

## 24 Below Zero Outside; Same In GE's Heart!

Remember Jan. 14, the first day of the extreme cold wave we had last month. The old mercury dropped to 24° below that morning.

It was a Monday morning, and GE had the heat down in Bldg. 18 Test all weekend. So when the employees reported for work Monday morning the company couldn't get the heat up.

Practically all morning GE tried to get some heat in that section. But it just couldn't warm the joint up.

So at 11 a.m. the foremen sent the men home. The men punched out.

But the foreman crossed out the 11 a.m. punch-out time and marked the men down for having punched out at 9 a.m.

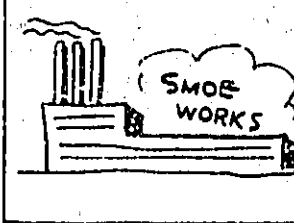
Shop Steward Bonanzo filed a case.

But the foreman figured he could get by with paying the men for only two hours that morning, so he denied the grievance.

Then Coordinator Bill Christman, Bonanzo and Board Member Whitbeck took the case to management level. After a meeting with Section Manager Guernsey and Union Relations Manager Lathrop, the Union was informed that the men would be paid for their full four hours.

### S MO E

10:00 AM  
SMOE MEETS WITH HIS ENGINEERS TO DISCUSS AUTOMATIC!



YOUR AUTOMATION PLANS ARE NOT RADICAL ENOUGH!



WE MUST DEVELOP NEW THINKING!

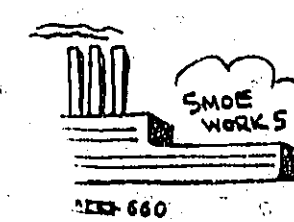


WE CAN'T AFFORD TO WAIT, WE MUST MOVE FAST....



OUR PLANT MUST TAKE THE LEAD!

11:00 AM  
SMOE MEETS WITH THE UNION TO DISCUSS A NEW CONTRACT



YOUR PROPOSALS ARE TOO RADICAL.



WHAT'S WRONG WITH THE OLD CONTRACT?



CHANGES CAN BE MADE... BUT NOT SO FAST!



LET OTHER PLANTS TAKE THE LEAD!

## 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. 52: The group under Shop Steward P. Della Rocco are protesting the overmanning of groups and jobs in their section.

Bldg. 273: M. Gibson and L. Welcome who work in Shop Steward R. Gill's group are requesting payment for the New Year's holiday

inasmuch as they followed the instructions of their foreman on when to report for work.

Bldg. 273: Joseph Polcare and Walter Lewis who work in Shop Steward G. Rose's group feel that since they were qualified Welders who needed no breaking in, they should have received the job rate when put on welding.

Bldg. 18: The Union feels that there are unwarranted layoffs in the inspection group and is, therefore, asking that this situation be investigated by the proper people and made known to all persons and parties involved.

Bldg. 60: Henry Ladd who works in Shop Steward C. McCabe's group is requesting average earnings for period worked under direct supervision of his foreman.

Bldg. 60: C. Layman in Shop Steward R. Leger's group feels that the proper price for work performed on Thrust Bearing Housing 166D375-1 should be \$80.70. The Union is requesting an investigation into this matter.

50% of the entire thumb, or 37½ weeks at \$36.00 per week. This would pay the worker \$1350.00. After this payment is made to him in cash he is still protected for medical care, if it should become necessary, for a period of 18 years from the date of the accident.

The example of the thumb is only one example of a "schedule". Each finger of either hand has a different number of weeks of wages of value. There is also a schedule for the arm, the hand, the leg, the foot, the eye and other parts of the body. The principle as to payments for injuries remains the same.

Malta: The group under Shop Steward W. Zahn believe that the job description of their job adding log sheets, responsibility for automotive equipment, washouts, broken doors and windows, carelessness of prior shifts, etc., together with the regular work of maintaining 23 oil burners and 4 pot burners, emergency lighting 5 generators and to act as second shift Electrician is excessive.

Bldg. 12: G. Vincent and C. Bouek who work in Shop Steward N. Villano's section feel that due to the increase in job value, the timing rate on James Tool Station #656 should be raised.

Bldg. 13: The group under Shop Steward R. Schriber feel that the additions and changes in the generating and distribution systems over the last five years along with the addition of a pumping system and sewage plant have changed the duties of the Elect. Maint. and Dist. Operators drastically. They feel that aside from the added burden of more physical work, the need for greater knowledge and experience to carry out the expanded program of duties should be recognized by the management. They are, therefore, asking for a job reevaluation with a higher rate for the job.

### IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee

President.....Harry Williams  
Vice President.....Julius Thomas  
Treasurer.....Garald O'Brien  
Recording Secretary.....Earl Coons  
Asst. Recording Secretary.....Michael Rakvicka  
Chief Shop Steward.....Vincent DiLorenzo  
Business Agent.....Leo Jandreau  
121 ERIE BLVD. SCHENECTADY, N. Y.

## DISABILITY FROM INJURY AND BENEFITS

Bodily injury to a worker who was injured at his job must be compensated for by an employer. The measure used as to how much in benefits should be paid to the injured worker does not always depend upon how much time he has lost from work. Sometimes the measure used also depends upon how serious and permanent his handicap will be in the future even though he may not have lost any time from the injury at the present.

Take, for example, the situation of a worker who was involved in an accident in which he has lost the tip of his thumb. After emergency treatment he finds that he is able to perform his work reasonably well, bandage and all, and so he returns to work the following day and loses neither time nor wages. If compensation benefits in such a case were to depend on lost time from work, this injured work-

er would get no compensation benefits despite the loss of a part of his thumb.

Provision is made in such cases for the payment of compensation disregarding the fact that the worker lost no time. The law sets up a schedule of weeks of wages to be paid to the permanently injured worker (always remember that "wages" does not mean the wages actually earned but the maximum fixed by law which today is \$36.00 per week). The weeks of wages paid differs with different limbs or parts of limbs.

In the case described for example, this is what probably would happen:

The law requires an employer to pay 75 weeks of wages (at \$36.00) to a worker who loses his entire thumb. The worker who lost the tip of his thumb, if part of the bone was lost, will probably get

## Special Dedication Issue



# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 4.

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

February 21, 1957

## Union Progress in Schenectady Praised

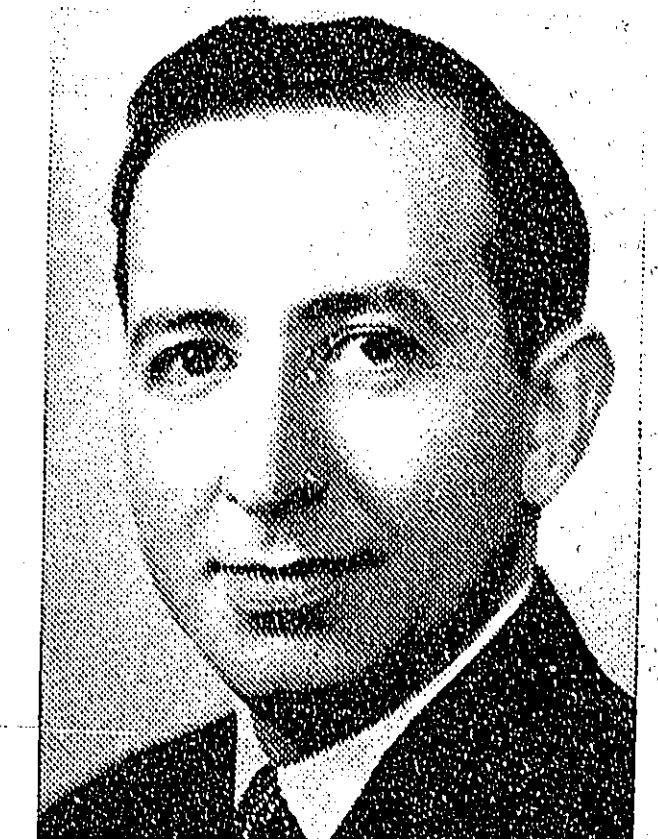
IUE Local 301's new Union Hall on Erie Blvd., was dedicated Monday night with all the ceremony befitting such a momentous occasion.

After President Harry Williams called the meeting to order, he introduced Rabbi Solomon S. Bernards, who gave the Invocation. Rabbi Bernards prayed that "this building may symbolize the maturity and the responsibility of Unionism in Schenectady."

Rev. W. S. Van Meter gave the dedication, praying: "We beseech Thee to give Thy blessing on this building, that it may help us in our spiritual as well as our material livelihood."



Architect E. Tafel



Rabbi S. Bernards

Edgar Tafel, who was the architect of the building, had a significant message, too, for the more than 1,000 IUE members who turned out for the big night meeting. He said:

"A few years ago architects were trained only to build for the rich. Now the picture has changed. We are building for working people as well as the wealthy. And Unions have done much to bring about that change."

The architect was followed by Msgr. John J. Finn, who delivered the benediction. Father Finn said:

"We pray that Your blessing will be conferred on this magnificent edifice. May this building serve as the crown for Union activity in our city."

For the abbreviated remarks of the featured speakers, see other side.



Msgr. John J. Finn



Rev. W. S. Van Meter