

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 4 — No. 30

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

May 2, 1958

District No. 3 Adopts Resolution On Right to Work Legislation

Despite the AFL-CIO's speedy expulsion of unions engaged in racketeering, the lobbyists of Big Business are working day and night in every state of the union to pass as much legislation as possible to hamstring the trade union movement—in other words, to kill it and return to the sweat shop days.

This is one of the gravest dangers facing us today. For, the forces of reaction, heavily-financed, are pushing their "right to work" proposals all over the land.

Latest danger spot is not an agricultural or strictly rural state; it is Ohio, which, though it has many farms, is one of the most highly-industrialized sections of the land. In Ohio, the Chamber of Commerce is passing around petitions calling for a state-wide referendum on adoption of a "right to work" law. As usual, vast amounts of money are being spent, with the purpose of rendering unions impotent.

As usual, the "right to work" advocates say their law would be to the advantage of workers, that the elimination of the necessity of union membership would mean that every Ohioan would have the right to work.

In the forefront of this drive is General Electric, which is sending speakers to luncheons and other places where it can hand out its propaganda in favor of "right to work."

The horrible thing about this drive is that GE in Ohio, as elsewhere, has laid off hundreds of workers with no right to work for GE until it pleases that company to call them back. GE has bitterly opposed all forms of job security and was among the leaders in the fight to bar approval by Ohio of Supplementary Unemployment Benefit Plans.

All through Ohio, there are thousands laid off. Their right to work has been taken from them. Now, the Chamber of Commerce and its allies would take from them the right to full protection of a Union.

Another danger spot is California, where Senator William Knowland, now seeking the Governorship, is pledged to supporting and, if passed, sign a "right to work" law.

Labor union members, their families and our friends can't sit

around and say it can't happen here. It has happened in Indiana, another major industrial state. It has happened in Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Dakota, Tennessee, Texas, Utah and Virginia.

Many of the other states are attracting businesses which are running away from unionization of industrial areas. GE, for example, has come out openly and said that it will establish future plants in "right to work states", because the "atmosphere" is right for GE, which we know is a hope on GE's part that it will be able to defeat IUE organization.

There are bills up in many states. Some have been killed in committee, some on the legislature floor. But, this does not deter the "right to work" wreckers. They have come back again in many instances and with their vast funds will be back again.

Every IUE member, every member of his family, every member of the community in which the plants operate has a stake in this "right to work" fight. The IUE pledges fullest support to the crusade to defeat these moves in Ohio, in California and wherever else they come up. It calls on every one of its members to join the "save our Union" fight.

Let there be no return to the days of the sweat shops.

Forget-Me-Not Drive

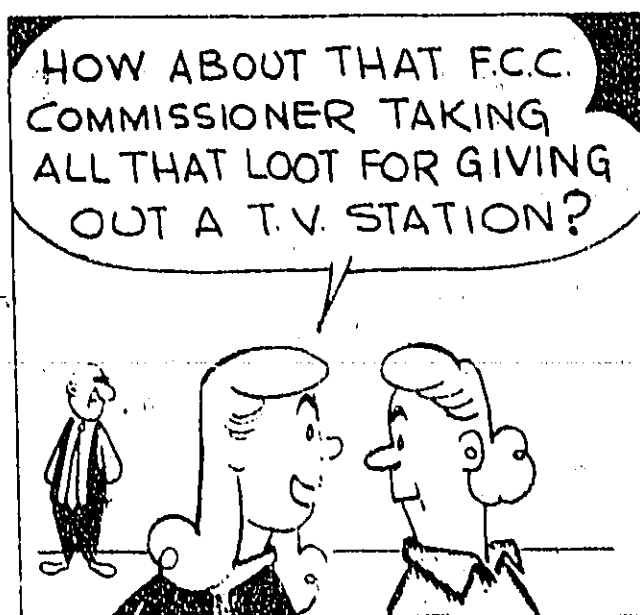
The annual "Forget-me-not Drive" of the Disabled American Veterans being held today is a worthy cause. Funds collected go towards helping hospitalized veterans with donations, cigarettes and party nights.

Among the workers on this committee are some active Local 301 union members: Executive Board Member Herman Podell, Shop Steward Tom Brzoza, Frank Pidgeon, Joe Pidgeon and Al Grasso.

