

War on P.W.

(Continued from Page 1)

people who are credited to the Schenectady payroll are living in the community. All this Public Relations propaganda by G.E. is designed to cover up the program of speed-up and price cutting to reach the goal of higher record-breaking profits.

G.E. Racing For Time

The national contract provides for a formal opener to negotiate employment security in 1958. G.E. is rushing to get their program into effect before that date; however, at the rate the Company is moving and the tactics that are being used to reach their goal, it does not seem likely that there will be Industrial Peace between now and the reopener date. The contract provides for the right to strike after exhausting the grievance procedure.

More Effort — Cuts

In the meantime the piece workers will have to make up their minds to face up to the attack on piece work prices and start fighting back. It is fair to ask this question: If a piece worker cannot get a price adjusted if his earnings are over the A.E.R. rate, why should a piece worker put in abnormal effort on his job only to be penalized when a price is low? Piece workers are not obliged to work over a normal incentive effort which equals their Anticipated Earning Rate. This, of course, would cut down the present production from abnormal to normal, or possibly 30%. General Electric may scream and say they are not getting normal effort but there is no mechanical instrument that measures normal performance. The Company uses a very simple formula to measure performance—the maximum output is normal. However, almost all piece work prices have been scientifically set by time study or careful data research and your present earnings result in a good profit for the Company according to the annual G.E. financial reports.

Current Events In My Section

by ALLEN E. TOWNSEND

A recent docket handled by the Union office was #6874-57. The docket pertained to two women who were wrongfully transferred out of seniority from Medium Induction Motor to Bldg. 12. When the Union heard of this, they demanded that these two women be sent back to MIM. After some discussion, the Company agreed to do this. After the transfer came thru, these women complained that the Company had docked them for four hours time which they had lost while transferring back to Medium Induction Motor. After some conversation between the Union office and the Company, the Company agreed to pay these women for the time lost in transferring back to their original job.

Docket #6657-56 was recently settled satisfactorily by the Placement Committee. This docket concerned a man working on a Class C Test job in MIM who was reached on lack of work. He formerly worked in another part of the plant on a milling machine. The only Company offer at this time was another Test job which paid less money.

The Company took the position that because this man had voluntarily left the milling machine to go into Test that he couldn't go back on a milling machine even though there were shorter service people on this job. After much discussion and after it was decided to send this case into the N. Y. level, the Company decided the Union was right and placed the man on a milling machine in Bldg. 49. This job resulted in many more dollars pay per week for this man.

Arthur Miklowitz Deceased

The death of Arthur Miklowitz was a loss to Local 301. Art had been a Shop Steward in the Turbine Department for a good many years, and was a member of the Union from way back. His death was sudden and a shock to his co-workers.

Arthur was also a delegate to the IUE District Council #3. He leaves a wife and children.

AS I SEE IT

by CHARLES SCOTT

Docket #6879-57 is an example of the Board members on the 3 shifts together with the Coordinator working in accord and finally resolving the problem that faced them.

The Company moved jobs from the Vertical Boring Mills to a new machine called a Cutmaster, where new prices were established. Then for production reasons some jobs had to be returned and machined on the Vertical Boring Mills. The Company insisted on paying the Cutmaster price plus extra cost even though the 3 shifts protested this method of payment through the grievance procedure. At a second level management meeting of the grievance procedure, Board members Kelly, Smith, Coons and Coordinator Vitallo settled the case whereby the original Vertical Boring Mill prices would be on the vouchers and the method of paying Cutmaster prices plus extra cost would be eliminated.

