

## Thousands Delay Filing Jobless Claims While Hunting Work, State Study Shows

A one-year study of benefit claims confirms that unemployment insurance is a secondary concern to tens of thousands of people when they lose their jobs, Industrial Commissioner Isador Lubin reported today.

What they want first, he said, are new jobs and they apply for benefits only when the prospect of early re-employment becomes dim.

The study, made by the State Labor Department's Division of Employment, revealed that forty percent of the 993,000 unemployment insurance applicants in 1954 were out of work at least a week before filing for benefits. Twenty percent waited at least four weeks to file and close to six percent waited fourteen weeks or longer.

The average delay in filing was slightly more than three weeks.

The study did not examine reasons for delay, but an earlier study showed that thirty-one percent delayed because they expected to find new employment within a short time, Mr. Lubin said.

The other large group of workers who did not file immediately were those who were not eligible for benefits when they became unemployed and knew it: people who were ill, on vacation or for other reasons were not immediately interested in new jobs.

"The study is evidence that even in times when job opportunities are poor, people are inclined to hunt for work before calling for unemployment insurance assistance," Mr. Lubin stated. "Findings of the current study, covering claims filed

in 1954, paralleled earlier ones in 1943 and 1948. They indicate that even though job opportunities were slim during the recession year of 1954, people still tried to find work before filing for benefits, just as they did in the brighter years—1943 and 1948."

The pattern of late claim filings is not peculiar to New York, he pointed out. Similar studies recently completed in five other states — New Hampshire, Oklahoma, New Mexico, South Carolina and Arizona — show the same facts and virtually the same reasons.

Other highlights of the New York study:

1. Persons who stay on unemployment insurance longest, particularly those over 65 whose age presents an obstacle to employment, are most likely to file late claims.
2. Occupationally, manual and production worker file earliest, followed by white collar people. Service workers are most inclined to delay.
3. Industrially, workers from manufacturing industries apply earliest for benefits; those from finance, insurance, real estate and other service groups wait longest.

## Top of the Labor News . . . .

ANN ARBOR, Mich. (PAI)—Daniel B Suits, assistant professor of economics at the University of Michigan, told the fifth annual conference on the Economic Outlook that total unemployment will increase to almost 5 million in 1958. Unless the administration does something there will be a 2 million increase in unemployment, according to research figures.

Suits bases his forecast on 1) a decline in gross annual product of nearly \$3 billion in 1958; 2) increased labor productivity; 3) a drop of 1,600,000 in the number of employed; and 4) an increase of 400,000 in the nation's work force.

CHICAGO (PAI)—The annual meeting of the Association of Labor Health Administrators was told that medical associations throughout the United States are working against union-sponsored prepaid medical programs. The charges were made by Horace Hansen and Walton Hamilton, leading authorities on medical law.

PORTLAND, Ore. (PAI)—Barbara Brown, a five-and-ten cent store sales-clerk, testifying before the House Labor Standards Committee headed by Rep. James Roosevelt (D. Calif.), told of the need for wider minimum wage coverage. According to Barbara some nation-wide chains pay as little as 70 cents per-hour, instead of the Federal \$1 minimum.

CHICAGO (PAI)—Come next April, Nels P. Berglund, 90, Carpenters Local Union No. 62, will pin a 50 year emblem on his son Harold's lapel. The elder Berglund has been a member since 1894, making the Berglund total membership span 112 years. Both are pensioners.

WASHINGTON (PAI)—As the Social Security system takes over, old age assistance payments are declining. For the first time since 1948 the number on public assistance rolls has dropped below the 2½ million mark.

## Benefits Under Corridor or Comprehensive Plans Questioned

The IUE National Director of the Pension, Health and Welfare Department, Joseph Swire, has been questioning the General Electric national officials as to whether the Comprehensive Medical Plan is superior to the Corridor Plan. Pointing out that General Electric management has been pushing the Comprehensive Insurance Plan in all of their plants throughout the Company, the information on actual experience of both plans, which the Company has been reluctant to furnish, would either confirm or deny such favoritism as the Company has demonstrated towards the Comprehensive Plan.