New Benefit Rates Under Amended Unemployment Insurance Law

Higher unemployment benefits have gone into effect under the new law and are retroactive to July 1st, 1957. Weekly benefits are figured on the average weekly wage of the worker during his base period which generally is the average weekly wage in the year before his unemployment. Benefits on a weekly basis can be computed from the following table:

"A" Average weekly wage	"B" Benefit rate for each Accumulation of four effective days
Less than \$16	\$10
\$16.00 or more but less than \$17.00	\$10
\$17.00 or more but less than \$19.00	12
\$19.00 or more but less than \$21.00	13
\$21.00 or more but less than \$23.00	14
\$23.00 or more but less than \$24.00	15
\$24.00 or more but less than \$26.00	16
\$26.00 or more but less than \$28.00	17
\$28.00 or more but less than \$30.00	18
\$30.00 or more but less than \$32.00	19
\$32.00 or more but less than \$34.00	20
\$34.00 or more but less than \$36.00	21
\$36.00 or more but less than \$38.00	22
\$38.00 or more but less than \$40.00	23
\$40.00 or more but less than \$42.00	24
\$42.00 or more but less than \$45.00	25
\$45.00 or more but less than \$47.00	26
\$47.00 or more but less than \$49.00	27
\$49.00 or more but less than \$52.00	28
\$52.00 or more but less than \$54.00	29
\$54.00 or more but less than \$57.00	30
\$57.00 or more but less than \$59.00	31
\$59.00 or more but less than \$62.00	32
\$62.00 or more but less than \$64.00	33
\$64.00 or more but less than \$67.00	34
\$67.00 or more but less than \$70.00	35
\$70.00 or more but less than \$73.00	36
\$73.00 or more but less than \$75.00	37
\$75.00 or more but less than \$77.00	38
\$77.00 or more but less than \$79.00	39
\$79.00 or more but less than \$81.00	40
\$81.00 or more but less than \$83.00	41
\$83.00 or more but less than \$85.00	42
\$85.00 or more but less than \$87.00	43
\$87.00 or more but less than \$90.00	44
\$90.00 or more	45



Buy Union Label

At the April 21st membership meeting, Mr. Henry Becker, National Representative of the Amalgamated Clothing Workers of America, AFL-CIO, spoke on the importance of buying Union Label.

A Union Label Committee will be set up in Local 301 to work with other union label committees.

In suits most of the labels are on the inside pocket. On shirts it is on the tail. If you can't find the Union Label, ask the salesman.

Current Events In My Section

by Allen E. Townsend

Docket #8328-58 is a fine example of real collective bargaining with the Company. This docket protested that the breaking-in rate in the winders and connectors group in Bldg. 50 for the new personnel coming in on the job was inadequate. The foreman's answer at the step one level stated that the rates were proper. At a preliminary step two meeting the Union bargaining committee made several telling points in arguing this case. Management at that time asked for time to look into this case further. At a second step two meeting they agreed to pay one or more steps increase in the starting rate to several workers. They agreed to pay this retroactive to the time they started on the job.

General Docket #8249-58 protested the numerous salaried workers doing work in Bldgs. 81 and 85 normally done by bargaining unit employees. At a step two meeting the Union committee made the following protests:

1. Methods people doing wind-up work in Bldg. 81.
2. Methods people doing instructing work in Bldg. 81 on both rotors and turning and balancing.
3. Engineers doing machine work in Bldg. 81.
4. Salaried technicians doing instructing and trouble shooting in Bldg. 85 on the 250 line and special line.
5. A foreman doing test and repair work in Bldg. 85 on the 280 line.
6. Salaried help doing machinist work in Bldg. 85.

After two second step meetings, the Company agreed that these practices mentioned were wrong and agreed to correct these practices at once. A periodic check is being made by the Board Member and the Stewards in the affected

area to make sure this promise is kept.

Docket #8280-58 was filed in protest of a violation of Article XI (3) of the contract. This article states that an employee transferred from the bargaining unit to jobs in the non-bargaining unit may be returned to their former classification in the bargaining unit in accordance with their total continuous service.

In this case a Cl. B Toolmaker was given a foreman's job. When he was reached on lack of work, he was placed back into the bargaining unit as a Horizontal Boring Mill Operator. At a step two meeting with Coordinator Christman and Board Member Wager negotiating for the Union, the Company representatives agreed that it was wrong to place this ex-foreman on the horizontal boring mill job. Furthermore, they agreed to place the ex-foreman on Cl. B Toolmaking where he belonged in the first place.

Men's employment went to a new low during the past week. According to the Company, a man on lack of work must have at least 11/1/51 service to be placed on common labor. They also informed us that a further reduction of 800 workers by Sept. 1, 1958, is contemplated. This will add further to an already bad unemployment situation.

