

Nov. 19 Meetings Were 'Spirited Display Of Democracy In Action'

The Nov. 19th membership meetings proved to be a spirited demonstration of trade union democracy. The meetings--the best attended since the Local moved into its Erie Blvd. Headquarters--saw candidates nominated for every union office... nine new Stewards sworn in... and the drawing for the Christmas Party raffle prizes.

In all, 36 nominations were made for the nine Union Offices and the three Trustees that must be elected next month.

In addition, a 25-member Election Committee and a three-member Audit Committee were elected. It is the Election Committee that must set the time and place for the election, supervise the balloting, count the ballots and announce the results. The function of the Audit Committee (which must be composed of only rank-and-file members; Stewards, Officers and/or candidates cannot serve on the Audit Committee) is to make a complete Audit of the Union's financial records, in conjunction with the Trustees and the Certified Public Accountant.

ASST. RECORDING SECRETARY—

Howard McLean
Ellery O'Brien

William Templeton*
Frank Tracey
Donald Telarico
Joseph Brennan
Mike Rakvica

TREASURER—

Bill Christman
Gerald O'Brien

CHIEF STEWARD—

Bill Mastriani
Vincent DiLorenzo
Ed Davies

BUSINESS AGENT—

Leo Jandreau
Serafin Pita

GUIDE—

Bill Linka
Bernard Fasula
Charles Ferris

SERGEANT-AT-ARMS—

Charles Ferris
Anders Christensen
Bill Templeton

TRUSTEES—

(3 must be elected)

Bill Garrison
Anthony Esposito
Mary Bartlette
Vince Palazeke
John Smith
Bill Templeton
Dick Jendreski

ELECTION COMMITTEE

A total of 58 nominations were made in the contest for the 25-member Election Committee. The 25 members who were elected in the balloting that took place immediately after nominations were:

Lou Lezzi, James Curran, Samuel Roberts, Ivy Hawes and Pat Lombardi from the 2nd shift; and the following from the 1st and 3rd shifts:

E. Neiman, P. Donato, J. Sacocio, L. Rasch, L. Buono, W. Kuschel, J. Cantore, F. Wilkinson, A. Pandori, P. George, J. Wilson, G. DeGreese, A. Daszewski, C. Brothers, J. Sicking, J. Steslow, N. Jacobsen, H. Caputo, F. Hildreth and Joseph Smialek.

AUDIT COMMITTEE

The 3-member Audit Committee drew seven nominations. Elected were: Bernie Jankowski, the unanimous choice of the second shift, Phil Cognetta and John Shambo.

If You Don't Vote, Your Opinion Doesn't Count!

Next Thursday and Friday are Election Days for all Local 301 members. On those days YOU decide how you want your Union run and who should run it.

On those days every member of Local 301 has the right to say how things should be.

It's up to you to exercise that right. You should do so, for sometimes when people fail to take part in their democratic institutions, the institutions deteriorate and the democratic process is taken away from them.

That is what happened to the Hungarian workers. And look at the predicament they are in today.

Protect your Union democracy and strengthen your local. Vote in the election. If you don't vote, your opinion doesn't count!

Ballot Positions, "Watchers" Picked

Opposing slates in the coming election drew by lot for position on the ballot Wednesday morning. Under supervision of Election Committee officers, Row A went to the Cognetta-Jandreau slate. The Williams-Pita slate received Row B.

Carmine DiGirolamo, running by himself for President, did not appear for the drawing, so he will be listed on Row C.

James Cognetta appointed the following three members as "watchers": Mario Bagnato, Andrew Peterson and Charles Trifillo.

Harry Williams appointed John Corless, Richard Snyder and David Fiore.

Because DiGirolamo did not appear, no "watchers" were named for him.

"I Do Not Choose To Run"

The following Local 301 members were nominated for Union Office at the Nov. 19 membership meetings, but have informed Union Headquarters that they wish to decline the nomination:

Charles Greiner and Mario Bagnato, who had been nominated for Vice-President.

