

LOCAL-301 NEWS

VOICE - ARTS - (310)

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The Voice of G.E. Workers, Local 301

March 9, 1962

HE WAITED TOO LONG

A Testman who was laid off out of seniority on 10/13/58, decided not to come to the Union for assistance until 10/16/61. After three years of absence due to layoff for lack of work, an employee has lost his continuity of service.

The Union filed a grievance protesting the improper layoff that took place three years ago, even though the Union Office pointed out to the complainant that legally and contractually, the time limit of three years had run out and the Company probably would take advantage of this factor.

Sure enough, the local management said to the Asst. Business Agent: "We cannot accept this grievance because the employee could not be considered eligible as a member of the Bargaining Unit because of the three year limitation".

On the New York Level of the grievance procedure, the New York management upheld the local management's decision for the same reason.

This should be a lesson for every member...that it doesn't pay to wait for the so-called wheels of justice to work automatically. It pays to use the Union when you are in trouble.

There is no question about it...that if this employee had come to the Union Office or had his Union representative represent him on October 13, 1958, when he was laid off for lack of work, he could have bumped another shorter service employee who was working on another test job, which he could have learned to do with incidental training.

This employee realizes now, when it is too late, that it pays to consult your Union representative when you are in trouble.

NOTICE

EXECUTIVE BOARD MEETING

Monday, March 12th, 7:30 p.m.

Officers will meet at 6 p.m.

Union Headquarters-121 Erie Blvd.

UNION TO CONDUCT NEW SURVEY

Several months ago, Local 301 conducted a survey among its members to determine who had been downgraded due to lack of work.

Since the last survey, 700 have either been upgraded to their former jobs or placed on comparable rated occupations. The Union Office wants to bring its records up-to-date with regards to members who have been downgraded as result of lack of work.

Beginning next Tuesday, Shop Stewards will have in their possession, cards which can be filled in by those members affected.

A word of advice to those filling in the cards...make certain that all inquiries are answered in detail. This will eliminate the necessity of Shop Stewards contacting a member again because he did not answer all the questions.

NOTICE

PENSIONERS CLUB MEETING

Thursday, March 15, 1962.

2:00 p.m.

Speaker will be Officer from Local 201 Pensioners Club, Lynn, Mass.

MANY SAFETY HAZARDS ELIMINATED--SAC

Recently Union representatives and employees of the SAC Department became alarmed at the number of safety hazards in Bldgs. 105 and 109.

It required the initiation of grievances to correct the conditions existing in many areas of operations in the two buildings.

Twenty-five safety hazards have already been corrected, and twenty more are now in the process of being corrected and three are to be investigated.

The concern displayed by our members and union representatives, coupled with management's desire to remedy the conditions is an indication on the part of all that they believe in the slogan, "Safety is Everybody's Business".

UNION AUDITORIUM RENTAL RATES

Due to the many requests received by Union representatives in the plant regarding our Auditorium rental rates, the Union Office issues the following information:

Bingo & Dances (Week Days)	\$ 95.00
Organizations (Sat. & Sun) & Dances	115.00
Weddings (Union Members)	75.00
(Non-Union)	95.00

RED CROSS LAUNCHES CAMPAIGN

On March 1st, the Schenectady Chapter of the American Red Cross launched its 1962 Campaign for funds.

Mr. H.L. Reed, this year's Chairman, cites in a letter addressed to our members the following: "The Blood Program, together with many others, sponsored by the Red Cross in Schenectady are at a 'Crossroads'." The reason...the Chapter has not been able to attain its campaign goal since 1955. This necessitated the curtailment of some services, using some of its emergency reserves and partially defaulting on its financial obligation to the National Red Cross.

The continued failure to meet the yearly quota will seriously endanger the future of our essential services, commented Mr. Reed. This includes the Blood Program in which no citizen of Schenectady County is required to pay a cent for blood other than for administrative charges.

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MANAGEMENT RENEGES ON COMMITMENT

By Joseph Koral

On 11/11/57, a grievance was filed for a union member in Atomic Motors who was working as a TRMO, operating a La Blond lathe, R-19.

The complainant felt that due to the duties and skills required, the job should be classified R-21.

At the 1st level meeting, supervision did not agree with the Union's contention. The case was processed at the 2nd level with a 3-man Union Committee and 2 members of management. The following statement of intent was made by the two Company representatives...they agreed that in the case of the union member, a retroactive pay adjustment as of 11/11/57, would be made if and when the rate on the La Blond lathe was increased.

In July of 1958, the employee transferred to a different job.

In April of 1961, another employee, working on the lathe in question, filed a grievance similar to the one filed by the former Lathe Operator. Several meetings and investigations were held. Union representatives again presented strong arguments substantiating their case. Result...Company representatives were finally convinced that the job rate should be R-21. They agreed to make retroactive adjustments from date of grievance which was 4/17/61.

On 1/2/62, another docket was initiated in behalf of the worker who had filed the original grievance. The Union argued that the Company had made a promise to pay this worker the difference between R-19 and R-21, if and when the rate was increased. Management refused to pay the differential from 11/57 to 7/58. They have instead chosen to ignore the promise they made in the verbal agreement.

This attitude on the part of management proves one thing, that you can't rely upon their word or good faith to fulfill the terms of a so-called "Gentlemen's Agreement".

The Union Negotiating Committee consisted of Shop Steward Pacelli, Board Member Koral and Asst. Bus. Agent Christman.

Last year more than 5700 pints of blood worth approximately \$172,000 were donated by volunteers through the local Red Cross Program.

Financial support is urgently needed to meet this year's quota. Please be generous...support the 1962 Red Cross Fund Drive.