



Don't Need Union

(Continued from Page 3)

having it abolished with the anti-labor Taft-Hartley Law to take its place. Representatives of G.E. have appeared before Senate and Congressional committees during the past year, advocating more anti-labor legislation.

The past record of General Electric in respect to employees' rights and privileges speaks for itself.

The G.E. Works News says you are fortunate working for a company which has always devoted much time and effort to maintain good employee relations. If this were a true statement, the files at Union office would not be bulging with grievances which were referred to the Union because foremen and department heads refused to settle a justified complaint of a G.E. employee. These grievances constantly keep pouring into the hands of Union representatives day by day. The settling of these grievances requires the Union to pay thousands of dollars each month in lost time from the job to its representatives when processing these cases. This money comes from the dues of Union members who are G.E. employees.

We have quite often criticized the Company for talking out of both sides of their mouths and a good example of this was on Page 5 of the September 10 issue of the G.E. Works News. The story on one side advocated: Don't be a member of a Union; you will get by just as well as an individual — while the story on the other side of the page advocated: An all out plant-wide drive for members — the goal 100%. Adopt a slogan:

"Is yours a Helping Hand" (reference membership campaign Community Service Fund). Well, we think both organizations, the Union and the Community Chest, are necessary and deserve the wholehearted support of all G.E. workers.

We do not agree, however, with part of the article in the G.E. Works News which said: "Supervisors throughout the Company are trained to give equal consideration to the grievances of their people as individuals, not as members of an organization." It is true the answer is usually "No" regardless of who you are — that's why we need a Union.

CIO State Convention

(Continued from Page 1)

action of endorsing a gubernatorial candidate took place. This is in line with the nonpartisan political position our Union has pursued over the years. Likewise, the delegation did not support an action increasing the State Per Capita Tax from 1c to 2c.

The convention went on record supporting the action taken by Local 301 in sending a letter to Governor Dewey requesting that he intercede in the placing of orders for the St. Lawrence Power Project and confine the manufacture of this equipment to U. S. manufacturers, and, in particular, General Electric. President James J. Cognetta presented the letter to the convention and it was unanimously endorsed.

New Rates and Progression Tables

Under the new Contract, a revised schedule of day work progression rates will be in effect. It is important that all shop stewards and workers in day work groups be aware of the new schedules published in the chart below in order to make sure that the contract is enforced in regard to these rates.

The applicable rates for piece workers who are temporarily on productive day work jobs, or who for one reason or another are being paid the idle time rate are contained in the second of the two charts published on this page. It should be noted that beginning with the 1.585 A.E.R., a 3 step differential between both the idle time and productive day rates and the A.E.R. applies.

DAY WORK PROGRESSION

Job Rate	Start 1st Mo.	2nd Mo.	3rd Mo.	4th Mo.	5th Mo.
1.485	1.36	1.39	1.425	1.455	1.485
1.52	1.425	1.455	1.485	1.52	1.555
1.555	1.425	1.455	1.485	1.52	1.555
1.585	1.485	1.52	1.585		
1.635	1.485	1.52	1.585	1.635	
1.685	1.485	1.52	1.585	1.635	1.685
1.735	1.635	1.685	1.735		
1.785	1.635	1.685	1.735	1.785	
1.835	1.635	1.685	1.735	1.785	1.835
1.90	1.635	1.685	1.735	1.785	1.835
1.955	1.635	1.685	1.735	1.785	1.835

INCENTIVE WORKERS D.W. AND IDLE TIME RATES

A.E.R.	Productive D.W.	Idle Time
1.485	1.485	1.39
1.52	1.485	1.425
1.555	1.485	1.455
1.585	1.485	1.485
1.635	1.555	1.555
1.685	1.585	1.585
1.735	1.635	1.635
1.785	1.685	1.685

DAY WORK RATES

Labor Grade	Old Rate	New Rate
7	1.445	1.485
8	1.48	1.52
9	1.51	1.555
10	1.545	1.585
11	1.59	1.635
12	1.64	1.685
13	1.69	1.735
14	1.735	1.785
15	1.785	1.835
16	1.86	1.91
17	1.925	1.98
18	2.005	2.06
19	2.085	2.14
20	2.16	2.22
21	2.24	2.30
22	2.295	2.36
23	2.36	2.42
24	2.42	2.485
25	2.48	2.545
26	2.54	2.61
27	2.60	2.67
28	2.66	2.73
29	2.72	2.795