In a letter to Sidney Willis, the General Electric representative in charge of Health and Welfare Plans, Swire said:

"After I received your letter in which you state that you have every faith in the superiority of the Comprehensive Plan over the Corridor and that this superiority is self-evident and that you and the Company would not give us any extra information, I chanced to read a report by a Metropolitan executive on their actual experience with medical bills.

"You may recall that I asked for a breakdown providing the record of bills between \$100.00 and \$200.00 and \$500.00, something you said you either could not or would not provide. Metropolitan did provide that and the public statement showed that 75% of the bills were under \$200.00.

"This puts a completely different light on the relative merits of the Comprehensive and Corridor Plans, and I am able to understand why G.E. is not anxious to give the Union the information it requests. If the Metropolitan statement is accurate, as I have every reason to believe it is, the Corridor Plan must be superior for the vast majority of G.E. employees."

Swire went on to point out that General Electric had collected millions of dollars from their employees in recent years. In 1956, employees paid \$14.6 million for their dependents alone. "As Trustee, G.E. should report to these people exactly how their money was used. This is the money."

Swire predicted that during the 1955 contract negotiations, G.E. received in the neighborhood of 4 million a year in dividends. G.E. should this claim at that time. Since then, public hearings on Pension and Health Funds have proved that General Electric's dividends from Metropolitan are substantial.

## 800 Scheduled for Layoff

Misc. Jobs: (Continued from Page 1)

R-13 to R-15	125	25
R-16 to R-23	53	33

In the Piece Work groups, the Company reported 159 employees with service of less than 7/1/51. They expect 82 will be replaced, leaving approximately 77 on jobs where suitable applicants will be difficult to find. They claim the difficult jobs would cover such as Moulders, Cabinet Makers and Lathe Machine Tools.

The Officers requested that those jobs that would be involved in the reduction of forces be declared as openings, whereby the employees in the higher service brackets affected by lack of work would be given more opportunity under the contract to qualify for higher rated jobs.

The Union officials also suggested that department placement committees be established to make sure that displaced employees are given the fullest benefits under the contract. Management's reply to this proposal was that they are considering methods of better liaison between the departments and the employment office. They said as to whether the Union's suggestions would be better will be taken under advisement.

The Company claimed they were placing special effort in making offers to displaced employees within the department, offering jobs that would utilize the employees' highest skill before releasing them for plant placement. They said any violation of contract brought to their attention would be acted upon immediately.

The Executive Board discussed the employment and placement problem at length at their last meeting. The Officers are instructed to continue to observe the present situation and they have been authorized to continue negotiations with management and to take other steps that may be deemed necessary to alleviate the present dissatisfaction.

# LOCAL 301 NEWS

IUE AFL-CIO

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

December 20, 1957

## SEASONS GREETINGS

### 5 Proposals to Avoid Trouble Rejected by G.E.

The President of the International Union of Electrical Radio and Machine Workers, AFL-CIO, revealed Monday night that the Union has made five different proposals to the General Electric Company to head off a dispute in next year's national negotiations. But all of the proposals have been rejected by the company.

James B. Carey, President of the IUE-AFL-CIO, disclosed the consistent company rejections of the Union's proposals in a speech to the members of IUE Local 301, which represents the 15,000 IUE members in Schenectady, New York. Carey disclosed these facts in a report to the membership in which he cited the history of IUE's relations with GE since signing a five-year contract in 1955.

Under the terms of the Union's contract with GE, the Union has the right to negotiate "any questions directly relating to employment security," Carey said. The contract specifies that negotiations shall begin on September 1 and run to October 1, with the Union having the right to strike after that date if no agreement is reached.

