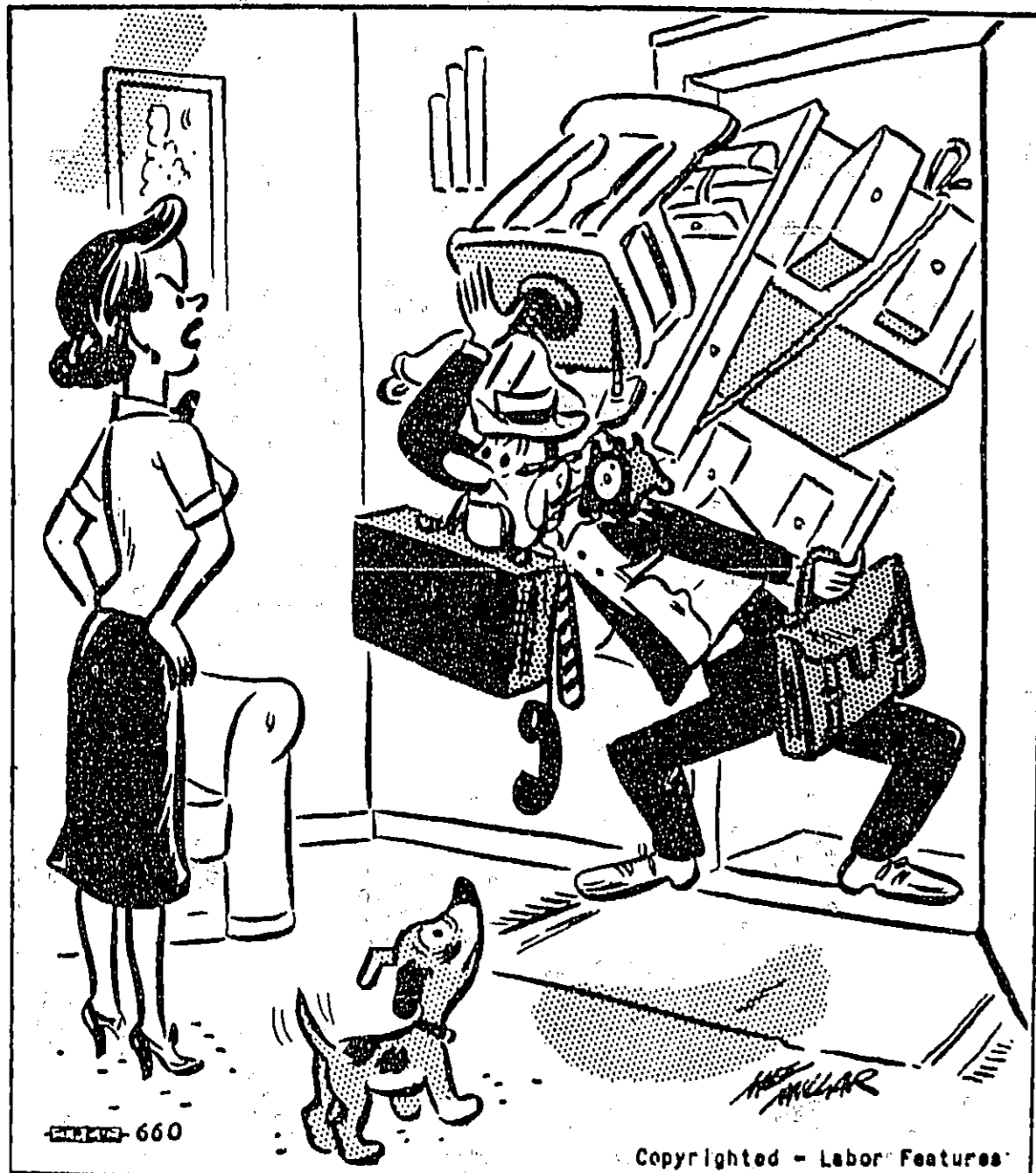


STRICTLY NON-UNION



"DO YOU HAVE TO BRING HOME YOUR OFFICE WORK EVERY NIGHT?"

