

# LOCAL 301 NEWS

## IUE - AFL - CIO

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### LOCAL 301 DELEGATES REPORT ON CONVENTION

Local 301 delegates who attended the 10th Constitutional Convention of the IUE, AFL-CIO, in Cleveland, last week, made their report at the membership meetings held last Monday.

The report disclosed that 681 delegates and alternates representing 269 Locals, 10 Districts and 5 Conference Boards were in attendance.

The International President's report noted gains made in membership since the last convention 2 years ago. The IUE won 176 NLRB elections involving 11,500 workers.

Convention delegates unanimously passed resolutions that will be used as guides in the forthcoming collective bargaining contract negotiations.

The resolutions took into consideration such issues as wages, Union Shop, shorter work week, minimum of 9 days paid holidays - "no strings", 4 weeks' vacation for 20 years, improved insurance and health benefits, more adequate pensions, paid sick leave, more adequate severance pay, contracting work out, and better protection on continuity of service.

Many speakers of prominence addressed the delegates; however, the one who, in the opinion of our delegates, made the greatest impression was Walter Reuther, President of the Auto Workers Union (UAW). Reuther in his remarks pledged unlimited help to the IUE in the 1963 contract negotiations.

Reuther spoke on several other important issues affecting the economic welfare of Organized Labor, such as the need for a Union Shop, organizing the unorganized, automation and greater participation by members of the Labor Movement in the field of political action. In this connection, the President of the UAW made a very important observation. He said "You cannot separate the ballot box from the bread box". In other words, they are synonyms; they go hand in hand; therefore, in order to insure the future economic security and well-being of the American worker and to safeguard the benefits and gains already won, it is of vital importance for Labor to support candidates who will fight for and vote for legislation that will benefit

(Cont'd. reverse side)

### G.E. INFORMS LOCAL 301 NO HOLIDAY CHANGE

Several weeks ago our members were asked to sign a petition stating whether or not they were in favor of switching Election Day holiday which falls on Tuesday, Nov. 6, for the Friday following Thanksgiving Day.

Approximately 6,000 signatures of members appeared on the petitions. After adding the totals for and against, the results showed that our members favored the change 5 to 1.

Meanwhile, it has been reported that officials of the Steamfitters Union have informed the Company that their Union is opposed to the substitution.

The contract provides that a local union and a local management may agree to substitute a different holiday in place of those listed in the contract.

Company officials, however, have notified Local 301 Headquarters that they can only consider such a proposal if all Unions in the plant agree.

Therefore, as matters stand for the moment, it appears that the G.E. Plant will close on Election Day, November 6th.

## NECESSARY STEPS TO PROTECT YOUR RIGHTS

For many years we have published from time to time articles telling you what to do if you have an accident while at work. However, we are again receiving reports that workers have been hurt and have failed to take the necessary simple steps to protect their rights. As a result, they lost out when they finally did come before the Workmen's Compensation Board.

The Workmen's Compensation Law was written to protect the worker, but only if he takes the steps necessary to protect himself. If you have an accident while employed, the law requires that you notify your supervisor immediately, and in any event not later than thirty days. You must also file a claim for compensation benefits with the Workmen's Compensation Board in Albany within two years from the date of the accident.

Many workers who are injured believe that if they reported the accident to their boss or described it to the doctor who is treating, they are fully protected. That is not true. You should file your claim with the Compensation Board even if you are not losing time. In that way, you are protected for 18 years if anything unexpected develops later.

The law also provides benefits for occupational diseases. This is a little more difficult to pinpoint since such conditions come on gradually after years of exposure. Usually a worker will not know he has an occupational disease until it is discovered accidentally by his doctor while examining for some other condition. If you think you have a disease caused by your work, notify your supervisor at once and also file your claim with the Compensation Board.

Remember that the insurance company which insures General Electric has trained specialists whose job it is to save the Company money at your expense. Going up against these men is like going into the ring against a trained boxer.

While the Union, for financial reasons, was forced to give up its legal services, we recommend strongly that you consult a lawyer if you have a compensation claim.

If you do not have your own attorney, you can call Union Headquarters and we will give you the name of one or more attorneys whom we believe are experts in handling such claims; they will assist you in obtaining the best possible settlement of your compensation claim.

## CONVENTION REPORT (Cont'd.)

the working man thereby in turn benefitting the Country.

Two Local 301 delegates were elected to Convention Committees: Pres. John Shambo was chosen to be a member of the COPE and Political Action Committee and Business Agent Leo Jandreau was elected to the Collective Bargaining Committee.