Women's employment is still on the down trend. As of April 23, 1958, the dates on cleaning women and office service stood as follows:

40 hr.	8/31/42
40 hr. (Cafeteria)	9/23/42
30 hr. (Cafeteria)	10/29/42
30 hr.	2/21/43
25 hr.	3/16/43
20 hr.	4/29/43

These figures will probably be obsolete by the time we go to press.

Annual Clean-up Drive in May

May 3 to 17 has been announced for the annual clean-up paint-up, fix-up drive in Schenectady. Among the books at the Schenectady County Public Library which will help you to beautify the city and eliminate fire hazards are:

- The Art of Home Landscaping. Garrett Eckbo. Dodge. 1956. 712E18ar.
- Problems of grading, planting, surfacing, fencing, and providing for storage, service, and recreation space are included.
- First Aid for the Ailing House, 5th rev. ed. R. B. Whitman. McGraw. 1958. 643.7W61a3. Covers most up-to-date materials and methods.
- Gardens are for People; How to Plan for Outdoor Living. T. D. Church. Reinhold. 1955. 712C56.
- Goodheart-Willecox's Painting and Decorating Encyclopedia; a Complete Library of Professional Know-How on Painting, Decorating and Wood-Finishing. W. D. Jarvis. Goodheart-Willecox. 1957. 698.1J38.
- Walks and Paths—Driveways, Steps, Curbs, and Edgings. R. R. Hawkins. Van Nostrand. 1951. 693H39.

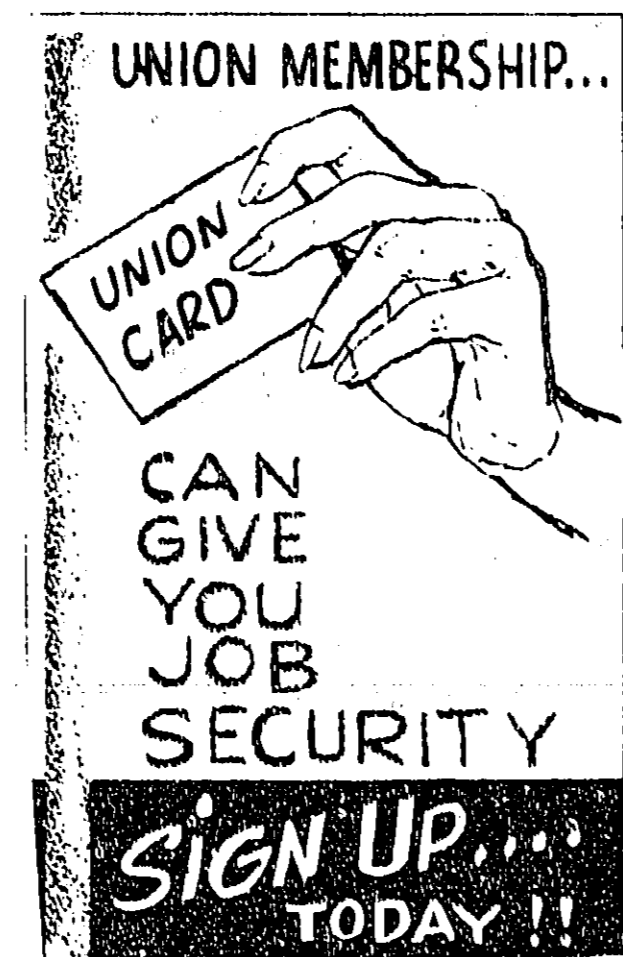
If you have a request for other materials not included, write Editorial Committee, Local 301, 121 Erie Blvd. The Schenectady County Public Library has been very helpful in their selections of the above mentioned books. Let's all do our part in this year's drive.

Operation Upturn

(A Slogan Is Not Enough)

We agree up to a certain point with Board Chairman Cordiner on his "Operation Upturn" program. The point is—if the need to "avoid panicky measures" is as important as Cordiner feels, then employee security for the General Electric Chain will provide a very calming influence on General Electric employees, their families and the public as a whole. If the people see that not only is General Electric saying they are interested in the future of their employees but willing to put down on paper, in the form of a supplement to our National Contract, that the General Electric will provide stable employment, stop runaways shops and the other "protections" needed by General Electric employees for job security, we are sure that this will prove to the American public that the General Electric Company is not just interested in making up catchword slogans, but is actually taking a step forward to provide security for their employees.