Case #7000-57 from Bldg. 60 clearly shows how during a time study requirements are relaxed and then after the time study, these requirements are slowly tightened until the conditions under which the study was taken in no way resemble the job, the men must do now. This case involved the Chippers in #60 who took the time study on cleaning of various types and sizes of jobs. The requirements

were that a normal chip, grind and file job that met the current inspection requirements was satisfactory. When prices were established, the inspection gradually grew until four (4) separate Inspectors were inspecting this chip, grind and file operation as it came to their station. What was satisfactory for the first Inspector seldom pleased all the other Inspectors and the Chippers were told they must go to these other stations and "touch up" the job. The Company refused to pay additional money for this "touch-up" work, saying that the original price was paid for doing a good cleaning job. The Chippers pointed out that it was inspected at their station and passed and it would be practically impossible to please four different Inspectors, each with a set of standards of his own.

The Chippers filed a grievance, subsequently receiving an unsatisfactory answer from the foreman. They then moved the case to the next step of the grievance procedure. Shop Steward Briggs, Board Member Della Rocco and the Chippers met with management and settled the case with the understanding that if there has to be any "touch-up" after the job is passed by the Inspector at the chipping station, the "touch-up" work would be paid as extra cost.

More Truth Than Poetry

The Ratesetter sat in his large oak chair,
With papers and blueprints piled everywhere,

There were slide rules, protractors,
and charts on the wall,
Trig books and calculus—he had them all.

But his most important tools of all,
Were a Ouija Board and a Crystal Ball.

"If this shaft were wood, it would be OK,
To set the time at about a day,
But this stainless steel is tough to thread,
So, I'll make it a day and a half instead.

Then I add my weight and subtract my height,
And that should make the time just right,
By pushing the speeds and the feeds all the way,
We can cut the time to half a day.
But, if the man who machines it will stay on the ball,
This job can be done in no time at all."

Vacation Settled In Tube Dept.

Last January the Tube Department management announced that those employees who were eligible for 3 weeks vacation this year must take all the weeks at one time. The practice had been to schedule the 3rd week at a convenient time for the employee, giving consideration to seniority and work schedule.

The Union filed a complaint at the request of the Tube employees. Finally Tube management retracted their position and will permit the 3rd week vacation to be scheduled in the same manner as it has been in previous years.



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.....Gerard O'Brien
Recording Secretary.....Earl Coons
Asst. Recording Secretary.....Michael Rokvicka
Chief Shop Steward.....Vincent DiLorenzo
Business Agent.....Leo Jandreau
121 ERIE BLVD. SCHENECTADY, N. Y.

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 7

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

April 5, 1957

NOTICE Membership and Stewards Meeting

MONDAY, APRIL 15, 1957

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

Union Auditorium
121 Erie Blvd.

General Electric Minimum Rate Low

In a report issued by the "Labor Agreement Chart Service" of Oak Park, Illinois, General Electric pays the lowest common labor rate among six large corporations in various industries.

	Per Hr.
U. S. Steel, Northern plants	1.85
General Motors, Northern plants	1.95
General Electric, Schenectady	1.726
International Harvester, Northern plant	1.92
Goodyear, Akron, Ohio	1.987
Swift Meat Pkg., Northern plants	1.81

The above rates include cost of living adjustments.

NOTICE Executive Board Meeting

Union Headquarters
Monday, April 8, 1957
7:30 P.M.

Reports on Compensation Cases

The first disadvantage that an injured worker has if his doctor reports him totally unable to work after he has improved enough to be able to do some work is that the injured worker is deprived of his unemployment insurance benefits which he can get along with his compensation benefits when he is only partially disabled.

Another disadvantage from an exaggerated medical report as to disability comes when a person is entitled to a lump sum for a permanent injury to his limb and he finds later that the award for his injury is reduced because of the weekly benefits that he received. If the doctor has exaggerated his disability, the man was delayed from returning to work and every week's benefits that he has received is really out of his own pocket because if he had gone back to work the amount that he would receive later as his award would be exactly that much bigger. Besides he would also have been getting his wages.