PIECE WORK RATES

Labor Grade	T.R.	Old A.E.R.	New A.E.R.	P.W.-D.W. Rate
7	.54	1.445	1.485	1.455
8	.57	1.48	1.52	1.455
9	.60	1.51	1.555	1.455
10	.63	1.545	1.585	1.485
11	.67	1.59	1.635	1.52
12	.70	1.64	1.685	1.555
13	.74	1.69	1.735	1.585
14	.78	1.735	1.785	1.635
15	.82	1.785	1.835	1.685
16	.87	1.85	1.90	1.735
17	.92	1.905	1.955	1.785
18	.97	1.965	2.02	1.835
19	1.02	2.04	2.095	1.90
20	1.08	2.11	2.17	1.955
21	1.145	2.19	2.25	2.02
22	1.21	2.26	2.325	2.095
23	1.275	2.34	2.405	2.17
24	1.34	2.42	2.485	2.25
25	1.39	2.48	2.545	2.325
26	1.43	2.54	2.61	2.405
27	1.48	2.60	2.67	2.485
28	1.53	2.66	2.73	2.545
29	1.58	2.72	2.795	2.61

LOCAL 301 NEWS

IUE 301 CIO

Vol. 1 — No. 28

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

October 1, 1954

EMPLOYMENT NOT IMPROVING AT SCHENECTADY GE

In contrast to a statement made by the Works Manager Thursday, September 23rd, to the effect that there have been no significant changes in the employment situation at the local plant, the Union has reviewed the reports received from the Company for the last four months and finds the following:

Date	Removed	Transferred	Reengaged
June	294	317	18
July	241	240	25
August	131	219	18
September	180	189	15
TOTAL	846	965	76

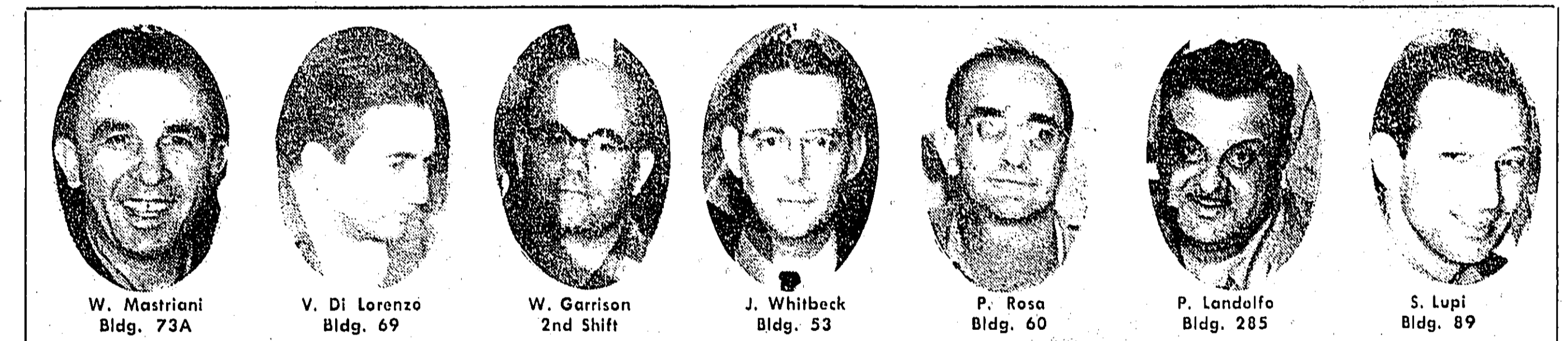
The period shown above includes the vacation period which slowed down the layoffs and transfers because of the large number of employees out on annual vacations.

The reports since January 1st, 1954, show a total of 2521 removed from the payroll with another 2491 transferred to other jobs because of lack of work, making a total of over 5,000 employees removed from the jobs on which they were formerly employed last year. While these figures cover a period of 36 weeks, the survey shows only 177 reengaged and in most cases on very low paying jobs.