The Schenectady employee has seen division after division moved from Schenectady and currently has seen female employees with 15 years of service and over unable to hold a job in the Schenectady plant because there was no work for them. The employees have seen male employees with almost 7 years of service unable to hold any type of job in the Schenectady plant. Therefore, when "Operation Upturn" is accepted wholeheartedly by General Electric Company and they come to their employees and say not only are we asking you to have confidence in the General Electric Company, but here is something signed by us in the form of Employment Security, then the employees will have confidence that the G.E. will not just give lip service to their employees and the country but actually are interested in "Operation Upturn".



G.E. Continues Attack on Carey

General Electric in their recent publication of "Let's Talk Shop" continues to charge National I.U.E. leaders with provoking local labor trouble. Local management is still trying to hide the real issues which forced our Turbine members to strike.

Local union leaders had tried to resolve this case on all three levels of the grievance procedure but could not because of General Electric's attitude on working people out of classification. General Electric may think that by sending out many copies of "Let's Talk Shop" to community leaders, the public will be fooled into thinking that it was National I.U.E. officers rather than local leaders who tried to negotiate this case.

G.E. is trying to cover up their shortcomings by telling the community that President Carey wants to set up a push button strike in October. They said the same thing in 1955, but neither the communities nor the members of the I.U.E. were fooled in the least. They won't be fooled by such propaganda in 1958 either. G.E. doesn't fool anyone when they try to tie local problems in with the '58 Reopener Clause of our Contract. Many times in the past local leaders have asked management if they would leave things "status quo" while negotiating a problem, but their answer was always "no". This is one of the reasons why there are so many local problems. G.E. must take the blame for any local strike, as many of the problems facing our members today would have been resolved peacefully before decentralization of the Schenectady plant.

If G.E. believes they can hoodwink the public into thinking President Carey can force local plants on strike in preparation for the 1958 negotiations, they are sadly mistaken. The record speaks for itself. For many months President Carey has asked G.E. to sit down well ahead of the September 1st negotiation date so as to have plenty of time to discuss any misunderstandings of the '58 Reopener. This they have refused to do. They say 30 days will be time enough.

In view of the present unemployment situation, the Contract Reopener on Employment Security is of extreme importance. G.E. is far behind many of the major companies on unemployment compensation of any kind. This is just one of the many things they should correct. Our National "Eight Point Program" is a good one and if G.E. would only spend half of the time negotiating in good faith as they do attacking local and national leaders, the problems could be mutually settled.

REPORT TO THE MEMBERSHIP

(LEGISLATIVE INSTITUTE)

by William Garrison

It has become increasingly evident over the past few years that if we, as free American joined together in the democratic trade union movement, stand to maintain the gains we have made for better working conditions and improvement of living standards for our families which, each in turn, add to a better future for our children in generations to come, we must realize that, as individuals, our responsibilities and interests on the legislative front cannot be confined to the sole principle of being a member of a political party and voting as such on Election Day.

We as individuals must be alert on the legislative front 365 days a year to the type of legislation pending before our Local, State and Federal governments. In our Local we have a Legislative Committee comprised of union members who study the various laws and other legislative processes that are being considered for enactment by our Local, State and Federal governments. This committee after a careful study of the implications of this legislation, points out to the membership the good or bad points of the legislation and as to whether or not it is harmful or beneficial to you as an individual.

Viewing our local activities in the legislative field over the past few years, it is obvious that there is a greater need for individual and collective participation. With an eye to aiding and helping us in this field, the International office of the IUE-AFL-CIO in Washington, D. C., set up an Education Legislative Institute, which was held in Washington from April 20-24, 1958. The delegates attending from Local 301 were: William Stewart, Chairman of our Legislative Committee and Co-Chairman of our Committee on Political Education, and William Garrison, Chairman of our local Committee on Political Education (COPE).

Daily sessions were held at the institute from 7:45 a.m. through 9:00 p.m., each day at which time the delegates attending held sessions with U. S. senators and representatives, both Democrat and Republican alike. Sessions were also held with top union officers and nationally known news commentators along with Herb Block, world famous cartoonist of the Washington Post.

Included on the agenda were visits to sessions of the Senate and the House of Representatives; also visits to various committee hearings. The delegates also had the opportunity to visit the Embassies of Malaya and India.