Chief Shop Steward Mangino, Trustee Brothers and Shop Steward Santore were also delegates who attended the Convention.

## JAPANESE LABOR DELEGATION VISITS UNION OFFICE

A delegation of six Japanese labor officials paid a visit to Local 301 Headquarters last Wed.

They are members of the All Japan Federation of Electric Machine Workers Unions (EWU - Denki-Roren).

The spokesman for the delegation, who incidentally addressed the delegates at the recent Constitutional Convention of the IUE in Cleveland, was Yukichi Takehana. He is President of Denki-Roren and President of Neutral Federation of Workers Unions Federation of Toshiba Electric Workers Unions.

Ass't. Business Agent Townsend was the spokesman for our Union Office. He also conducted them on a tour of our facilities.

Townsend answered many questions posed by the members of the delegation, such as procedures used in formulating contract demands both on the National and Local Level (Local Supplements). They were anxious to know the setup of our grievance machinery and the number of Officers, Board Members and Shop Stewards in our organization. A member of the delegation also asked questions about working conditions in the plant.

Local 301 is the first Union the delegation has visited thus far. Their itinerary will take them into 10 States before departing for home.

The information and data which they will accumulate while in the U.S.A. will be used to revamp some of their organizational setup and to better the wages and working conditions of the Japanese workers.

Ass't. Bus. Agt. Townsend in turn asked them several questions regarding various aspects of the Labor Movement in Japan. The answers he received were very interesting and enlightening and corrected some misconceptions about Japanese workers.

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# LOCAL 301 I.U.E.M.D.A. NEWS

I.U.E.M.D.A. News endeavors to bring to 301 Union Members the re-evaluation news in the Schenectady Plant. This effort is made very difficult by the SECRET ARRANGEMENTS between the General Electric and Local 301 Officials on changing the wage payment structure and on the change in future working conditions.

## WE ARE NOT GHOSTS

See for yourself. Talk to us anytime. Talk to us about plans of I.U.E.M.D.A. We are all aware of Jandreau's and Shambo's Union, today, such as it is. Join I.U.E.M.D.A. and HELP us to take back what rightfully belongs to all I.U.E. Members. Meeting soon to be announced.

### ORGANIZATIONAL COMMITTEE:

For the selection of candidates in the forth coming Dec. Local 301 Officers election.

G. Bazan  
S. Conaway  
S. Herd  
F. Orzolek

C. Potter  
G. Rose  
L. Shattuck  
K. Trenley

## JANDREAU AND SHAMBO, BOTH SPEK HIGH PAYING JOBS "OUTSIDE" G.E. AND UNION

Though these People eventually will leave for political jobs, they still have, while they remain in Union Office, a responsibility to the Membership.

## I.U.E.M.D.A. MEMBERS DEMAND JANDREAU and SHAMBO INFORM UNION MEMBERSHIP ON RE-EVALUATION COMMITMENTS WITH G.E.

## DAY WORKERS and PIECE WORKERS STAND TO LOSE TOGETHER ON RE-EVALUATION

A slash in the pay rate structure for incentive workers would LOWER the average wage level. In other words, the basic wage structure would be changed, and General Electric would be paying less for each unit of work. There is no doubt that this new base would be applied in formulating rates on all jobs. This would automatically in the long run mean a PAY CUT FOR EVERY EMPLOYEE WORKING IN SCHENECTADY G.E. This means, a lowering of the living standard for all G.E. Working People.

## PROBLEMS FOR DAY WORKERS MULTIPLY

The Day Worker is forced to "get along" on much less than the incentive worker. It is inevitable that he, too, according to General Electric's time-motions tables, will be in line to take a cut in pay. And the Union Member would be deceived, who would believe, the Local Union Officials, who say, we will take A FEW BUCKS AWAY FROM THE INCENTIVE WORKER and GIVE IT TO THE DAY WORKER.

Percentage raises again leaves him with less than other Union Members.

MULTIPLE TASKS requiring many skills have been added to the Day Worker's job. Now the Day Worker is a "JACK OF ALL TRADES". However, his job rate and paycheck remain stationary. Jandreau, once at a Membership meeting in Schenectady, LAUGHED AND DEGRDED Union Members at Louisville, Kentucky, because he said, "They were "JACK OF ALL TRADES" down there." He claimed it would never happen in Schenectady. Not only has it happened here, but LEO JANDREAU HAS AGREED TO WHAT, HE ONCE RIDICULED. This Jandreau's "JACK OF ALL TRADES" switch, which is a major concession to G.E., CAN COST YOU YOUR JOB.