**IUE-CIO 301
On the Job**

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

Bldg. 60: The group under Shop Steward P. Briggs feel that the employees should not suffer a loss in earnings because of errors in planning and pricing. We request that the employees be made up to their regular earnings on the job in question.

Bldg. 273: The group under Shop Steward V. Natale feel that there should be a Class "B" Stockkeeper on the first shift to replace the Stockkeeper when he is absent.

Bldg. 12: C. Bouck and G. Vincent who work in Shop Steward N. Villano's group feel that the price on 267A512 is inadequate and should be adjusted. There were factors in the study which were performed when the job was done and were left out when the price was calculated.

Bldg. 16: The group under Shop Steward H. Williams are charging contract violations when employees are not maintaining their past earnings, particularly on jobs: 166D292 and 555D675.

Bldg. 16: The group under Shop Steward R. Cochran are charging the Company with violation of contract under Article V, Sect. 1A. This group of D.C. Rotor Brazers are not maintaining 40 hours per week as outlined in the contract.

Bldg. 49: The group under Shop Steward A. Burditt feel that operators should receive average earnings while working under the Planner's instructions.

Bldg. 273: K. Imbody who works in Shop Steward D. Gunn's group feel that when an employee is assigned a higher rated job temporarily for production reasons, he should receive the higher rate while performing that job, and, he is, therefore, requesting that this be done.

Bldg. 285: The group under Shop Steward L. Miller feel that steps should be taken to correct the poor ventilation in Bldg. 285.

Bldg. 285: W. Waterman who works in Shop Steward J. Farone's group feels that the price for Fan Blade job is inadequate. The Union requests that supervision correct and set proper price for work performed.

Bldg. 49: Henry Zullo who works in Shop Steward P. Pisano's group feels that the Company should recognize the request of longer service employees for shift preference.

Bldg. 273: W. Bloodgood who works in Shop Steward R. Seward's group feels price on 180-3978 is inadequate and the method of machining is unsafe. Union requests that supervision correct this condition and the price.

Bldg. 12: P. Spacco and C. Christopher who work in Shop Steward E. Smith's group feel that the prices on Hand Coil Taping are inadequate. The Union feels that the prices should be adjusted so that the operators can maintain their former earnings.

AS I SEE IT
by CHARLES SCOTT

Here are some typical cases which the LM&G management refuses to settle at the 2nd level of the grievance procedure. We feel that these cases have enough merit to send to the New York level of the grievance procedure for proper settlement.

Case #7492-57 is from employees in Bldg. 12 who asked management to provide proper ventilation in the building. As any employee knows who is familiar with the building, the air is stale and the fumes and odors are offensive. The foreman's answer to the employees' grievance was: "We have provided fans to circulate the air. We have no control over the weather". We feel that this is dismissing a complaint from the employees very casually. At a second level meeting with LM&G Employee Relations men, these Company representatives refused to have even a joint investigation because they said they already knew the conditions in Bldg. 12.

Case #7486-57 involves a grievance from the Test Complete Section in Bldg. 12. This grievance protested the fact that the general foreman was doing production work and giving direct supervision on the floor instead of through the foreman. The second level meeting was held after the usual unsatisfactory answer from the foreman. The position of the Employee Relations representative of management was that this was an emergency and the general foreman could work in emergencies. Union representatives pointed out that this particular general foreman works on production work at every opportunity and when a protest is made, he claims it is an emergency. On this point and others, the Union brought out that we received no definite commitment except the one above.

Case #7495-57 concerns a violation of contract under Article V, Sect. 1A. An employee who works in the Assembly and Connect Section of Bldg. 16 has lost 21 working days in 1957, because of lack

Bldg. 16: The group under Shop Steward J. Corliss are protesting the prices on assembly erection not being the amount agreed upon. This group is also protesting the attitude of the Methods Man assigned to this group as he is deliberately antagonizing the employees. The Union requests management investigate and correct these conditions.