Ellery O'Brien, Donald Talerico, Joseph Brennan and Frank Tracey, who had been nominated for Assistant Recording Secretary.

John Warren, who was nominated for Treasurer.

Ed Davies, who was nominated for Chief Steward.

Anthony Esposito, who was nominated for Trustee.

Bill Templeton, who was nominated for Assistant Recording Secretary, Sergeant-At-Arms and Trustee, announced he would run for the position of Trustee.

Charles Ferris, who was nominated for both Guide and Sergeant at Arms, announced he will run for Sergeant-At-Arms.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

Published by the Editorial Committee

President.....James J. Cognetta
Vice President.....Joseph Alois
Treasurer.....Joseph Whitbeck
Recording Secretary.....Larry Gebo
Asst. Recording Secretary.....Allen E. Townsend
Chief Shop Steward.....William Mastriani
Business Agent.....Leo Jandreau
121 ERIE BLVD., SCHENECTADY, N. Y.

NOMINATIONS

Here are the names that were placed in nomination for Union Office, according to the order in which the nominations were made. The 2nd shift meeting was held at 1 p.m. Where candidates were placed in nomination at that meeting, it was not necessary for their names to be re-entered in nomination at the 1st and 3rd shift meetings at 7:30.

(Keep in mind that a person may run for only one office. Therefore, where candidates were nominated for more than one office, they must decide which office they seek.)

The nominations:

PRESIDENT—

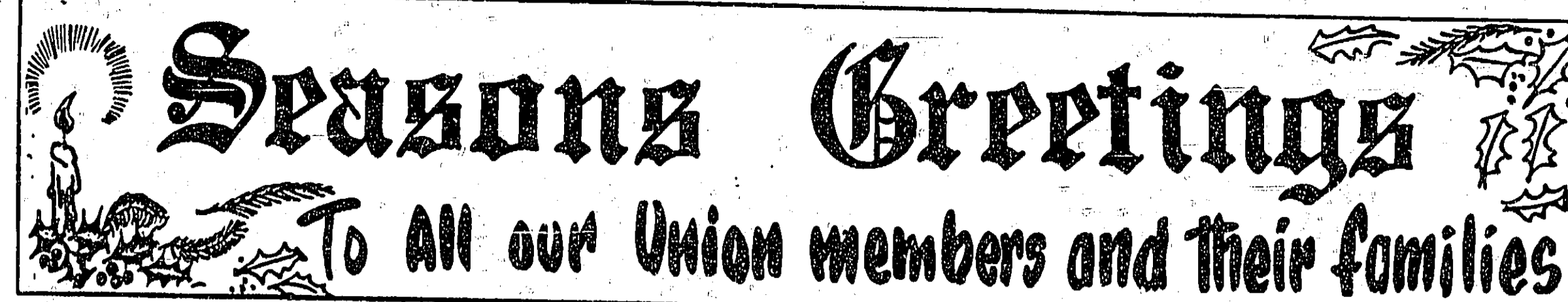
James Cognetta
Harry Williams
Carmine DiGirolamo

VICE-PRESIDENT—

Joseph Alois
Julius Thomas
Charles Greiner
Mario Bagnato

RECORDING SECRETARY—

Larry Gebo
Earl Coons



LOCAL 301 NEWS

IUE AFL-CIO

Vol. 2 — No. 35

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

Friday, December 21, 1956

Election of Officers of Local 301

7172 members of IUE Local 301 turned out to cast their vote during the 30-hour voting period December 6 and 7, for the election of Union Officers for the years of 1957 and 1958.

When the votes were tallied, Business Agent Leo Jandreau held a 58 vote lead over his opponent, Serafin Pita. Pita requested a recount and requested that the ballot boxes and machines be impounded. A Deputy Sheriff was acquired by the challengers while a city policeman was assigned by the Election Committee.

The recount was made by the Election Committee on Tuesday, December 11, with the Watchers for both slates of candidates present and also the newly elected President, Harry Williams and Pita. The cards in each ballot box were counted and checked against the tally on each machine. The recount showed 7172 votes case and 7170 cards in the boxes. Every machine but one had the same number of votes as there were cards in that machine's ballot box. One machine had two more votes than cards and it was agreed that such a discrepancy was of no significance.