Just as there are disadvantages from exaggerating a disability from an accident there are also disadvantages from understating the extent of disability. This happens because the amount of compensation paid weekly to an injured worker is geared to the percentage of his disability. If you take two men who have been injured and whose average earnings are the same, the man who has a 100% disability (totally disabled) will rate more in weekly benefits

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17 Years of Service G-E Awards Pay Cut

After 17 years of faithful service, a 62 year old Toolmaker, Class A, was informed by the management of the Aeronautics Department that he was not qualified as a Toolmaker and would be downgraded to a Tool Room Machine Operator with a cut in wages of 28 cents an hour.

The Union representatives in the department insisted that the management abide by the contract and offer the 17-year Toolmaker a job in the plant inasmuch as his service warranted it. Finally, after considerable argument, the management of Aeronautics agreed to transfer him to the Gas Turbine Department. A fantastic arrangement was schemed up between the departments to the effect that the 17-year employee would be given one job to prove whether or not he was qualified to do the work. Before he arrived in the Gas Turbine Department, the management of this department let it be known that they did not want him. Discussions took place among supervisors and key people as to whether or not he was qualified to do the work. Before he arrived in the Gas Turbine Department, the management of this department let it be known that they did not want him. Discussions took place among supervisors and key people as to whether he should be given a Master Gauge to make or an ordinary job. Knowing very well that even the best Toolmaker would need a reasonable time before he would be considered satisfactory on certain types of work on which he was not experienced, the Union representative in Gas Turbine insisted on an average Class A job. Even under these conditions the 17-year man went to work without supervision even showing him where his clothes locker was located. He completed the job which was a type of work that he had not had the opportunity to do in many years, and it passed inspection. During the course of making the tool, he found the drawings and planning incorrect which re-

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Kiwanis Hears Jandreau

As the guest speaker of the Kiwanis Club of Rotterdam last Tuesday evening, Leo Jandreau, Business Agent of Local 301, said, "The Union's program and goals are more constructive and beneficial to our community than those of the General Electric Company".

Elaborating on the transferring of work from Schenectady to other parts of the country, the Business Agent pointed out that this was not caused by work stoppages or strikes — it was an arbitrary plan designed solely by top General Electric officials, affecting not only locations such as Schenectady but all the communities where General Electric had been operating large plants. The reasons for such moving of work were profit motives. Among the many reasons for the transfer of work, expressed by the General Electric publicly since the decentralization of large plants has been in process, the latest and most popular one is: "Labor Trouble caused by work stoppages". Some of the other reasons given by G.E. officials are that community facilities and manpower are not adequate; or they say they feel a responsibility to place payrolls in other communities where people buy G.E. products.

"At the present time we have a serious unemployment condition affecting women employees in particular in Schenectady", Jandreau stated. "In 1951, more than 3,000 women were employed at the Schenectady plant — in the factory today we have approximately 750 women with further reductions in the offing. The Industrial Control Department which provided work for 5,000 employees including a large number of women certainly would alleviate this present unemployment situation if it were back in Schenectady. These 5,000 added to the present factory payroll of only 15,000 workers would not overtax the community facilities by a long shot", Jandreau said. "Speaking of payrolls in other communities where people buy G.E. products, I wonder how this alibi fits into the Puerto Rico operation of General Electric", the Business Agent said.

Explaining the causes of work stoppages, Jandreau recommended that General Electric spend more time and effort in eliminating the cause of work stoppages rather than building up their public relations staff, at the cost of thousands of dollars, whose only aim is to justify the actions of management whether it be right or wrong.

Reports on Compensation Cases

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than the man who has a 50% disability (partially disabled). It makes a lot of difference then, money-wise, to the man who is said to have a 50% disability when in fact he has a 75% or 100% disability. Many doctors don't know that their opinion as to disability affects the worker's weekly benefits. Some doctors feel that they do enough if they treat an injured worker but actually they have a greater duty of reporting accurately in their "progress reports." To top it off, some doctors sometimes fail to report "extent of disability" altogether.

Doctors undoubtedly do not make mistakes in reporting deliberately. It is done when they are not fully familiar with compensation procedures. The union's compensation division, helping the injured worker to get his just due, spends a great deal of time getting corrected reports from physicians.