In his address, Carey discussed the responsibility of both the Union and the company to the community. He declared:

"When you consider the obligation that both the Union and management owe to the employees and the community, we should bend over backwards to find a way to reach an amicable agreement to avoid the tensions and crises that might lead to serious trouble next year.

"... The people of the community are not outsiders to be barred from negotiations. They have a vital interest in the negotiations and they have a right to know the facts."

After relating the five separate proposals for forestalling a possible dispute next year, the IUE president declared:

"I could think of nothing better than to have the whole question of employment security, as it affects the communities, presented to the people and let the public judge for themselves. Perhaps that is why General Electric was so stubborn in its rejection of all of our proposals for an early review of this issue."

In addition to being President of the IUE, Carey is a Vice-President

of the AFL-CIO and also Secretary-Treasurer of the Industrial Union Department. As Secretary-Treasurer of the CIO he was one of the chief architects of the new united labor movement.

Here is the record of GE rejections of IUE proposals for preventing possible serious trouble in next year's crucial negotiations as cited by Carey to the Schenectady GE workers:

1. In 1956 and early 1957 IUE leaders in GE held several meetings with top company officials in which "we stressed our concern about the developing picture and suggested we get all the facts concerning this all-important problem of unemployment and insecurity."

To this proposal, Carey said, GE replied that it was "not interested in these figures. It's purely a local problem."

The second Union proposal came in April of this year, Carey related, when IUE leaders suggested that the Union and the company "jointly appoint some well-known professors of industrial relations" from such colleges as Cornell, Harvard and others "to make an impartial survey of the problem of employment security, what the specific problems were in GE, and

### Holiday Schedule

FOR CHRISTMAS:

The 1st shift will go home 1½ hrs. early on Dec. 24th.

The 2nd shift will go home 1½ hrs. early on Dec. 24th.

However, both 1st and 2nd shifts can go home when their regular lunch period arrives providing they notify their foreman.

The 3rd shift will have both Christmas Eve and Christmas night off.

FOR NEW YEARS:

The 1st shift will work their normal schedule on Dec. 31st.

The 2nd shift will work until 8:00 p.m. on New Year's Eve.

The 3rd shift will not work on New Year's Eve. They, however, will be required to work New Year's night. The premium and qualifying days will be changed accordingly.

### Children's Christmas Party

The annual Children's Christmas Party will be held this Saturday and Sunday, December 21st and 22nd. The hours are 11:00 a.m. to 4:00 p.m., each day.

Christmas Party tickets have been issued through the Shop Stewards and no one will be admitted without a ticket. Those holding Saturday tickets must attend on Saturday and those holding Sunday tickets must attend on Sunday.

The entrance at the west end of the Auditorium will be used this year. That is the entrance nearest Washington Avenue and the General Electric Company on Erie Boulevard.

The gifts will be arranged in two groups this year: the first group will include children through 6 years of age and the second group will include children 7 years through 12 years of age. Santa Claus will be present to give the children their Christmas Candy when they leave the Auditorium.

### IUE's OWN Radio Program

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**Jim Toughill**

EVERY DAY  
News about The World, The Nation, Your Union, Sports, Weather and Music.

W.O.K.O.  
On Your Dial — 1460  
6:00 a.m. to 6:30 a.m.  
EVERY DAY

### Election Committee Reports Progress

As we go to press, the Election Committee has completed the results of the Shop Stewards Elections that were held in the plant on December 9th and 10th.

They report in the 33 Districts represented on the Executive Board a total of 497 Shop Stewards were elected. The number of Shop Stewards elected totaled 383. The new Shop Stewards numbered 114.

The 497 Shop Stewards will elect 33 Executive Board members on Thursday, December 19th. The election of the Board Members will take place at Union Headquarters.

**ATTEND YOUR UNION MEETINGS**

(Continued on Page 4)

## Current Events In My Section

By Allen E. Townsend

This week I will discuss four cases, all of which have been referred to the N. Y. level. All of these cases could have been settled on the local level as they involve violation of the local contract and also the Layoff and Rehiring Supplement.