The first five months' record of layoffs and transfers was as follows:

Date	Removed	Transferred	Reengaged
January	133	203	14
February	391	337	23
March	335	246	20
April	395	383	23
May	421	357	21
TOTAL	1675	1526	101

(Continued on Page 4)



LOCAL 301 SETS UP COMMITTEE TO SAVE JOBS

Not satisfied with the progress being made by the Mayor's Committee on Unemployment, the Union has organized a committee composed of the Officers and Executive Board members from the Control departments who will be directly affected by the company's plans to transfer work out of Schenectady.

The first job of the committee was to make a survey of the number of employees who will be affected. The survey will include gathering of information as to service, number of dependents, hourly rate, occupation, etc. While the survey was not complete at press time, 1,254 names of factory employees working in the Control Department had been received at Union Headquarters. The first batch of returns showed service ranging from 2 years up to 44 years. The approximate breakdown is as follows:

1 to 5 years	12 1/2%
Over 5 up to 10 years	6%
Over 10 up to 15 years	47 1/2%
Over 15 up to 20 years	6%
Over 20 years of service	28%

The occupations presently employing these people cover practically every job in the plant with the exception of heavy operations.

(Continued on Page 2)

Dept. Autonomy On Inventory Decisions

The lack of over-all consideration and decision in deciding whether inventory would be taken during the regular work week or on time outside the work week was very apparent for the first time in a good many years. This muddled up situation resulted from the Company's decentralization policy which gives the department heads the authority to make all decisions.

The plant management notified the Union that the question on working inventory would be left to the departments to decide. If only the question of inventory was left to the departments, the Union would not consider the problem of decentralization too bad; however, the decisions on most questions are left to the departments these days, resulting in many undesirable and confusing situations.

Getting back to the inventory question, some departments announced they would close down last Friday to take inventory — some of the same departments announced last week that they had changed their minds and would work. In one case the reversal was made the day before the proposed shut-

(Continued on Page 2)

U.E. Offers Anti-Labor Plan to Control Union Hdqs

U.E. Local 301 spokesmen last week offered a plan that would end the court cases now pending and release the Union's funds including the Building Fund. In pointing out the big job that lies ahead for our Union in settling the day to day problems in the shop and to prepare ourselves for next year's contract negotiations, IUE Local 301 offered a proposition which included everything the National UE could rightfully claim their own.

UE refused the proposition and demanded that IUE Local 301 pay approximately \$180,000 which would include all Per Capital taxes plus money that does not even exist. The proposition actually meant that the \$172,000 withheld by the Company would be turned over to them plus another \$8,000 that we could go out and borrow. The Building Fund they claimed would be released provided that anyone regardless of union affiliation who may have paid dues since January 1st, 1953, would be a stockholder with a vote annually to elect officers and a board of directors. This part of the proposal makes union affiliation meaningless and allows for outsiders to gain control of Union Headquarters.

Once again UE has shown its complete disregard for the welfare of Schenectady GE workers. This outfit which calls itself a militant trade union exposes itself again with this dual-unionism proposal—a strictly anti-labor proposal. They would tie the hands of the Local Union and throw open Union facilities to non-union members!

Schenectady workers have repudiated National UE's attempts to run our Local. Members of IUE-CIO Local 301 will tolerate no interference from outsiders and will continue the honest trade union record of their Local—run democratically—by the members.



"Any good man can have real job security without joining a union"

New Shop Stewards Sworn In



Injured Workers Should Note New Procedures in Workmen's Compensation

The second type of hearing notice is a Motion Calendar notice and is easily distinguished from the other hearing notices in that it is a yellow form and clearly states that it is not necessary for any of the parties to be present at the hearing. Under the new procedures the Motion Calendar is used only where a doctor has filed a report saying that the worker has no permanent effects from his accident and has returned to his usual work and is making no further claims at that time. To illustrate, John W. sustains a fractured arm while at work. He immediately reports his accident and obtains medical attention. The doctor puts the arm in a cast and as a result of the injury, John loses 8 weeks from work, for which he receives compensation. At the end of that time his doctor examines the arm and tells John that he is able to return to his usual work. In his medical report to the Compensation Board, the doctor indicates that the worker has had a complete recovery from his injury with no permanent disability. The Compensation Board then sends John W. a yellow Motion Calendar hearing notice indicating that his case has been closed and he will not have to appear in court. In such cases the worker is still protected for 18 years if his injury begins to give him trouble after his case is closed. Workers who receive such yellow notices of hearing should notify Mr. Novak immediately if they do not agree that there are no permanent effects from the accident as steps will then be taken to keep the case open.