17 Years Pay Cut . . .

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quired additional time. He was informed after completing the job to return to the Aeronautics Department where he would be told if he had qualified in Gas Turbine. He was finally informed by the Aeronautics Department that he was too slow to qualify.

There is a surplus of Toolmakers in Schenectady G.E. at the present time, and many have been removed from the Trade because of lack of work. Transferring a job from Schenectady has made a shortage of work on which Toolmakers were normally employed. It is expected that the cutback in the Tool & Die occupation will go back to 1947 service dates. The G.E. management can afford to be selective now with the surplus of Toolmakers at hand. Management will refuse to pay more than the job rate to Toolmakers who are classed over average in performance on the job; so, under any reasonable rules, why penalize an employee who may be under average in his performance.

As we go to press, a negotiating committee representing the Toolmakers in Local 301 is scheduled to meet with the management of Aeronautics to enforce the contract.

**Union
MEMBERSHIP
IS A
GOOD BUY**

Employee Victimized by Insurance Rule

As the result of Industry's powerful legislative lobby at the State Capitol, which brought about the legislating of the Hughes-Breeze Amendments to the N. Y. State Unemployment Insurance Law, an employee to be eligible for insurance after being laid off for lack of work must have 20 weeks of employment in the base period.

General Electric has taken advantage of this requirement, either intentionally or not, by giving vacation pay following the last day worked to employees who are laid off for lack of work. In the case of Maria Valentino, she was re-employed after layoff on April 30, 1956, and laid off September 7, 1956, giving her 19 weeks of employment. She was qualified for two weeks vacation and was paid for it, making 21 weeks' pay during the period of employment. Under the contract her continuity of service is recorded as of 9/23/56. Actually her Union dues were deducted from her pay received for the week of 9/14/56, as per contract; however, the Unemployment Insurance Agency takes the position that General Electric marked her layoff notice 9/7/56 as the last day worked. If this employee had taken her vacation prior to 9/7/56 and worked the same number of weeks, she would have had 9/23/56 as her last day worked. General Electric refers to the law when the case is brought to their attention — they are sorry, but nothing can be done about it. It may cost Maria Valentino 26 weeks of Unemployment Insurance benefits; however, Local 301 has called upon the State C.I.O. officials to discuss this matter with the Labor Department heads. As we go to press, such a meeting has not been arranged as yet.

**Attend
Your
Union
Meetings**

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Current Events In My Section

by ALLEN E. TOWNSEND

Many placement cases are being handled by our Placement Committee, composed of Toni Smith, Joe Sickinger and John De Graff, every week. Not strange to this committee are the cases of people with long service who are partially or almost completely disabled. Many times we have heard of large companies like G.E. who claim they have rehabilitation programs for the disabled people. This program, as far as I can find out, is practically nonexistent here.

For instance, I will take Docket #6829-57. This man with 1941 service injured his back in 1952. After a partial recovery, he came back to work at a lower rated job. In 1956, it became necessary for him to have an operation which he had. This operation left him 75% disabled. His doctor said that he could return to work in early 1957 to do light work. He applied at

Bldg. 1 for a job, and after many interviews for lighter jobs, he is still without work. The Company finally issued him a lack of work slip. This doesn't entitle him to unemployment compensation as he doesn't have the twenty-week qualifying period to his credit. At present he is receiving a total of \$32.00 weekly from compensation to support himself, his wife and several children. This pitiful case and several others which we have in our files points out the need of a stronger rehabilitation program here. It also points out the flaws in our compensation laws where a man who, insofar as working in the G.E. is concerned, is totally disabled can only receive partial compensation. It also points out the definite discrimination against these people in the Unemployment Insurance Law because of the twenty week qualifying period.

AS I SEE IT

by CHARLES SCOTT

Docket #6871-57 is a case that was filed when jobs on the Browning Tool started to run above 225 MLT. The Company's first position when the grievance was filed was that the employees working on these jobs which ran above the table specifications would not be paid average earnings for the work performed.