Docket #7874-57 concerns supervision's move of wrongfully filling an opening on a C. C. Crane with a man with 1952 service. It is our contention that the upgrading should have been filled with longer service qualified people currently working in this department. The Company at a step two meeting said that due to the shorter service man being on lack of work, they filled the opening with him. They further said that he is the most qualified for the job. We feel the Company is way off base on this one and that a longer service employee working on a lower rated job should have filled this opening.

Docket #7892-57 involves a woman worker who is constantly being used contrary to plant practice to determine time values and to try out planned methods in groups outside of her own. The Company even goes so far as to change her shift schedule so that she can be time studied when other workers have gone home. In addition to this, supervision brings her in on Saturdays and violates the contract provision on equal distribution of overtime. It is obvious that supervision is only using this woman to set up tight prices and standards which will be detrimental to the other workers in the future.

Docket #7943-57 concerns a woman worker, classified as a "Common Labor Sweeper" with 9/11/43 service. This job is ordinarily known as a man's job but women have done this job in the past and are doing it today in the plant. This woman was recently reached on lack of work and because she is a woman, was denied her right to bump shorter service people in this classification. We feel this is a contract violation and also a violation of the State Law on discriminatory practices in regards to job opportunity for women.

Docket #7994-57 concerns a bad seniority violation on the part of the Company. In this department they have laid off two men classified as "C1. B Machinists Machine Repair" with 6/16/42 and 12/29/41 service respectively. At the same time they are bypassing a man in the same group with 12/14/42 service who is also classified as a "Machinist Machine Repair C1. B." They propose in addition to bypassing this man that they now give him the different classification of "Hydraulics Specialist" with no change in rate to protect him from layoff in the future. They give as their reason for this seniority violation that no other men in the group are qualified to do this type of work. They also state that if they let this man go, it would make a further lack of work in this department. We feel that this is only a subterfuge to bypass seniority.

## AS I SEE IT

by CHARLES SCOTT

When the G.E. Company has to choose between money and the welfare of its employees, the big dollar sign will win every time. This fact was reaffirmed at the second level step of the grievance procedure in the Steam Turbine Department.

Docket #8020-57 was turned in to supervision by Board Member Collis, protesting the fact that G.E. employees were forced to pull out into the mainstream of traffic on Route 5-S. The docket asked that a traffic light be installed to prevent accidents. The usual unsatisfactory answer was received from the foreman and the case was moved to the second level of the grievance procedure. At the second level, representatives of management said that they would send a letter to the Rotterdam Town

Board asking that a light be installed.

This is a far cry from the task force that left Bldg. 41 and invaded the State Capitol when the question of watering down the workers' compensation rights was involved. It seems very peculiar that G.E. who publicly beats its breast shouting to the sky about its concern for its employees can send upwards of 30 men to the Legislature to lobby in an attempt to curtail the rights of their injured employees under compensation, but when a hazardous traffic condition might mean some wage earner's life, they can only send a letter.

At the time this is being written, there has still been no move to correct this dangerous condition.

## Toolmakers' Committee Makes Report

The Toolmakers occupation has been affected by lack of work more so than any other occupation in the Bargaining Unit. According to the estimates made by Management there will be approximately 311 Toolmakers left in the occupation next year. A Toolmaker will need a service date of 6/1/42 or longer to remain in the occupation. It was only a few years ago that there was a scarcity of Toolmakers. General Electric was advertising for them. Today, several hundred have been obliged to take production jobs, and leave the trade.

The Committee has been in the process of negotiating with Management a proper job description of Toolmakers, Machinist Development, Tool Room Operator and related occupations. The complaint stemmed from certain departments assigning work within the classification of Toolmaking to employees classified as Machinist Development, and who were paid lower rates than toolmakers. The Committee requested that the job definitions which allowed for the higher skilled work to be done be revised, to exclude Toolmaking, and that type of development work that normally was assigned to Toolmakers.