The third type of hearing notice is the regular notice to the injured worker that he must appear in court for a hearing. Under the new procedures, if the claimant fails to appear in court after receiving a regular hearing notice and further fails to notify Mr. Novak of his reason for not appearing, the Referee has the right to close the case

**Local 301 IUE-CIO
SHOP STEWARDS
MEETING**

**2nd Shift
Monday, October 4
1:00 P.M.
(Before Work)**

**1st and 3rd Shifts
Monday, October 4
7:30 P.M.**

**LOCAL 301 HALL
ERIE BLVD. & LIBERTY ST.**

- Report of Convention Delegates
- Report of Committees
- Regular Order of Business.

**EXECUTIVE BOARD LOCAL
301 IUE-CIO**

without further action. In the example given above, supposing John W.'s doctor tells him that he is able to return to work but that as a result of the injury he will always have a permanent disability. The Compensation Board then sends John a regular hearing notice at which time John must appear in court to be examined for an award for the permanent disability. His failure to answer the notice without sufficient excuse will result in the closing of his case without an award having been made. Where a case has been closed for non-appearance, the injured worker must go to a lot of trouble to reopen the case. All "regular" hearing notices, therefore, require the claimant's appearance in court.

Many other aspects of the changed procedures will be discussed in later articles. In the meantime, workers who receive hearing notices should call the lawyer's office to check whether or not the worker must be present at a hearing which has been scheduled.

Dept. Autonomy on Inventory Decisions

(Continued from Page 1)

down. In the A&OS Department notices were posted on September 20 by one general foreman that they would close down Friday, September 24th. The same foreman had part of his gang working on production Friday and Saturday while the balance were sent home. In the same department under other foremen one floor of a building worked while another floor did not work. Intra-plant communications between department heads kept the wires hot up to the last minute, trying to ascertain who was caving in among those who were holding out. It would be interesting to find out whether the over-zealous department head who figured out a day's loss of wages for his employees would reflect good management for his record or will it finally show that the cost of inventory taken by an unqualified employee resulted in excessive cost.

Local 301 Sets Up Com. to Save Jobs

(Continued from Page 1)

The plant ceiling for women at the present time is 1943, which means that women with less than 11 years of service do not have opportunity to be placed if their jobs are abolished. This Control layoff would bring the plant ceiling in the late thirties—at least for women.

While there are men employed yet with less than two years of service, mainly on common labor or undesirable jobs, the placing of the Control Department employees will not leave much opportunity for those below 5 years of service.

The Control Committee will exercise everything within its power to bring to the attention of proper authorities and to the community the injustice and hardship that may present itself as a result of the Company's plans for the near future.

Westinghouse Office Workers Get Raise

Pittsburgh—The Federation of Westinghouse Independent Salaried Unions, representing 15,000 Westinghouse office workers in 41 plants, have reached an agreement with Westinghouse for wage increases of \$1.40 to \$2.80 weekly and increased pensions.

The agreement extends the national contract to Oct. 15, 1955. It is effective August 2, pending union ratification by September 27.

Previously, the CIO Electrical Workers and the independent United Electrical Workers concluded similar agreements with Westinghouse.

Veteran's Case Submitted to Dept. of Justice

Angelo Di Salvatore began working for G.E. on February 4, 1942. In June of 1942 he left for duty in the Armed Forces of the U. S. and was subsequently honorably discharged on 2/12/46.

He applied for reengagement within the 90 days of discharge as prescribed by law and claims the Company said they would call him back. They never did and when he was finally rehired on 7/15/47 the Company claimed his status was that of a new employee.

After discussing his case with his Shop Steward, J. Strohmaier, a case was filed for restoration of service. The Company's position, however, was that they had told him to return for a job and further that he signed a statement as a new employee when finally rehired.

Although the case was presented to the Dept. of Labor, all attempts to negotiate a satisfactory settlement have been unsuccessful.