Bldg. 49: The group under Shop Steward S. Lupi feel that the overall safety program in Gas Turbine is in need of revision and request that supervision take seriously suggestions from employees concerning their safety while at work in the plant.

of work. He has even taken his vacation to keep from losing so many pay checks. The employee involved has approximately 17 years of service and has requested a lay-off so that he can use his plant-wide seniority rights. At a second level meeting, the position taken by the Employee Relations representatives of management was that they would not allow this employee to leave the group, nor would they reduce the group so that he could maintain 40 hours' work per week as outlined in the contract. Their excuse was that there is a lot of work anticipated for next year and if the work comes through, they will need him.

Case #7307-57 involves the breaking of an agreement made between Union Representatives and representatives of management. There was a dispute in Bldg. 52—Gallery about the price to be paid on the handling of stator flanges. On Oct. 13, 1955, a shop meeting was held between Union and Company representatives, and a price was agreed upon that was satisfactory to both parties. The Rate Department of LM&G sent vouchers out on stator flanges without the agreed-to price. When the employees protested this fact in a grievance, the foreman's answer was that they are still paying the same price since Oct. 13, 1955. At a second level meeting with the Employee Relations representatives of management, the Union representatives were told that there was never any agreement and that our notes of the meeting were not right.

These are only four of the many cases that are not being settled at second level meetings with the Employee Relations representatives of management in LM&G. The employees of this division feel that these cases have merit and ask that obvious wrongs be corrected; however, this the Company representatives in Schenectady refuse to do. We feel that when average employees read about the above cases, they will readily understand the trouble in which employees of LM & G find themselves when trying to negotiate grievances with the Employee Relations representatives of LM&G.

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

Published by the Editorial Committee

President.....Harry Williams
Vice President.....John Shamba
Treasurer.....Gerald O'Brien
Recording Secretary.....Larry Gaba
Asst. Recording Secretary.....Michael Rakovica
Chief Shop Steward.....Vincent DiLorenzo
Business Agent.....Leo Jandreau

121 ERIE BLVD. SCHENECTADY, N. Y.

LOCAL 301 NEWS
IUE AFL-CIO

Vol. 3 — No. 15 The Voice of GE Workers, Local 301, Schenectady, N. Y. August 30, 1957

**Amendment To Natural Gas Bill
More Money Out of Your Pocket**

There is a bill in the House of Representatives amending the Natural Gas Bill. This bill is known as the Harris Bill, H.R. 8525.

If this bill passes, it will add billions of dollars to consumers of natural gas. It will also set the stage for price increases for oil, electric, and telephone users, and also will lead to other taxes on different articles. The only ones who will benefit from this bill will be a few large oil companies whose wealth is almost legendary. It is estimated that the value of their natural gas reserves will increase by about thirty billion dollars if it passes.

The people in Washington who are so anxious to give away almost everything want this bill passed, so it is up to all AFL-CIO people to try and stop them. Therefore, we are urging all AFL-CIO members, their families and friends to write a letter to their representatives in Washington, D.C., asking them to vote against the Harris Bill, H.R. 8525. The representatives to write to are:

- | | |
|--|--|
| U. S. SENATE | |
| Irving M. Ives
and
Jacob Javits | } Senate Office Bldg.
Washington, D. C. |
| U. S. CONGRESS | |
| Bernard W. Kearney
Leo O'Brien
Dean Taylor | } House Office Bldg.
Washington, D. C. |

Remember — if this bill passes, it will cost you money.
William Stewart, Chairman
Legislative Committee, Local 301

**Union Questions
G.E. on Minimum
Pension**

The Company has notified the Union that the employees working on work schedules of less than 35 hours a week are not covered by the minimum pension provision in the Pension Plan. The plan provides for a minimum pension of \$3.00 a month for each year of service for those employees with 15 or more years of service.

With the serious unemployment problem affecting women, many of these employees have been trans-

(Continued on Page 3)

**Price Cut Results
In Stoppage**

As we go to press, a stoppage of work is in effect in Bldg. 60, as the result of a cut in price on a Boring Mill operation.