As you can readily see, the Institute covered in a broad sense the legislative processes of our Federal Government which affect us both at home and abroad. In the future through the implementation of the knowledge gained by your Local's participation in the International's Education Legisla-

tive Institute, it will be the membership's duty and responsibility to act upon the recommendations of the Committee of Political Education and your Legislative Committee as the means to making your vote count not only on Election Day, but 365 days of the year.

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

Taken for Granted

Many of the hard won gains of labor are often taken for granted by the average employee. This happens more often with the shorter service employees. The oldtimers of our Union who took part in many of these fights remember labor's battles for benefits other than wage increases.

More and more contracts today include such paid time benefits as Vacations, Holidays, Personal Leave, Shift Differentials, Overtime Premiums and Call-in Pay. Few workers get the benefit of all these "fringes"; however, Unions are making strides in this area through collective bargaining which will benefit all workers.

The average worker should be reminded that the employers did not give these benefits through the goodness of their hearts. These improved conditions did not come easily. All of the above mentioned improvements and many more are the hard fought gains of Organized Labor and should not be taken for granted.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

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AS I SEE IT

by CHARLES SCOTT

As I have been reading many fairy tales lately, both in the local press and in the G.E. News, perhaps that is what people are now conditioned to, and so I will attempt this week to write one also.

Once upon a time in the Howack Valley in the State of New York was a company called the Allpurpose Lightening Company which was located in the City of Gelectricady. The Company had a policy of moving parts of the plant after they were fully developed to other parts of the country where labor was cheaper so the Company could make higher profits. The labor union who represented the workers in the Allpurpose Lightening Company complained of this transferring of jobs to both the City Fathers and the State but these complaints fell on deaf ears; for the policy of these astute politicians was, "Above all don't irritate the Company".

As the Allpurpose Lightening Company grew throughout the nation, the plant in Gelectricady was not increased proportionwise. Then the Company's heads came out with a program of how to double production without any additional help and how the Company felt that plants should only employ 10,000 people because large plants were a thing of the past.

The labor union contacted the City Fathers and showed them this program of the Company, telling them that the Gelectricady Plant employed over 30,000 and this would mean a great loss to the community.

The City Fathers pondered this question and asked Company supervision, who were among the City Fathers, what this would mean. After asking this question and not receiving an answer, the City Fathers thought that we had better ignore this statement of the Company's; for, if we question them about it, the Company may become embarrassed.

As time went on, the Company continued on with its program of making the Gelectricady Plant smaller. After many thousands of Gelectricady citizens had lost their jobs, the City Fathers finally got up enough nerve to ask the Company about the future of Gelectricady. The answer from the Allpurpose Lightening Company was short, "You ain't got no culture".

The City Fathers were amazed by this direct, intelligent answer to their question and spent much time discussing this profound statement. After much discussion, the City Fathers finally figured they had better ignore this statement as again—"We had better not irritate the Company!"

As layoffs continued in the Gelectricady plant, the total of employees laid off came close to 12,000. Citizens began to ask the City Fathers—didn't they think it was about time they spoke to the Company about these people losing their jobs? The answer from the City Fathers was—we are now busy on other major problems; we will think about this minor trouble in a while. Some of the major problems under discussion at this time were: the town pump is broken and what kind of grass seed for the local golf course. Of course, the citizens of Gelectricady had to agree that these were indeed pressing problems and, anyway, who would want to put the City Fathers on the spot by insisting that they ask the Company embarrassing questions about employment.

So all the good citizens of Gelectricady went homeward past the blank store fronts with for rent signs and down the streets filled with for sale signs to their homes, reminding themselves that indeed the City Fathers are handling this matter real well; for when the Company says we must move parts of the Company to other areas for higher profits, and employees should work at a lower standard in the Gelectricady plant, the Company is really doing the citizens of Gelectricady a favor; for we all know what is good for the Allpurpose Lightening Company is good for everyone, because the Company's motto is, "A Lower Standard of Living for Employees and Higher Profits for the Company is Our Main Goal".

Any resemblance between Gelectricady and any city dead or dying is intentional.

Cost of Living Up Again

The United States Bureau of Labor Statistics reported that the Cost of Living Index has risen to 123.3, an increase of 1.7 points over last December. Therefore, under the IUE-GE Contract, G.E. employees will receive another small wage increase.

The Cost of Living provision in the IUE Contract will provide for an increase of about 1 1/2%.

The General Electric Company says that this is inflationary; however, it was the long range planning of our National Negotiating Committee and at their insistence that this provision was put in our contract to help our members offset the increase in the cost of living.

**Attend Your
Union Meeting**