There were many meetings held on this problem of doing work which ran over the existing table specifications, with the Company taking the position that instead of setting up a new table for over 225 MLT, they would extend the present table, using a \$26.20 range. Steward Villano, Board Member Finkle and the members involved settled the case with a table with a \$50.00 range which would cover from 225 MLT to 250 MLT.

Docket #7004-57 was filed jointly by Stewards Smith, Durante and Mont. The grievance protested the using of a new type of varnish at the mold station in Bldg. 12. At a meeting with the Shop Stewards involved, Board Member Finkle and management, the Company's position was that there would be no ventilators installed to expel the fumes from the mold station. Furthermore, there would be no change in the ventilation system even though the Company says the condition is not good.

Later on, the Company, realizing their position was a flagrant disregard for their employees' welfare and also fearing that the condition might cause serious illness to employees, thereby raising their insurance rate, decided that when

the new mold was installed which would use the new varnish, a suction fan would be installed over the mold. Also, the new type varnish would not be used until the fan was installed.

SOME PROGRESS

The results of Docket #6997-57 filed from the Union Hall by Coordinator Christman will be of much benefit to many of our people. This docket complained about the inconvenience to first and second shift workers who are unable to find parking space for their cars. The case also had two suggestions which are as follows:

1. To use the oil settling fill located across the road from Bldg. 273 next to the new Turbine Development Bldg., which could easily accommodate 500 cars.
2. To utilize the old "Binn Kill" location adjacent to Bldg. 259, which could accommodate 450 to 500 cars.

Upon receipt of this grievance, the Company called the Union Hall and stated they would immediately start to dump fill in the Bldg. 273 location to prepare it for parking additional cars. They also said consideration would be given to utilizing the "Binn Kill" location after certain problems are worked out.

In conclusion I want to state that in spite of the current rumors in the plant, the employment situation for women continues to get worse with more women being laid off every week.

Resolution

Meeting in Schenectady, New York, today, in a grass roots conference, we have discussed the questions that concern our welfare as GE workers, and the relationship between that welfare and the policies of the General Electric Company. We are sorry to say that we see a great many difficulties ahead in getting from General Electric those things that we consider to be necessary to our welfare, and that GE can and should provide.

Even more, we foresee a constant struggle to maintain the gains already made.

The reason for these difficulties lies in the fact that GE seems to have learned little from its experiences. Boulwarism is riding high again, after a brief period in 1955 when we felt that the corporation had entered into a new era. Now we see a continuation of all those tendencies that lead to the conclusion that while "Progress" is the most important GE product in technical affairs, in the social and human field, reaction is the most important aim.

This conference was greeted by large advertisements in the local newspapers by GE, giving the impression not that GE employees and their Union representatives were to meet here, but that Schenectady was being invaded by some hostile enemy forces.

This advertisement declared that "most of us have no use for a mud-slinger". It added that "name calling attracts wide spread interest of dubious value but in the long run it always harms the very people the name callers say they are trying to help." It declared with regard to name calling "for our part we don't want any part of this . . ."

The ad said that GE was against a "negative approach" and that "a new and more constructive page" was needed. "The key to a better tomorrow lies in mature responsible leadership on both sides of the bargaining table".

This conference agrees with these statements made by General Electric. The question is how we can get together and see that these principles are put into practice.

On behalf of our membership, we are all ready to sit down and try to achieve them. We believe that achieving them can be accomplished by the following program:

1. General Electric should carry out what it declared is its policy—to leave entirely to the employees the full choice as to whether or not they wish to join a Union. The Company should stop its malicious, feverish efforts it is making in every organized plant to prevent the people from having a free choice in election campaigns. It should cease the abuse, lies and malicious half truth: directed not only against our Union but against all organized labor.

As an example of this campaign, GE claims that our contract is absolutely frozen until 1960 and therefore, non-Union workers joining us cannot win anything they do not already have. GE knows that this is not true and that we can negotiate on wages at any time at the local level and that we have full negotiations, with the right to strike, on employment security in 1958.