The grievance has cleared all of the required steps in the grievance procedure. The case involves the machining of a Thrust Collar which formerly paid approximately \$126. Part of the job has been eliminated, specifically "Machine Angle on Ribs", which management claims is worth \$41.50. The operators claim the actual time saved by the change amounts to \$18.15. The price should pay \$108.00 claim the operators,

(Continued on Page 4)

**Transfers Still
At High Level**

In the June 21st issue of the Local 301 News we reported 1,286 employees within our bargaining unit transferred from one department to another which was mostly due to lack of work. The month of July brought the total up another 228 to a total since January 1957, of 1,514.

The cause of these transfers is largely due to management's reorganization of production and transfer of work from Schenectady to other localities. Employees affected by these transfers are obliged to start on new jobs and in many cases jobs that are unrelated to their former jobs. This results in change of shifts and reduction in earnings.

The Union has provided a special Placement Committee that meets weekly with representatives of management in an effort to resolve complaints affecting transfers.

We continue to point out that the Contract Reopener next year on Employment Security has a definite bearing on this problem. Without contract protection, General Electric will continue to cause lack of work by transferring products to other communities for the purpose of increasing their profits.

**NOTICE
Executive Board
Meeting**
Monday, Sept. 9, 1957
7:30 P.M.
UNION HALL
121 Erie Blvd.

Weekly Compensation While at Work

A worker who has returned to work after an injury may be entitled to compensation benefits even while he is drawing wages. This benefit is paid when a worker's earning capacity has been reduced as a result of his injuries. In order to receive these benefits it must be shown first that the reduced earning capacity is the result of the injuries and not for other reasons; and second that the wages after his return to work average less on a weekly basis than the average before the accident.

It should be noted that we are talking here about "averages" and hence no single week's wages either before or after the accident can serve as a test of a man's earning capacity. The average weekly wage before the accident (thereafter used as the base for computing an injured worker's benefits) are computed by taking a year's wages before the date of the accident and then striking an average weekly wage for that year when the injured worker was not yet encumbered by a disability from an accident. Let us, as an example, say that the man earned gross pay of \$4160.00 for the year before the accident. Divided by 52 weeks this reveals that the man had earned \$80.00 per week before he was hurt.

When he returns to work he finds himself unable, at all times, to earn what he did before. Some weeks he earns less and some weeks the same or even a little more than \$80.00. To find out whether he has lowered earning capacity the average is struck every three or four months. Thus assuming that in the first three months or 13 weeks after his return to work the payroll records show that the worker has earned a total gross pay of \$936.00, it does not matter that he might have earned more than \$80.00 in one or more weeks. The fact is that his total earning capacity has dropped to an average of \$72.00 per

week (\$936.00 divided by 13 weeks) and hence he is entitled to compensation benefits in addition to his earned wages during those 13 weeks.

Now, the amount of his benefits during the 13 weeks of reduced earnings is not the actual loss of \$8.00 per week. The law puts a limit on what benefits are to be paid at two-thirds of the actual loss. As a result, in the example which was given here the injured worker would receive two-thirds of \$8.00 or \$5.33 for each of the 13 weeks involved. One additional fact which should be remembered is that it does not matter if these earnings are earned at a new place of employment. The worker is still entitled to this benefit from the employer where he was injured.

The union's lawyer processes claims for "reduced earnings" as part of the case wherever he represents the union member who was injured.

IUE-CIO 301 On the Job

Bldg. 12: The group under Shop Steward E. Smith are protesting the assigning of Class C work to a Class B Winder while the Class C operators are rotating because of a lack of work condition.

Bldg. 273: R. Brien who works in Shop Steward J. Thomas' group feels that the welding price offered on a finished valve is inadequate and should be adjusted in view of the inaccessibility and the heat condition under which this job had to be done.

Bldg. 12: The group under Shop Steward N. Villano feel that the price on 269A287 is inadequate and request adjustment so that they can maintain their earnings.