The case has now been referred to the Dept. of Justice for review and determination as to representation under the provisions of 9(d) of the Universal Military Training and Service Act.

Job Rate Increased



Shop Steward Kay Hoffman filed a written grievance last March pointing out that Henry Swart was performing work beyond his classification as Packer and Shipper.

During UE's four month campaign which disrupted our grievance procedure, the case could not be processed. After IUE Local 301's victory, negotiations were resumed on the case and a Joint Investigation was held. Steward Hoffman and Board Member Whitbeck as the Union Committee reviewed the job in question with a committee from management.

As a result management has agreed to reclassify this job to Prepare for Shipment—Aircraft Devices and Bro. Swart received a one step increase retroactive to 3-24-54.

Governor Dewey Acknowledges Union Petition

Early this month Bro. Leo Jandreau on behalf of IUE-CIO Local 301 wrote to Gov. Dewey regarding the St. Lawrence Power Development. The letter emphasized the serious unemployment situation and the alarming statements of responsible officials indicating the possibility of this work being given to foreign governments. Bro. Jandreau pointed out that if General Electric is a successful low American bidder, it will mean a ten million dollar pay roll for Schenectady workers and will solve in part the unemployment problem for General Electric workers.

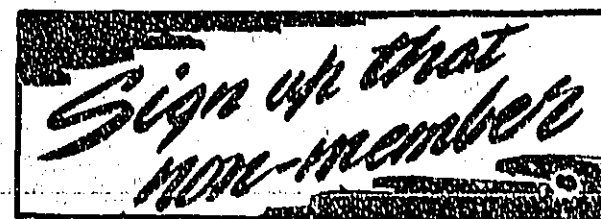
The Union asked that when these contracts are awarded for the St. Lawrence Power Development, N. Y. State Industry, taxpayers and workers receive the full consideration that is their due.

Last week the Union received an answer from George M. Shapiro, Counsel to the Governor, which stated: "On behalf of Governor Dewey, I acknowledge your letter of September 8th. I have referred it to the New York State Power Authority and I am sure that the views you express will receive appropriate consideration and attention."

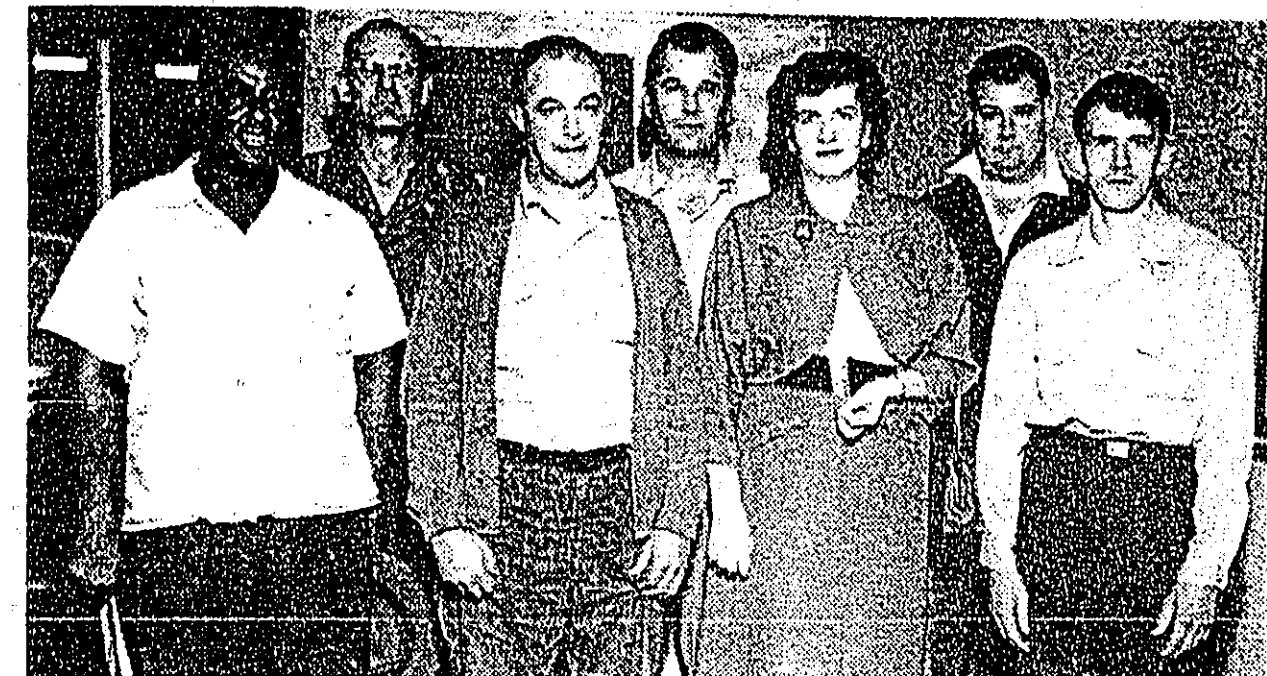
No Outsiders on St. Lawrence Power Project Job