GE should get in line with the overwhelming majority of industry and recognize that Unionism and our Union is here to stay and that it should engage with us in real collective bargaining.

2. GE should stop its attempts to brainwash us and our communities in order to dominate them. We do not want our communities turned into places like Virginia—with its reactionary state government and its low standard of social benefits. We do not want to be placed in a position of acting as the stooges of GE in its attempts to halt and turn back our social and economic gains on state and national scene.

3. GE should stop its runaway plant operations and stop trying to get away from paying decent wages and having the workers represented by a Union. We have never opposed the expansion into new areas. What we object to is having our jobs taken away.

GE should also get in line with the rest of industry by eliminating area wage differentials. People should be paid for what they do and not where they do it. This policy is applied by GE to its salaried and professional people and should be applied to the people who produce the goods.

4. GE should stop its efforts to undermine wage standards. We see this being carried out everywhere by efforts not only to end the incentive system but to get incentive effort at a day work rate.

This policy was clearly indicated in the speech of Mr. Boulware's assistant, Joseph Bertotti, before the American Management Association one month ago.

5. GE should stop discriminating in its pay practices against its women workers, and should place in the contract a clause providing equal pay for equal work. In too many plants skilled women workers are paid only the same rate or even less than the male sweeper in the plant.

6. GE should negotiate with us an agreement to handle the problems arising from automation. While Mr. Cordiner promised that automation would bring not only steady jobs, but an \$8,000-9,000 wage and benefit level by 1965, we see the attempt being made to actually downgrade automated jobs. Furthermore, in places like Syracuse, Schenectady, Fort Wayne, Louisville and others, automation has brought more job insecurity. We approve of the attached program for handling automation in GE as a means to assure that the benefits from automation will be fairly shared.

7. We need a program to provide employment security. The employees in Schenectady know the growth of insecurity with the loss of several thousand jobs here. In Syracuse, 4,000 were laid off for weeks and nearly 1,800 have been laid off since January. In Pittsfield, the employees are already suffering from layoffs and hundreds more face the same danger. Similar reports have come from plant after plant in other sections of the Country.

GE does not even provide the modest SUB program provided to the employees in auto, steel, rubber, canning, aluminum, and other basic industries. These employees can draw off up to twenty-five dollars a week over and above their unemployment compensation.

GE does not fulfill its responsibilities by putting into an unemployment compensation fund less than 1% of the payroll.

We who produce the goods that make GE profits possible, have the same needs and the same rights to job and income security as corporation officials and salaried people.

We consider that employment security covers not only the type of program called the guaranteed annual wage but also question of hours of work, seniority, training, upgrading and so on.

GE, which makes almost \$2500 operating profit on each production worker and which provides for stockholders a profit equal to 18.5% after taxes on their investment, can provide us with an adequate employment security program.

We support the proposal made by President Carey that we sit down with the company immediately to agree upon the facts and attempt to reach an agreement in 1957. This agreement should be effective either October 1, 1957 or if the company insists, October 1, 1958.

As an alternative, we support the proposal that we start negotiations on June 2, 1958 and that 30 days later or by July 14 all proposals by both sides be on the table. We will then have 80 days in a calm relaxed atmosphere to reach an agreement by October 1, 1958. This is a proposal that can avoid tensions and prevent disputes, and we urge the company to accept it.

We believe this program is fair, one that GE can afford, and is one that is necessary to GE's employees.

No people are more aware of the need for mature, responsible, constructive relations than our members, local leaders and national officers. No people are more ready to grasp the hand that will provide honest fairdealing, self respecting relationship than we.

Our problems can be settled only in these ways and not by massive propaganda campaigns to intimidate us and the people of our communities.

Let the company and our Union sit down immediately and attempt to reach a fair and honorable agreement on all points at issue. Then not only the workers and the company will benefit but the communities and the nation as a whole.