Bldg. 16: There was an agreement made on the payment of wages and prepare journals for shipment which the Company is now violating. The group under Shop Steward J. Corless feel that the Company should keep agreements made on prices to be paid.

Bldg. 95: John Biggerstaff, a Class B Pit Moulder, in Shop Steward R. Luft's group, is protesting the Company's violation of past practices by now telling him that he must work with another Class A Pit Moulder. In the past a Class B Pit Moulder was assigned to one Class A Pit Moulder and they made a team. This also had a direct bearing on their earnings; for, as the Class A and Class B men became more accustomed to each other's working style, their wages would reflect their proficiency.

Bldg. 49: The group under Shop Steward B. Sharmose are charging the Company with violation of the contract under Article VI, Sect. 4, D. The Company took men from their regular piece work job and

Current Events In My Section

By Allen E. Townsend

Docket #7548-57 points out how our Union members are being victimized by further decentralization moves within the Company. Until recently the Medium Induction Motor Dept. was all under one department head. Now it has been split into two separate departments, one of which is called MIM (MAC) and the other, MIM (SAC). The Company is taking the position that inasmuch as this department has been split into two parts, many old long-standing agreements are no longer valid. In addition to this, they are saying that anyone reached on lack of work in one of these two divisions of MIM cannot bump into the other but would have to go plant-wide to look for a job. This creates in many cases severe hardships since most of the jobs related to MIM are in these two sections and anyone going out into the plant

would have less opportunity to find related work. We have a meeting scheduled with the Company in the near future to discuss this extremely urgent case.

Docket #7626-57, a recent placement case, involved a Turret Lathe Operator from Bldg. 73 with an I-20 rate who was recently reached on lack of work. In this case the Company's initial offer was a bump on an I-17 rate at a three step cut. After investigation, we found that there were several shorter service Turret Lathe operators at higher than the I-17 rate plant-wide. We pointed this out to the Company who, after stalling, arguing and refusing information, finally gave him his proper bump at an I-19 rate. Here is a case where a Union member would have suffered a terrific downgrade if the Union and the Placement Committee had not been on the job.

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

had them center buckets and blades and did not pay them average earnings.

Bldg. 12: The group under Shop Steward N. Villano charge the Company with violation of the contract under Article VI, Sect. 4, B, where two operators had suffered a loss in earnings.

Bldg. 16: The group under Shop Steward T. Charsky feel that the night shifts are being discriminated against by having all the Training Program trainees on the first shift. If the trainees were apportioned between the three shifts, it would enable some of the longer service employees to have their requests for the day shift honored.

Bldg. 285: The group under Shop Steward J. Grabo request that vertical Boring Mill work that is being farmed out be returned as they feel that this farming out will lead to a lack of work condition.

Bldg. 285: The group under Shop Steward J. Grabo feel that since there is no allowance in the piece work price for hitching up jobs, there should be payment at average earnings for these piece work operators until such time as crane personnel are trained to do the necessary crane work.

Bldg. 96: The group under Shop Steward M. Alvarez feel that the ventilation in the building is inadequate and request that management investigate and correct this condition.

Bldg. 73: The group under Shop Steward R. Kovarovic feel the Company is in violation of the contract when it pays employees on lack of work the p.w.-d.w. rate instead of average earnings.