## RE-EVALUATION MEANS LOSS OF VAST NUMBER OF JOBS

Even though Steam Turbine employment in the past few years dwindled from over 5,000 to about 2,700 Union Members, Jandreau and Shambo ignore this major problem. Instead, they continuously talk and publish RATE FIGURES OF UNION MEMBERS. Of course, this doesn't have much interest to the Union Member without a job and walking the street. But you could be one of the "Lucky Ones" and end up with just a wage cut and working "like mad" trying to keep-up with G.E.'s time-motion standards. This is, of course necessary to guarantee that G.E.'s PROFITS will continue to Soar and the LIVING STANDARD will continue to DROP.

## EFFECTIVENESS OF GRIEVANCE MAKING BY UNDERMINED

Unless G.E. decides to "to give in" on a grievance, they usually remain unsettled, even though the "Hall" is quick to claim some kind of mysterious credit for handling it. Jandreau has "Handeled" many such refusals this year. In most cases, concerning these unsettled grievances, the Union Member is led to believe that it is being sent to the New York City level. After all, he has been reassured by the Board Member that this is true. After many months of frustration, the Rank and Filer learns HIS grievance is still at the "Hall", collecting dust.

Strange, that Local Officials are reluctant to process certain grievances through the New York level. The logical answer being that the grievance would be in conflict with the RE-EVALUATION AGREEMENTS between the "Hall" and G.E.. Processing the grievance through the first two steps was only SUBTERFUGE. And, too, Local G.E. Managers would be embarrassed by having grievances sent to the third step in which AGREEMENT with the "Hall" had already been secretly consummated.

### JANDREAU and SHAMBO UNDISCLOSED COMMITMENTS HELP G.E.

Collaboration on the re-evaluation-LOSS OF JOBS PROGRAM- gives G.E. a greater advantage to take more away from the Union Member on the job. It means a greater wage cut and doing away with more working conditions. It "BLOCKS" UNION MEMBERS FROM USING THE NATIONAL I.U. CONTRACT TO LEGALLY RETAIN WAGES AND WORKING CONDITIONS. Collaboration, also, speeds the program and facilitates G.E. putting it into effect much sooner than would be otherwise possible, if at all. This is, GREASING THE SKIDS.

### GENERAL ELECTRIC SUPERVISORS BECOME DISILLUSIONED

General Electric's Foremen request pay raises to equal the income of the men working in their group. Repeatedly, these Supervisors are rejected with the only solace that the MEN'S PAY WILL BE LOWERED TO THEIR LEVEL. Is this the PROGRESS G.E. PREACHES?

### LOCAL 301 NEWS, AUG. 31, JANDREAU & SHAMBO CLAIM UNION MEMBERSHIP GULLIBLE

If this statement has any truth, it is because the "Hall" has given Union Members no information, or, at the least, misleading information relating to Union business with G.E.. Keeping the Membership in the "dark" has been Jandreau's main strategy to retain the business agent position over the years.

### I.U.E.M.D.A. MEMBERS BELIEVE IN KEEPING UNION MEMBERSHIP INFORMED

I.U.E.M.D.A. BELIEVE only duly informed Union Members can efficiently exercise their contractual rights. We believe, in doing away with the SECRECY that present Local Officials shroud all their Union Business. CLOAKED ARRANGEMENTS BETWEEN JANDREAU-SHAMBO MACHINE AND GENERAL ELECTRIC HAVE ALWAYS BEEN A DETERRENT TO EFFECTIVE UNIONISM IN SCHENECTADY.

### WHAT WE BELIEVE:

I.U.E.M.D.A. MEMBERS realize there is an urgent need for the Union Worker in this technological age to demand a fair share of the increased production derived from AUTOMATION. In order to go ahead, not to regress, nor to stand still lashed to an arbitrary level, the Company Employee must progress as well as BIG BUSINESS. In the future, it will be necessary for the Rank and File Member to choose Representatives who will be dedicated to the progress of the Union Members; and that the present one sided-ness of the RE-EVALUATION program in the Schenectady G.E. Plant giving all the gains of AUTOMATION to General Electric should cease. Because our Local 301 Officials have a program of complete capitulation to G.E.'s demands and that basic UNION PRINCIPLES, dedicated to the welfare of the Rank and File, have been abandoned. We, I.U.E.M.D.A. MEMBERS have found it necessary to organize with the intent of REVERSING the present Local 301 Leaders DEGRADATION into COMPANY-UNIONISM. If the will of the Membership prevails, machine rule, "Jandreauism" in Schenectady I.U.E. Local will terminate and Rank and File DEMOCRACY will govern for the benefit of all MEMBERS.