On the heels of last week's announcement by the New York State Power Authority of contract award for construction of a temporary bridge from Hawkins Point to Barnhart Island on the St. Lawrence River, the State Labor Department's Division of Employment today issued a new warning that the North Country still offers no jobs for outsiders.

Richard C. Brockway, Executive Director of the Division, said the Power Authority has advised him that the temporary bridge to provide roadway for hauling construction materials to the Island next year will be prefabricated in the plant of the contractor and not on the job site. Mr. Brockway said that in past weeks many workers, lured prematurely by the hope of work on the St. Lawrence power development project, had gone north only to find themselves stranded without jobs or funds.



New Shop Stewards Sworn In



IUE With 400,000 Members Now Third Largest Union in CIO

Miami Beach, Fla. — The CIO International Union of Electrical Workers is now the third largest union in the CIO with a membership of more than 400,000. In the Officers' Report to the 6th Annual Convention of the IUE at Miami Beach, the membership was told:

MGM Will Make Union Picture

New York—MGM's publication, "The Lion's Roar," reports that the motion picture studio will film a picture that will do for union officials what "Executive Suite" did for business executives.

The picture is entitled "Bannon" and will star Spencer Tracy and Montgomery Clift. The top feminine leads have not yet been selected.

"Bannon" is the story of the relationship between the top leaders in one union. One is older, rather established in his outlook, while the other is younger and more idealistic.

MGM promises that the picture will receive the same objective treatment as it gave businessmen in "Executive Suite". John Houseman, who produced "Executive Suite", will also produce "Bannon".

Job Rate Restored And Retroactive Payment Won

Shop Steward R. Nedvidek filed a written grievance when A. Amedore was notified by the Company he was being downgraded from Class "C" to Class "G" Inspector.

The Company based their position on the fact that the Z-1925 tube was out of production and no longer required inspection.

The case was processed at the Manager's level and a joint investigation of the job was held. The Company has agreed to reinstate the job to Class "C" as of 7/26/54 with retroactive adjustment to the operator. Bro. Amedore, who had since transferred from this job, will also receive an adjustment of approximately \$60.00.

"Thus we enter this, our Sixth Convention, not yet five years old, but with the solemn pride of having built, in this brief time, one of the most flourishing and successful unions in the history of the American labor movement."

The Report said that a total of 78 representation election victories had been scored in 1954, the largest number in the union's history.

Highlight of the year was the victory of the IUE in taking the 20,000-member local 301 from the United Electrical Workers, expelled from the CIO five years ago on charges of Communist domination.

Analyzing the present unemployment situation, the Officers' Report declared:

"What is ultimately needed, therefore, to invest low and moderate income groups with additional purchasing power, is the cooperation of American business and industry in providing the means by which ever expanding consumer wants can be satisfied. Lacking this the American economy will stagger along under the burden of millions of unemployed, our position of leadership in the world seriously threatened, and the welfare, security and freedom of ourselves and our allies in everlasting peril."

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

Published by the Editorial Committee
President.....James J. Conetta
Vice President.....Joseph Alois
Treasurer.....Joseph Whitbeck
Recording Secretary.....Rudy Risland
Ass't Recording Secretary.....William Matrone
Chief Shop Steward.....Leo Jandreau
Business Agent.....Leo Jandreau
101 LIBERTY ST., SCHENECTADY 5, N. Y.