Bldg. 107: The group under Shop Steward G. Griffin protest the use

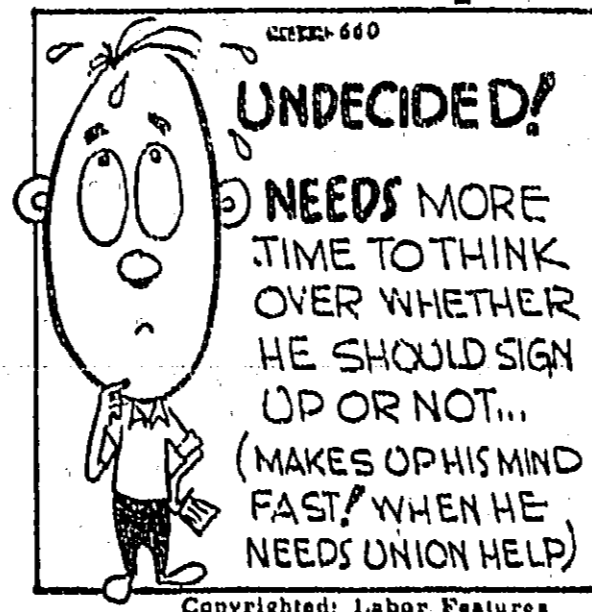
of maintenance men under Foreman Unger (Bldg. 23) to do work normally done by steelworkers from SR&U. They request this practice be stopped immediately.

Bldg. 15: The group under Shop Steward F. Barba charge the Company with direct violation of agreement on lot prices on all operators, and refusing to negotiate in good faith. They feel that this is an attempt to cut prices and discriminate against the operators. They charge the Company with trying to deliberately put into effect a program of wage cuts in their department.

Bldg. 50: The Union is protesting the general rate cut on the various occupations in the Atomic Motor Dept., Bldg. 50, all three shifts.

Bldg. 49: The group under Shop Steward B. Sharmose feel that the allowance for time lost for inspection in the broach table is inadequate and should be adjusted.

Small People



Reorganize Pension Club

The General Electric Conference Board has recommended to the IUE-GE Locals that Pension Clubs be established in each Local.

Local 301 had a Pension Club for years which was dissolved in 1955, when our Local left UE to join the IUE-CIO.

The Conference Board has set up a national committee to assist in the organizing of the Pension Clubs throughout the G.E. Chain and has appointed John Murphy of Local 201, Lynn, as chairman of the committee. Mr. Murphy is the President of the Lynn Pension Club.

Many pensioners in Schenectady have been requesting the Local to reorganize the Local 301 club and some groundwork has already been completed here for the first meeting of Schenectady pensioners, which will be called sometime next month.

The pensioner who has been a Union member generally has a desire to keep in touch with the Union and its program. Likewise, most pensioners know that only through the Union and collective bargaining will the G.E. pension be liberalized and become more adequate. The Pension Club will be a means for the individual pensioner to bring his problems to the Union and with its help try to have them resolved.

The Union office is compiling a list of names and addresses of Schenectady pensioners and any member knowing a pensioner should urge him to forward his name and address to the Union office to be placed on the mailing list so that he will receive notices of Pension Club meetings.

Toolmakers' Committee Meets With Management

The Toolmakers' Committee will meet today with representatives of management to discuss a complaint made by the Union to the effect that work that would normally be done by Toolmakers is being done by lower rated employees not in the Toolmaking occupation.

Likewise, the Toolmakers' Committee charged that the Machinist Development classification was being misused to cover up work that properly belonged in other classifications.

The management agreed to investigate the departments and review the actual jobs covering the occupations involved. Their report will be made to the Union Committee for discussion.

3rd Shift Requests Change in Schedule

The 3rd shift employees working a 6-day schedule have asked to substitute Monday, September 2nd, for Sunday, September 1st, as their regular work schedule. Normally they would work Sunday night, September 1st, and stay out Monday, September 2nd, which is Labor Day. The change if granted will provide a longer weekend with Saturday and Sunday off for 3rd shift employees on a 6-day schedule.

Overtime premiums remain the same for these employees affected, and the qualifying days for holiday pay would be Friday and Monday.

It Pays to Belong to the Union



AS I SEE IT

by CHARLES SCOTT

Another employee has had the doubtful pleasure of learning first hand how "humanitarian" the General Electric Company really is.

An employee of the Foundry Division was reached on a lack of work at his classification, which was Inspection Class B. He was unfortunate enough to suffer an illness at the same time. Because of his long and loyal service of 16 years in the Foundry Division, he found that physical limitations were placed upon him when he was forced to go on interview for another job. The Company, following their standard policy with employees who have limitations, offered jobs to the man which he physically could not do.