The management finally agreed to change the job classifications of Machinist Development to exclude Toolmaker's work, and to reclassify those who were doing tool work to Toolmaker C1. B, giving them a one step increase.

An extensive investigation was made by a joint committee of Union and Company representatives in several departments in the plant. The committee also checked the ratio of Apprentices to Journeymen. The number of Apprentices on the course approximated 224; however, only about 35 of them were assigned to Tool Rooms and Development Rooms.

The committee demanded that all farmouts of work that could be done in the Schenectady plant be stopped. The Company representatives reported that a survey of work farmed out to outside vendors was being made and the results of this survey would be reported to the Union.

A special meeting of Tool Room members was held, at which time the committee made its report, whereby it was approved as recommended by the committee.

**SIGN UP THAT NON-MEMBER!**

## General Electric Avoids Pensioners

General Electric ignores G.E. Pensioners' request for a meeting in a 3-page letter written to John Murphy, President of the National G.E. Pensioners Club. Mr. E. S. Willis of the GE's Public Relations Service said in effect—you have our deepest sympathy; blame the Union for wage increases, burped Willis, — this has been causing inflation. Wage increases call for price increases, says the Publicity Department expert.

In the 3-page document sent to the G.E. Pensioners no mention was made of profits, nor was anything said about unemployment. The General Electric is not concerned with these factors of economics—their concern with inflation is only to use it as an alibi to cover up their profit motives. The myth that production has not increased proportionately with wages has been proved to be another convenient alibi of the National Chamber of Commerce and the National Manufacturers Association to justify the continual speed-up of production through technological changes or adding to the existing job content of all occupations.

Mr. Cordiner, spokesman, referred to some outstanding effort of G.E. in 1948 to fight inflation. The only effort we know of is the fight against wage increases. The Company opposed an increase in 1948, and they oppose an increase in 1957. They have said that the small automatic increases provided for in the 1955-60 contract are bad and inflationary. General Electric will never admit that during the years of 1943-44-45 when wages were frozen, prices increased and so did profits.

A meeting with the Pensioners Committee would not contribute to inflation, but it might be embarrassing to Mr. Cordiner to face long service employees who have contributed to the success of the General Electric Company and who are presently obliged to meet the cost of living with a total pension income of as low as \$35.00 a week. In the meantime, the committee representing the G.E. Pensioners nationwide is patiently waiting for an answer to their request for a meeting with the President of General Electric.

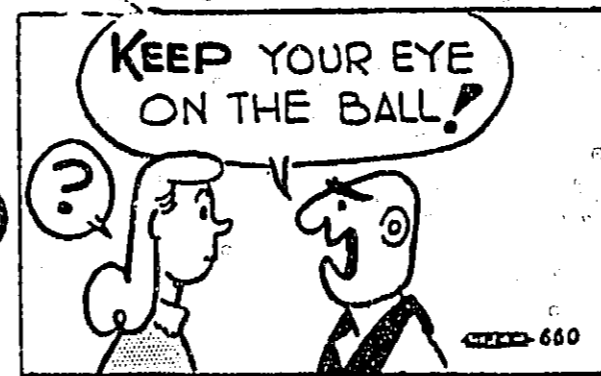
**IUE-CIO LOCAL 301 NEWS**  
OFFICIAL ORGAN OF LOCAL 301,  
REPRESENTING SCHENECTADY  
GE WORKERS

Published by the Editorial Committee

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121 ERIE BLVD. SCHENECTADY, N. Y.

## BENCH TALK



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## G.E. Protests Roanoke National Labor Relations Board Election

General Electric is doing everything possible to prevent Unions from winning jurisdiction in unorganized plants.