The Watchers and the Presidential candidates and Pita signed the following statement:

"We have investigated the procedures used in the election of Union Officers. We have checked the tabulation on the voting machines and have checked the membership cards to confirm the actual vote.

"We have found the results as reported to be an accurate account of the election. We congratulate the Election Committee for the splendid job they have done in the conduct of this election of Officers."

The Officers elected were:

President—Harry Williams—Bldg 16
Vice-President—Julius Thomas—Bldg. 273
Recording Secretary—Earl Coons—Bldg. 273
Asst. Rec. Secretary—Michael Rakvicka—Bldg. 49
Treasurer—Gerald O'Brien—Bldg. 17
Chief Steward—Vincent Di Lorenzo—Bldg. 49
Sergeant-at-Arms—Anders Christensen—Bldg. 273
Guide—Bernard Fasula—Bldg. 40
Trustee—John Smith—Bldg. 273
Trustee—Wm. Templeton—Bldg. 40
Trustee—Vincent Palazeke—Grounds & Bldgs.

The new Officers will be sworn in for their respective offices at the January membership meeting.

Children's Christmas Party Given on Sunday

The Children's Christmas Party will take place at the new Union Hall on Sunday, December 23rd.

The Activities Committee has been busy for weeks sorting presents into age brackets and boxing candy. The gifts will be in four categories of ages: 1 yr. to 3; 4 to 6; 7 to 9, and 10 to 12 yrs.

Children and their parents will enter at the rear of the new building and leave by the side doors. Each child will be required to have a ticket, which was supplied through the Shop Stewards, in order to receive a present. The Union Hall will be open from 9:00 a.m. to 5:00 p.m., Sunday, December 23rd.

The Activities Committee reports that over 7,000 tickets have been distributed to our members. The committee also reports that the raffles which were held to raise the money to defray the expense of the Christmas Party were not sufficient. The additional expenses will come from the Union's funds.



Cognetta Reviews His 5 Years As President of Local 301

Retiring President Jim Cognetta reviewed briefly his 5 years as President of Local 301 and remarked, "It has been a rough road looking back; however, my mind is at ease because I have always carried out my responsibilities as outlined in our constitution to the best of my ability".

Jim, who has 33 years of service with General Electric will resume his duties as a Heavy Assembler in the Turbine Stator Group in the Welded Products Department. "I will always be an active member of the Union", said Jim, and "will always be willing to lend a hand when the Union calls upon me, because I have been in a position to realize how important the Union is to all of us."

During Cognetta's regime as President of Local 301, the Union went through two NLRB elections, both of which "301" came out the winner. One took place in 1951 and the last when Local 301 left the U.E. During Cognetta's five years as President, the Company's Decentralization Program was put into effect which required radical changes in the grievance

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Report on Dues Increase

As a result of a referendum vote in the plant by the members of IUE Local 301 on increasing the Union dues, the returns show 8,415 members voted on the question, with 5,205 voting "yes" and 3,210 voting "no".

The Union requested a weekly deduction rather than monthly early last year. Management at that time indicated this would be possible after the payrolls had been converted to new computer system. They advise us today that the computer system has not worked out satisfactorily and they are in the process of investigating a better method.

The referendum was on \$1.00 a week or \$4.00 a month; however, until a weekly deduction can be arranged, the check-off will remain on a monthly basis. The increase in National Per Capita of 50c will go into effect January 1957. The increase of 82c a month in dues will leave the Local after Per Capita 32c to meet the increased cost of local administration.

A motion was passed at the December membership meeting instructing the President Elect, Harry Williams, to notify management of the dues increase.

Trial Committee Elected

The membership elected a Trial Committee of five members at the Membership Meeting last Monday.

In accordance with the Constitution of Local 301, when a member prefers charges in writing against another member, a Trial Committee must be elected by the membership to hear both sides of the complaint and then make recommendations to a subsequent Membership Meeting.

