

LOCAL 301 NEWS

IUE AFL-CIO

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LOCAL 301 SLATES GALA EVENT

As was reported in last week's 301 News, a gala celebration is being planned by the Activities Committee of our Local in connection with the burning of our mortgage.

The event will take place on Saturday, May 26, 1962. The entertainment for the evening will include a Cocktail Hour between 6:30 and 7:30 p.m., followed by a Roast Beef Dinner. After dinner, a few brief speeches. An orchestra will provide the music for dancing.

Tickets will sell for \$2.00 per person. Each member will be allotted one ticket for himself and one additional ticket.

Kelly Brothers will be the caterers. Refreshments will be available after dinner.

A preliminary survey by the Board Members indicates that a great many of our members have shown an interest and an inclination to attend the affair. This may cause an over-capacity crowd which would necessitate the holding of a similar event on a subsequent Saturday.

Reservation sheets will be mailed to Board Members on May 3rd.

Members will be contacted by their Shop Stewards who in turn will notify his Board Member of the total number of reservations.

Payment of tickets must accompany all reservations. The closing date for reservations will be on Monday, MAY 14, 1962. The Executive Board will meet on this date and will report the total number of tickets sold in his respective section.

A decision will be made on May 14th, based on returns as to whether or not a second similar event should be held in order to accommodate all members desiring to attend.

The Activities Committee of Local 301, IUE-AFL-CIO, extends a hearty welcome to all of our members to be present on this memorable occasion. Attendance at this affair will give us the opportunity to meet and greet one another and enjoy a social evening.

PREMIUM PAY WON FOR SIX OPERATORS

Two Machine Operators in Large Steam Turbine and four in Gas Turbine will receive change of shift premium as result of grievances filed by Union representatives.

The operators in both instances were 2nd shift employees who were put on a 7-day schedule.

The schedule of working hours was such that operators would start and finish their shifts at various hours during the week. This procedure continued for several weeks. The variable hours which the operators were obliged to work during the week created inconveniences and hardships.

The Shop Stewards representing the six Union members contacted the foremen, claiming that due to the irregular hours worked, employees were entitled to changes of shift premium pay.

Supervision contended that employees working this schedule would only be paid change of shift at the beginning of new schedule and again when they returned to their normal shift.

Grievances were filed in protest to supervision's answer. The case was argued at the 2nd level with the Union contending that there were changes of shifts within the schedule; therefore, operators were entitled to premium pay. The Union representatives were successful in both cases. In Steam Turbine the two operators

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REEMPLOYMENT DOUBTFUL IF OUT OVER THREE YEARS

There are times when Labor Unions must take strong issue with policies set forth by some Companies. A case in point deals with the manner in which management in the Schenectady G.E. Plant has been interviewing and selecting people for employment.

In the past year alone, the Union Office has been swamped with former G.E. workers. Some have lost recall rights but have restorable service; others who lost all service because they have been out over three years. They have come to the Union Headquarters seeking information and advice on the employment situation in the plant.

In all such cases, the Ass't. Business Agent advises them to fill out a new application in Bldg. #1 and to make periodical visits to the Employment Office, followed by a visit to the Union Office.

A composite collection of all information relating to interviews between former G.E. workers and employment personnel shows that a very small percentage of former employees is being re-engaged; in fact, in the last two weeks authenticated reports have been relayed to Union Headquarters and verified by management that the Company is currently engaged in hiring people from the street who have never worked for G.E. When management is asked by Union Headquarters why they are doing this, they get the stock answer that we have better candidates, meaning, evidently in this case, the employees who have never worked for G.E.

Even though the Company is not contractually obligated to bring back former G.E. workers, who have lost recall rights, we feel that they have a moral responsibility to rehire these people who gave them many years of faithful service.

This raises the necessity of contract changes where the 2-year recall is antiquated and the 3-year limit, whereby service is cancelled out, requires modifications so that our people will not be subjected to unjustifiable penalties beyond their control.

PREMIUM PAY WON (Cont'd.)

will each receive 5 extra changes of shift. The 4 employees in Gas Turbine were given several additional changes of shift. Retroactive adjustments will be made in the case of all operators.

The Union negotiators in Steam Turbine were: Shop Steward Alois, Board Member Weaver. In Gas Turbine: Shop Steward Santore, Board Member DiLorenzo. Ass't. Business Agent Vitallo headed the negotiating teams.

LEAVE OF ABSENCE EXPLAINED by Allen E. Townsend

Due to the misunderstanding of some of our members in regards to the rules governing leave of absence, it seems that an explanation is indicated.

Many of our members mistakenly think that when they are successful in negotiating a leave of absence, they automatically compile service for this absence. This is not so as all leave of absence time is deducted from their service.

A common mistake made by some people is to ask the Company for a leave of absence for sickness or to go to a hospital or sanatorium for extended treatment. A request for a leave of absence for this type of reason is absolutely unwarranted as anyone can go out sick without a leave of absence and get credit for the first six months of this absence under the contract. Furthermore, a person out sick has a right to return to his former job within a year of the time he left for sickness, provided his service is still good and he is physically able to do the job.

There is nothing in the contract that guarantees that a person taking a leave of absence can return to a former job. However, in some isolated cases, the Union has been successful in getting the Company to change their position because of certain circumstances.

It is always a good policy in situations as set forth above to get advice from your Union representative.

FITCHBURG G.E. STRIKE CONTINUES

IUE Local 286 representing the Fitchburg G.E. workers are still out on the strike which started February 27th. Local 301 has sent a total of \$1,799.13, which was collected from our members to help the Fitchburg G.E. workers who need financial assistance very badly at this time. They have begun their 10th week of strike as of last Tuesday, May 1st.