G.E. has presented ridiculous reasons in their protest of the recent IUE victory at the Roanoke, Virginia, plant. The vote at Roanoke was IUE—676 and 369 for No Union. The Company is trying to get the result of the election set aside by filing a formal protest with the National Labor Relations Board. The Company claims in its petition to the N.L.R.B. that a Union Official misrepresented the facts when he told the Roanoke workers that if they voted for the IUE and if the Union won, the Union would sit down with management officials in Roanoke and negotiate a wage increase. The Company claimed the contract would not permit the Union to negotiate a wage increase. This claim made by the Company is not justified or legitimate because the contract permits the Union to negotiate a wage increase for individuals or groups of individuals with local management at any time. This permission is clearly stated in the first paragraph of Article VI. The

fact that the Roanoke rates are much lower than rates in organized plants gives good reason for a Union to point this out and rectify the injustice.

The Company further stated in their petition to the government agency that the Union Official misrepresented facts when he advised the Roanoke workers that they would be admitted into the Union without payment of initiation fees. This has been a practice of the International Union for years when a Local is newly chartered, for a limited length of time to waive initiation fees for its members. Of course, during the election campaign, G.E. officials were campaigning for "No Union", saying that the initiation fees and Union dues are high.

Instead of recognizing the principle of majority rule, the Company has been running to the N.L.R.B. with protests following IUE election victories, seeking every conceivable means or argument to prevent the Union from being certified.

**LOOK FOR THE UNION LABEL!**

## 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 Welders under Shop Steward C. McCabe feel that Welders from other buildings in Welded Products should be given the opportunity to fill openings in Bldg. 52 in line with their service when these openings occur.

Bldg. 49: The group under Shop Steward J. Rockafellow feel that the Crane Follower who works under the 200-ton crane should be C1. AA instead of C1. A.

Bldg. 273: The group under Shop Steward J. Nichols feel that the jobs taken from the taping group are more developed and should be returned to this particular group as there is a lack of work condition existing.

Bldg. 285: The group under Shop Steward R. Seward feel that the work normally done by the layout group in K-Bay should be assigned to this group and not farmed out to other bays.

Bldg. 60: The group under Shop Steward W. Martin feel that by the foreman moving Crane Operators and Followers unnecessarily, he is creating unrest among the employees, as the men feel that he is taking an arbitrary attitude and forcing unnecessary issues.

Bldg. 17: The group under Shop Steward W. Cummings are requesting that the freight elevator in the rear of Bldg. 15 be repaired so that it conforms with safety standards. If this is done, future accidents can be avoided.

Bldg. 60: The group under Shop Steward W. Martin are requesting additional Crane-followers so that men from the floor will not have to follow crane and cause men to wait longer for lifts than they would if regular Crane-followers were there to service the groups.

Bldg. 60: The group under Shop Steward W. Martin feel that the Company should not use Welders from Group #260 on the machine floor when the #260 group is waiting for work to be welded.

Bldg. 16: Walter Polanski who works in Shop Steward W. Morrow's group was told that he should accept an assembly job as a lack of work condition was temporary and he would be returned to his former occupation. This has not materialized, so the Union is, therefore, requesting that he be reverted back to original lack of work status so he can apply his seniority plant-wide.

Bldg. 16: Arthur Petrozzi who works in Shop Steward G. Johnson's group is protesting his rate since he is fully qualified to perform the assigned job of Material Moveman.

Bldg. 93: The group under Shop Steward R. Leonard feel that an opening for a Washroom Attendant in Bldg. 93, caused by retirement of the employee on this job, should be filled.

Bldg. 273: The group under Shop Steward J. Brooks feel that when bumps are made in a division, the relative service of groups at the same rate should be considered.

Bldg. 285: Since the Blanchard Grinder group under Shop Steward F. Olechnowicz has been reduced, the group has been working overtime. The Union feels that this reduction was unnecessary and the Grinders, displaced should be returned to the grinding job.

Bldg. 89: The group under Shop Steward F. Tracey are protesting the rate on the Mobile Crane in the SAC Department. This is much too low at \$1.955, and should be corrected. They request that management investigate and correct this condition.