Elected from the first and third shifts were: Hank Caputo, Jerry Condon, Thomas McGrath and Betty Herman. Stanley Witowski was elected from the second shift.

Hockey Association Requests Aid

A request has been made to Local 301 to sponsor a team for three years in the Pee Wee Hockey League. The request was made by M. A. Tappin, Director of the Schenectady Hockey Association.

The Schenectady Hockey Association was formed in an effort to promote and foster Pee Wee Hockey for youngsters in the Schenectady area. The purpose of the league is to teach and train the youngsters the fundamentals of ice hockey and to maintain the principles of good sportsmanship.

Hank Caputo presented the request for our sponsorship to the membership at last Monday's meeting. The motion was passed to refer the matter to the Executive Board for investigation and recommendation.

3077 Employees Transferred During 1956

Because of the moving of departments out of Schenectady and other fluctuations in production, 3077 Schenectady G.E. workers were transferred from one department to another during the 12 months of 1956. In most cases it required learning a new job for the employee. In many cases it affected his earnings temporarily or permanently. In many cases it required a change of shift.

These changes in the status of employment are irritating to the employee involved even though he has been given his or her seniority consideration under the contract. The complaints are usually directed at the Union and not the Company. The transfers are caused by General Electric; the Union tries to get the best opportunity under the circumstances for the employee to maintain his earnings on a comparable job in line with his service and experience.

We have had the largest number of transfers this year of any previous period in the history of the union.

French Labor Representative Visits Schenectady

Max Gollomb, an officer in the Engineers Union of France, visiting in the U. S. A. as a guest of the United States Department of Labor made a request to inspect Bldg. 85, Schenectady's highly mechanized Motor Department.

Our Union made arrangements for him, through management, for a tour of Bldg. 85.

Cognetta Reviews 5 Years as President

(Continued from Page 1)

procedure to meet the changes made by management. Likewise, the transferring of several departments to other locations caused the greatest transfer of members from one department to another under our Seniority Supplement in the history of Local 301.

"The negotiation of our present contract without the need of a strike, such as took place for 8 months in Westinghouse," said Jim, "is one of the major achievements made during my term of office. Since I have been President of Local 301, I have seen wages gradually increased for day workers and piece workers. Today our wages and working conditions are equal to the best in our industry even though we continually apply our efforts to improve them daily. The construction of a new Union Hall and the securing of such an excellent location on Erie Boulevard was finally realized during my term of office."

"I have enjoyed, and I am proud of having had the opportunity to give my time and efforts for the welfare of the Schenectady G.E. workers for the past 5 years, and I want to thank all those members who supported me and had confidence in my leadership."

Day Before Holiday Work Schedule

Because of numerous requests for permission to take Monday, December 24th off without being penalized for Christmas Day holiday pay, the Union requested that management grant this permission. Management refused to grant the request on a plant-wide basis, but said that where there was a lack of work in any group, the day before the holiday could be negotiated in the individual groups.

The Company said that in the MIM Departments it was expected that many groups would be affected with several days of lack of work and in this case the shop stewards and foremen could mutually arrange to have one of these days the Monday before the holidays.

SHOP STEWARD VOTE

The Election Committee reported on Wednesday, as we went to press, that elections had been completed for 420 Shop Stewards. Elections were held under the supervision of the Election Committee on all three shifts.

The committee reported that changes in the Shop

Stewards numbered about the same as in previous years. John Saccocio, Chairman of the Election Committee, reported that results in some elections on second and third shifts, which took place Tuesday, had not been turned in which would increase the total of 420. Likewise, there would be a few cases where the Executive Board would have to investigate proper representation and then conduct an election.

The Election Committee will make its formal report to the membership on January 21, 1957.



Local Makes GE Live Up To Promise

A typical case where a GE worker would be left up the proverbial creek—if he didn't have a Union—has been won by IUE Local 301.

It is the case of Richard Gifford, employed in Bldg. 60.

Originally employed on Nov. 5, 1952, Brother Gifford was laid off for lack of work on June 30, 1954. On Feb. 18, 1956, he was notified to return to work.

