the State.

The Commissioner asked an end to the "underselling" of N. Y. State and outlined research programs now underway in the department. These include studies of growth industries and exploration of untapped markets that may exist in New York for local industry.

He commended communities where plans for industrial development are based on the economic realities of regionalism and offered department help to small business in meeting marketing or technological problems.

"Attracting to the State new plants and additional tourists are two very important sales areas for the department", Commissioner Dickinson said. "These represent net new business that is generated in the State and to them we should be devoting a great deal of our effort".

## Commissioner Lubin Names Secretary

Mrs. Dollie Lowther Robinson of Brooklyn was named Secretary of the State Labor Department by Industrial Commissioner Isador Lubin and sworn in by Secretary of State Carmine DeSapio in the latter's office.

Mrs. Robinson, who succeeds Mrs. Bertha Diggs Warner, has had extensive experience in the field of labor and industry. She rose from the ranks of the laundry workers to become assistant to Mrs. Sidney Hillman, education director of the Laundry Workers Joint Board, Amalgamated Clothing Workers of America, CIO, in 1941. In 1945, she was appointed education director. She also served the ACWA as a national representative for several years, doing organizing and community relations in Tennessee, Georgia, Florida and Mississippi.

In 1947 she served as a member of the New York State Minimum Wage Boards for the Laundry and Cleaning and Dyeing industries, and from 1947-1951, was a member of the United States Department of Labor Women's Advisory Committee and the Trade Union Advisory Committee to the Federal Labor Department's Children's Bureau.

## Women's Meeting Largely Attended

Mary Bartlette presided as Chairman at the Women's Meeting held at Union Hall on June 16th. President James Cognetta, Chief Steward Bill Mastriani, Joseph Whitbeck, Chairman of the Placement Committee and Ass't Business Agent Serafin Pita addressed the group.

The discussion included placement problems created by the attitude of the Employment Office at Bldg. One and Department supervision in refusing to make suitable and comparable offers to women when laid off for lack of work. It was pointed out that employees with shorter service were being held on jobs while longer service employees were being told these same jobs were so undesirable that they would refuse them.

An investigation held by the Placement Committee has resulted in the placement of three women already, after finding the jobs were not undesirable.

The Sight Conservation Society of Northeastern New York reports 5,324 eye pledges on file as of March 1, 1955.

## What Is GE's Answer?

Ford and General Motors have concluded negotiations with the CIO and reached satisfactory settlements, setting a pattern for in the industry. Most of us are familiar with these settlements; listed below is just a brief review of the smaller companies that have reached satisfactory Settlements this year.

GE has no justifiable reason to refuse the demands of the IUE-CIO as summed up in the 11 point program.

Westinghouse, Bratford, Ontario, Canada, and Local 555, IUE-CIO

Metropolitan Area, N. Y. C. — Local 408, IUE-CIO, representing 200 job shops (Optical)

Kaywood Mfg. Co. and Local 940, IUE-CIO, St. Joseph, Mich.

Lenox Mfg. Co. and Local 1187, IUE-CIO, Chicago, Ill.

Victor Adding Machine Co. and Local 459, IUE-CIO, Philadelphia, Pa.

Dollinger Corp. and Local 329, IUE-CIO, Rochester, N. Y.

Evinrude Division of Outboard, Marine & Mfg. Co. and Steelworkers, CIO, Milwaukee, Wisc.

Plastergon Wall Board Co. and Local 1231, Retail Workers, CIO, Buffalo, N. Y.

Axelson Mfg. Co. and Local 795, IAM Machinists, AFL, Los Angeles, Calif.

56 Cincinnati produce firms and Local 850,, Teamsters, AFL, Cincinnati, Ohio

Creek Box Co. and Local 1021, Paperworkers, CIO, Battle Creek, Michigan

Nu Line Plastics Impregnating Co. and Local 11, Chemical Workers, AFL, Los Angeles, Calif.

City of New York and Local 74, Building Service Employees, AFL, and Local 94, Engineers, AFL, New York, N. Y.

Gulf Refining Co. and Local 11-389 - Oil, Chemical and Atomic Workers, CIO, Detroit, Michigan

Ashland Oil & Refining Co. and Local 11-450, Oil Workers, CIO, Canton, Ohio

Socony Vacuum Oil Co. and Local 7-644, Oil Workers, CIO, East St. Louis, Mo.

New England Road Builders Association and Local 4, Hoisting and Portable Engineers, AFL, Boston, Mass.

Arthur Winarich Co. and Local 13-610, Oil, Chemical and Atomic Workers, CIO, New Brunswick, N. J.

Cohan Optical Co. and Local 408, IUE-CIO, New York, N. Y.