His last day of work was 6/11/57, and since that time the Union office has made repeated calls to management stressing the need of a job for this long service employee. The Placement Committee has also met many times on this

case with management representatives who have not to this date made an offer of a job that this man can do. The Union office suggested a job which we believe the man could do even though it would result in earnings much less than he had earned previously. A representative of management, further showing the Company's callous attitude toward their employees, told the Union office that this employee couldn't be offered the job we suggested because "there are too many cripples on that job now". Taking the Company's remarks literally, it means that the only opportunity for those with physical handicaps is displacing another physically handicapped person.

The Company's position amounts to this: G.E. has the same regard for employees as tools—when they are worn out and can no longer produce at top speed, they are tossed on the scrap heap and forgotten.

"Depends on Who You Are"

In Newark, N. J., union leaders grew increasingly indignant at new evidences of gross discrimination by corporations against production workers and in favor of executives. Companies like Westinghouse, for example in closing a plant in one city and opening another in a new community often refuse to rehire their old workers even when the latter are willing to pay their own transportation expenses to the new locality. Exactly the opposite treatment is given to executives, however. The Wall Street Journal quoted one company spokesman as saying, "When we move an executive we pay for everything from pianos to dogs, cats and parakeets." Another company "provides up to a month's salary for indirect expenses such as buying new rugs, drapes and blinds where the old ones won't fit." Commented an official of IUE-AFL-CIO District 4: "That's the sort of thing they do for executives but last week one of our executives moved from Manhattan to Long Island and they had the gall to charge three of our members for moving their tool boxes to the new shop. Then they spend tens of thousands of dollars on industrial psychologists to discover why workers 'resent' management."

Union Questions Minimum Pension

(Continued from Page 1)

ferred to Office Cleaning jobs that have work schedules of 20 hours, 25 hours and 30 hours. 1943 service is required in order to qualify for these jobs. The Company's position means that an employee who was on a 40-hour schedule for 14 years and has one year to go to qualify for a minimum pension and is affected by lack of work and transferred to a short schedule job will lose full pension rights. To make the problem more aggravating, the employees on work schedules of less than 35 hours a week pay proportionately the same premiums.

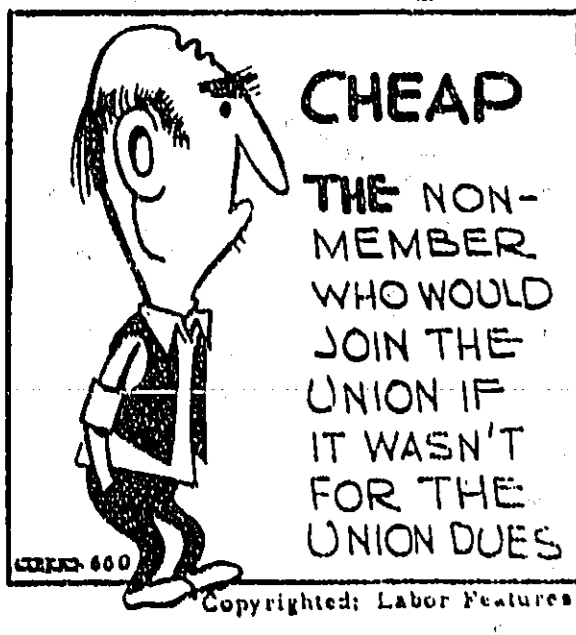
The Union is in the process of trying to resolve this inequality.

IT PAYS TO BE A UNION MEMBER

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

Published by the Editorial Committee
President.....Harry Williams
Vice President.....John Shamba
Treasurer.....Gerald O'Brien
Recording Secretary.....Larry Geba
Ass't Recording Secretary.....Michael Rokvica
Chief Shop Steward.....Vincent Diloranzo
Business Agent.....Leo Jandreau
121 ERIE BLVD. SCHENECTADY, N. Y.

Small People



BE UNION BUY UNION Demand the Union Label