## G.E. Campaigns For Votes

In Chicago, "the wealthiest meeting ever held in the U. S." was convened by the American Petroleum Institute to listen to one of the funniest speeches ever delivered by a big-shot executive. Core of the speech, read by Philip D. Reed, chairman of the board of General Electric, was a jittery tirade against the growth of democratic labor. "Unions have acquired enormous power subject to little, if any regulation," Reed complained. "Unions also have great political power resulting not so much from their ability to deliver their members' votes as from their huge financial resources..." Reed's speech was almost hilarious, newsmen agreed, because of the nature of the audience. The "rank-and-file" of his listeners comprised 400 oil millionaires, plus men like the following: John Mecom, of Houston, whose oil holdings are worth \$200,000,000; H. L. Hunt, of Dallas, whose wealth is estimated up to \$700,000,000; and George F. Getty, whose personal fortune was announced this month—as approximately one billion dollars. Among other members of the Institute who made Reed look ridiculous was Oilman H. R. Cullen. In the 1952 national elections, Cullen's contributions to various Republican campaigns totaled \$750,000—more than the combined total of political expenditures by the entire AFL and CIO in the same campaign!

## Lawyers File Briefs

Briefs have been filed by the lawyers following the hearings which were held on claims for unemployment insurance benefits which were filed by some workers who were affected by the vacation shut-down in some departments.

The briefs written in favor of the workers filing for benefits argue that departmental shut-downs took place through the action of the Company, unsolicited by the workers; that the workers were unemployed during the period of shut-down through no fault of their own. The Company, on the other hand, argued in their briefs that workers who did not work during shut-down periods were not unemployed but on vacation and that workers who received vacation pay before the shut-down or even after the shut-down should not get unemployment benefits.

A decision on these cases should be forthcoming soon.

**Attend Your Union Meeting**

# Accidents Must Be Proved to Win Compensation Benefits

In order to get compensation benefits (medical treatment or weekly benefits) an injured worker must prove that he had an accident arising out of his employment. In most instances proving an accident is relatively easy. Where the accident is obviously a result of an unfortunate occurrence on the job, like a slashed hand or injuries from a fall, the Company is not likely to challenge the fact that an accident took place.

In other words, the Company accepts responsibility without challenge or "controversy". There are some accidents, however, which a Company may challenge. Usually, the challenge as to whether there was an accident will be made on the following grounds:

1. That the injured worker is not telling the truth when he says that he had an accident in the plant.
2. That the so-called "accident" should not be considered to be an accident within the meaning of the law even if it did take place.
3. That the particular accident which took place was part of a worker's private illness and that therefore the Company should not have to be responsible for it.

Let us see an example of each of these challenges to the existence of an accident.

The first one challenges the truthfulness (or "credibility") of a worker as to whether an accident took place. Usually, the Company will challenge truthfulness, and force the injured worker to a trial, when there is an unusual delay between the time when the accident took place and the time when it was first reported to a foreman or a doctor. In one case, a worker was challenged when he claimed that he hurt his back while lifting a heavy weight but did not report this accident to a foreman or to a doctor for about three weeks. Despite the Company's challenge, the worker, after a trial, won his case when it was pointed out by the union's lawyer and backed up by medical opinion, that an injury to a back can become progressively worse so that finally the pain is so great that a worker must finally seek treatment. A delay in such a case was held to be excusable and the worker's truthfulness was accepted by the judge. In another case, the judge refused to accept the worker's story as credible. There the worker claimed to have fallen off the top of a 14-foot ladder on his back and to have injured himself seriously yet he did not report this accident to any foreman and did not seek medical treatment for about five months after this accident. The judge held this story to be unbelievable and disallowed the claim. This case proves the absolute necessity to report an accident promptly!

The second type of challenge is whether the incident can be considered to be an accident altogether. An example is where a worker suddenly turns his head when someone speaks to him about his work and injures the back of his neck by the sudden turn. Despite a challenge in such a case by the employer, on the ground that this was not an "accident" because it could have taken place anywhere, even away from work, the judge found in favor of the worker that it was a true accident. The theory of the judge was that there does not have to be a greater hazard or danger to a worker inside his place of employment than outside his place of employment. It is enough that he is injured while at work to constitute a legal accident.