12c strike settlement; 5c to 13c inequity adjustments on certain occupations; 8 paid holidays

\$5.00 to \$10.00 per week increase

16.5 package; min. 8½c; general increase 5% to 8%; increase min. rates by 17½c; increase starting rate on Toolmakers 31c; Company will pay Hospitalization Insurance—doctors and hospital; Company will pay for total time spent on grievances.

10c an hour general wage raise; increased Hospitalization Insurance and surgical benefits

\$10.00 per week increase; sick leave, max. 13 weeks; full seniority protection and severance pay; profit sharing plan

7 paid holidays (an increase of one holiday); maintenance of membership; checkoff; plant-wide seniority; 20c in automatic progression with four set-up-ups of each; payment of grievance time

12c an hour general wage raise

7c an hour across the board wage raise plus an additional 10c an hour for truck drivers

11c to 15c an hour wage increase

10c an hour wage increase

10c an hour wage increase

12c an hour wage increase

10c an hour wage increase for 3500 employees

10c an hour wage increase retroactive to March 1, 1955

4.2% wage increase

30c an hour general wage raise for 3,000 employees; 2 year contract

15c an hour general wage raise

17½c an hour general wage raise

## State Law Requires Company to Pay Compensation for Some Illnesses As Well as Accidents

Union Lawyer Explains Claims for Occupational Diseases

When an accident injures a worker, the worker is immediately aware that something has happened to him and he reports it to his foreman immediately. There is no mistaking such an occurrence. The worker has hurt a hand, a leg, a shoulder, his back or some other part of his body. There has been a single incident which caused this injury and the worker is able to report to his foreman what happened.

The Law, however, requires that even certain types of sickness or disease be reported as soon as a worker becomes aware that he is suffering from such a disease if the worker feels that this disease resulted from the nature of his work.

Take, for example, the worker who works with cutting oils and who breaks out with a rash. Of course, if the worker goes to his own doctor with this condition, the doctor may inform the worker that the skin disease came from the oils he used at work. In such instances the worker should report this as soon as he is able to. In any event, however, a worker who develops such a disease can consult the Union's Lawyer as to a possible connection with his work and the Union Lawyer will advise him as to how to go about investigating this possible claim for compensation.

The same holds true for many other types of occupational diseases. These include loss of hearing for workers who, like chippers, work in a noisy atmosphere; also lung conditions like bronchitis or silicosis, among workers in the foundry and power house; and many other types of illnesses.

The rule for occupational diseases is the same as for accidents. As soon as a worker becomes aware or even believes that there is a connection between the type of work he does and the illness from which he is suffering, he should report it promptly to his foreman.

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

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IUE Local 301 . . .  
**Meet Your  
Executive Board**

**Edwin Davies, Bldg. 285**

Ed is an Inspector and works in Bldg. 285 on 1st shift. He has 23 years of service with the Company.



He writes a sports column in the Schenectady Gazette covering local and national soccer news and events. Ed is Secretary-Treasurer of the Central N. Y. State Soccer Football Association and a member of the N. Y. State Soccer Football Association Cup Committee.

Ed and his wife, Florence, with their two children, Nancy and Ronald live at 52 Waldorf Place, Schenectady.

their appreciation to this generous response.

## Judge Campbell Donates To Christmas Fund

Following IUE Local 301's Annual Field Day a letter was received from Surrogate Judge William Campbell in which he stated "May I also express my deepest appreciation of the hospitality accorded me by Local 301 at the Field Day yesterday. From my standpoint it was a most enjoyable event."

Judge Campbell had been invited to make the drawing for prize-winners and during the course of the day he expressed much interest in Local 301's activities and accomplishments. Upon learning that the next important event the Activities Committee will present is the Children's Christmas party, he proceeded to donate \$25.00 to the affair. Local 301 wishes to express

## Planned Stoppages and Open House

(Continued from Page 1)

ing between the Bldg. Trades Committee and Mr. Stevens at 8:30 that morning. At that meeting Mr. Stevens assured the Committee that he would stabilize employment in the Bldg. Trades as in the past.

This agreement by the Union to cancel a noon hour meeting was then reported in the press as an agreement to cancel work stoppages!

There were no planned work stoppages by the Union therefore there could be no agreement to cancel. Could it have been Company strategy to provoke labor trouble on the day of Open House in an attempt to damage the Union's reputation in the eyes of the public? Was it a coincidence that during that week there was an excessive amount of stalling by supervision and contract violations on grievances concerning prices and seniority?

We say that any work stoppages on the day of Open House were caused by supervision—as they are any day—through their refusal to settle grievances properly and promptly.

Distortions in the press are certainly not the answer, sincere and honest negotiations of GE employees' grievances will eliminate any labor trouble.

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