Brother Gifford went to Bldg. 1 and discussed the job opening with management. He said he would return if his service was not broken, for he had another job with the State.

Management promised him that his service would be restored.

So Gifford left his job with the State and returned to GE. But then GE discovered that according to "company rules", Gifford was "not eligible" for restoration of his service.

Gifford contacted his Union Steward. The case went to Union Headquarters where Asst. Business Agent Allen Townsend contacted management.

After more than a dozen phone calls, the company finally agreed that it should live up to its promise that Gifford's service would be maintained.

At that the case was closed out. But there simply is no question about it: If Brother Gifford had not had a Union on the job for him, he would have been "up the creek"—no job with the state, and with just a start on service at GE. As a result of this victory, Gifford will receive his paid vacation this year.

Proper Service Date Restored

When Donald Giquanto returned to GE after a stint in the service, he discovered that his correct service date had not been given him.

He called Union Headquarters and advised the proper representative of the situation. Board Member Korkin and Assistant Business Agent Townsend took the case up with management of 40-B, MIM, where Brother Giquanto works.

After this "oversight" was called to the company's attention, GE restored Brother Giquanto's proper service date — 9/5/53. And as a result of this Union action, the employee will now receive his paid vacation this year.

THE LEGAL CORNER—

COMPENSATION BENEFITS AND LAID OFF EMPLOYEES

By Leon Novak, of Novak and Diamond, Attorneys

Workers who are injured on the job may often reach retirement or lay-off before the effects of their injuries have fully disappeared. Sometimes, too, a worker seemingly may have recovered from an injury at the plant but then begin to have trouble after retirement or lay-off.

Such workers have a right to pursue their claims for medical treatment, lost time from work or lowered wages even though they no longer may be working for the Company.

The claim made by the injured worker will be against the Company where he was injured, if the injury was less than seven years ago, and against a substitute organization set up by the State of New York and called the Special Fund, if the accident was more than seven years old.

Of course, like in all instances where a claim for compensation benefits is being made even where a case is being reopened, the injured worker must show through a doctor's report that his problem or his disability is connected with the original accident.

Now, suppose the injured worker who is no longer working for the General Electric Company is now employed elsewhere.

If he is in need of medical treatments as a result of his injury, his

doctor will take the necessary steps to make them available by filing a report called a "C-27" showing why his condition has made it necessary to require such treatments.

If the worker is working at lower wages due to his injuries, he will have the opportunity at a compensation hearing to make this claim for reduced earnings. Here, the worker will be entitled to be reimbursed two-thirds of his losses to a maximum anywhere from \$25.00 to \$36.00 per week depending upon the year in which his accident took place.

A worker who is not working after having left the employ of the Company can also reopen his case. If he is in need of medical treatment his doctor must also file a report. If he is partially unable to do his regular work due to his disability he may be entitled to compensation benefits while not working, but his rate of compensation will be fixed in accordance with the percentage of his disability.

The GE "Aid Plan"—Little Aid, No Plan!

IUE has notified the company that its so-called "Emergency Aid Plan" still does not meet the needs of GE workers.

In a letter to the company dated Dec. 3, IUE GE Conference Board Chairman John Callahan said that the company's latest proposal to extend the plan to 1960 is "an improvement."

But he left no doubt that the plan still falls far short of the needs of GE employees. There are three basic objections which have forced IUE leaders in GE to reject the company's proposal:

1. The new plan would require scrapping plans presently in effect. Therefore, unless there is a guarantee of mutual agreement, GE could end the plan in 1960 without any plan remaining to meet the needs of the people.

2. There must be joint administration of the plan.

3. The "means test" the company is insisting on is degrading; it would reduce employees seeking help from the plan to the same basis as applicants for relief.

For more than six months GE has been haggling about this relatively simple problem. It's about time it gets down to serious negotiations with a view to meeting the serious wishes of its employees.