Finally, the challenge by a company to an accident which stems from a private illness of a worker. Suppose, for example, that a worker is known to have had fainting spells while at work as well as away from work. Suppose that such a worker has a fainting spell while in the plant and injures himself while falling to the ground. Such an incident is not considered to be an "accident" so as to make the employer responsible for the resulting injury but if the worker strikes a machine or tool or some working equipment while falling in a faint and gets an injury from the intervening bump, his employer becomes responsible for his injury!

## NOTICE

### Shop Stewards Meeting

Monday, January 6, 1958

2nd Shift—1:00 p.m.  
1st and 3rd Shifts—7:30 p.m.

UNION AUDITORIUM  
121 Erie Blvd.

ALL ELECTED STEWARDS TO  
TAKE OATH OF OFFICE  
Regular Order of Business

# Let's Avoid Trouble, Says Jim Carey

(Continued from Page 1)

what had been done in other industries."

This proposal, Carey declared, was rejected on grounds that the company could see no value in assistance from "outsiders."

Next, the Union leader said, IUE suggested that negotiations start in 1957—even if the agreement were not made effective until 1958.

But again, he said, "the answer was—REJECTED!"

The fourth recommendation by the Union to prevent a possible dispute next year suggested that negotiations begin in June 1958, and that all proposals from both sides be on the table by July 14. "In this way," Carey asserted, "GE employees and the public would have plenty of opportunity to evaluate the situation and the ways of improving it."

But once more the GE reply came—REJECTED!

Since that proposal was made, the IUE leader noted that GE's Vice-President in charge of Employee and Community Relations, Mr. Boulware, was replaced by John Parker.

So on November 13 of this year Carey said he wrote a letter to Mr. Parker welcoming him to his job and hoping he could start with a clean slate. In this letter Carey said he made the following proposal:

That since GE distrusted "outsiders", the Union and the company appoint a Joint Committee that would have two responsibilities — to reach agreement on the terms for negotiations and determine the facts regarding employment security and what had been done in other industries.

Regarding this proposal, Carey said:

"This Joint Committee would then present a purely factual report, making no recommendations. Then, with both of these questions out of the way, our job would be clarified and we could use those precious 30 days between September 1 and October 1 to the best advantage."

Carey said Mr. Parker's rejection of this 5th proposal arrived in his mail this morning.

In the remainder of his speech, the IUE President outlined the Union's program for next year's negotiations with GE. This was a review of the highlights of the Union's collective bargaining program that was hammered out during the IUE's Economic Conference in Louisville in September.

In concluding his address to the members of Local 301, the Union leader declared that he is confident

that "if we do our job well, the membership and an informed public opinion is going to prevail in 1958 and we will win that employment security that is so important for all GE workers and all GE communities."

Approximately 1000 members of IUE Local 301 loudly applauded President Carey when he referred to the five important issues affecting Employment Security. A resounding response came from the members on each of the 5 points as they were explained. Carey said that these five issues constitute the nub of our negotiations in 1958. They are:

1. Company-wide Seniority
2. No Farnouts during Lack of Work
3. Protection during Layoffs with Supplemental Unemployment Insurance Benefits
4. Severance Pay of One Week for Each Year of Service
5. Elimination of Area Differentials.

Mayor Stratton addressed the meeting, complimenting the Union for the fine accomplishments it has made over the years.

The meeting was also addressed by Father Van Meter who remarked that the Union's Employment Security Program should be received with interest in the community.

Father Lamanna said: "You have a good Union; you should unite behind your leadership".

Rabbi Epstein delivered a prayer to the members assembled.

Is his face red!



HE FORGOT TO LOOK FOR THE UNION LABEL WHEN HE DID HIS CHRISTMAS SHOPPING