NO LACK OF ENTHUSIASM HERE—This was the first part of the noon-hour crush at Union Headquarters for voting Dec. 6th. The entire hall was packed, the line extended down stairs and out into the street. But quick work processed the people in a hurry so there was never a long wait.



THE GALS TURNED OUT TOO—As never before, women took part in Union elections. Here two pretty and happy ones prepare to exercise their democratic rights.

IUE Wins Extension Of Insurance Plan

National leaders of IUE-AFL-CIO have succeeded in getting the company to modify its policy of insisting that GE decide which kind of insurance program they are going to have before January first.

As a result of meetings between IUE leaders and GE officials in New York, the company has agreed to a one-year extension.

Under this agreement, members have the right to continue the Comprehensive program, if that is what they have signed up for; to continue the Corridor program, if that is what they have signed up for; or to switch from Corridor to Comprehensive effective January 1, 1957.

Another choice will also be given to the membership individually to make such a decision by January 1, 1958.

Under the 1955 Contract, each local was to have notified the company by Dec. 1, 1956 as to its decision. However, IUE protested this rush because the people have not had sufficient time for experience to say which plan is more satisfactory.

Furthermore, IUE pointed out that the company has not gotten its first report from the Insurance Company. That report will not be available until May, and it may cast a new light on the situation.

Leading the talks that succeeded in obtaining the extension were IUE President James B. Carey and Pension Expert Joe Swire.

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. 66: The group under Shop Steward R. Cannice are protesting the proposed change in all standard saw prices that supervision says will go into effect on 11/5/56. There is no change on the old saws—the only change is on the new Do-All Saw and that is the only place the price should be adjusted. The Union requests that responsible management investigate and correct this situation.

Bldg. 273: The group under Shop Steward P. Moran is charging supervision with violation of contract under Article V, Para. 9. They request that management investigate and correct this situation.

Bldg. 105: The group of Radial Drill Press Operators under Shop Steward J. De Georgio are requesting that the work which is given to them be equally distributed as to material and type.

Bldg. 50: Stanley R. Myslinski who works in Shop Steward D La-Fountain's group is requesting an increase in rate of pay due to supervision's requesting him to operate two (2) Milling Machines at the same time. This change increases the responsibility and skill of the job.

Bldg. 85: The group under Shop Steward C. Hildreth are requesting in writing a breakdown on test in the iron floor area. Representatives of the Union have been promised by supervision a breakdown of this classification for over a long period of time without any results thus far.

Bldg. 12: The group under Shop Steward G. Vincent feels that jobs such as 436-415M, dgr. 249A155, should be done at the 656 Station.

Bldg. 60: The group under Shop Steward W. Martin is requesting the services of an Accumulator on the second shift to service the piece workers. There are Accumulators on the day shift where the prices were established.

Bldg. 273: The group under Shop Steward P. Maietta feel that work should be impartially given out to the group and the foreman should not select certain jobs for men or allow certain men to select their own work.

AS I SEE IT

by CHARLES SCOTT

There are some cases which appear to be simple and then as the case progresses, it becomes more complex and finally ends up as one of the major cases in a Division.

Docket #6336-56 was started by Steward Ginac in Bldg. 60 whereby he requested that Walter Chmielewski who was classified as "Labor Special" be paid a higher rate as he was filling in for a Tool Crib Keeper while he was absent from the crib.

After receiving an unsatisfactory answer from the foreman, the grievance was forwarded to the Union Hall by Board Member Della Rocco for further processing. The case was referred to a meeting at the second level where it was discussed by Chmielewski, Steward Ginac, Board Member Della Rocco and representatives of management.

At this meeting management requested another meeting, to be held at a later date.

Board Member Della Rocco, realizing that more than one man classified as "Labor Special" and working as a Tool Crib Helper was involved, asked Steward Jendreski who represented a number of Tool Crib Helpers to assist in the case.

Another meeting was held at the second level and as a result of this meeting, all Tool Crib Helpers who hand out tools at any time will be reclassified as Class "C" Tool Crib Keepers.

This case is an outstanding example of stewards and Board Members working together to achieve the proper settlement of a case.

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