

AS I SEE IT

by CHARLES SCOTT

The problem in LM&G of supervision working on jobs which fall into our bargaining unit seems to continue even though each time we protest, the Company tells the Union that it will not happen again.

The first instance involved a general foreman doing test work in Bldg. 16; this was finally resolved at the New York level of the grievance procedure where the Union was told that this situation would be corrected.

The next instance involved a foreman in the Milling Machine Section in Bldg. 16 who cleaned scrap from a rack, ran cranes and moved material. This was protested in a grievance and it was necessary to go to the second level of the grievance procedure where the Union was told that it would not reoccur.

Within two weeks after the grievance was written up on the foreman in Bldg. 16, another grievance was written against a foreman in Bldg. 52 who was doing Moveman's work unloading trailers. This foreman, instead of admitting

he was wrong in the answer to the grievance, said that the group should be glad that he did this work for in so doing, he was helping the group.

We find this continuing condition of supervision doing work which falls into our bargaining unit intolerable. While these supervisors are doing work which falls in our bargaining unit, the Company is removing employees from their jobs on a lack of work. We have employees with over a year's service now outside the plant on a lack of work situation while the supervisors in LM&G are being stopped individually by dockets from doing bargaining unit work. It would appear that the G.E. Company, who is constantly telling their employees and the public that they do right voluntarily, could in this case, if they were sincere, instruct their supervisors not to do work which falls within the bargaining unit instead of the steward in each group having to notify the foreman by grievances that moving material, etc., does not fall in the supervisory classification.

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: Kenneth Hendrie who works in Shop Steward A. Campana's group feels that waiting an hour or two for parts is an unreasonable length of time and requests that this condition be investigated and corrected.

Bldg. 52: The group under Shop Steward G. Yager feels that the foreman passing on quality of welding which is done by employees in the bargaining unit is not right and request that this situation be corrected.

Bldg. 273: S. Sack who works in Shop Steward P. Moran's group feels that the price on Oper. #5 of packing rings 384B432-1, 384B252-1 and 510C531-30 is inadequate and requests adjustment.

Bldg. 273: The group under Shop Steward E. Bednarowski feels that there should be payment for work performed which is not covered in the pricing structure.

Bldg. 285: Shop Steward James Whalen feels that when he, the operator, has to use faulty equipment to set up a job, the only fair way to pay is by average earnings.

Bldg. 76: The group under Shop Steward H. Kaminski is protesting the using of the Lumber Stacker Operator to move freight cars in and out of Bldg. 76. On 9/17/57, G.E. Car #222 was moved into #76 by Lumber Stacker Operator. This

work belongs to the freight car operators and not the Lumber Stackers and is a violation of safety.

Bldg. 15: The group under Shop Steward R. Weaver is protesting the fact that the Company has gotten rid of one of the Crane Operators for lack of work in one section but has taken an operator from Bldg. 15 and placed him on the same job with the result that the men in Bldg. 15 have to wait for lifts because the Crane Operator has to jump from crane to crane. The Union is requesting that all lost time resulting from lack of crane service be paid average earnings.

Bldg. 18: The group under Shop Steward H. Jessie feel that it is not supervision's job to operate the crane. They feel that a Crane Operator should operate the crane and that, therefore, there is a violation of the contract.

Bldg. 89: The group on the American Engine Lathe under Shop Steward T. Daley feel that the same skill is required as on the American Tracer Lathe. They are requesting an I-20 job classification.

Bldg. 95: The Union representative of the Iron Foundry Division request a meeting with the Manager of the Foundry Division to discuss the future work load for the Foundry. The general feeling of the average Foundry employee is one of insecurity because of the continuous appearance of representatives of outside Foundry concerns.

Bldg. 16: The group under Shop Steward H. Williams charge the

Injured Workers Entitled to Physical Check-Up by Five Doctors

Workers who are injured while at work are entitled to medical treatment by a physician of their own choice. The union's lawyer, however, for the injured worker's protection, often requires examinations by various physicians sometimes as many as five.

In the average simple case an injured worker is examined by three doctors—his own, the company's doctor, at the courthouse hearing, and by a state physician. In this instance where a worker is examined by the company's doctor at the courthouse the doctor is not one of the doctors attached to the Industrial Clinic in Building 43 but is usually a doctor from Albany. The doctors in Building 43 are to all intents and purposes the same as your own doctor if the injured worker has elected to be treated by him.

The fact, however, that both the worker's doctor and the company's doctor (at the courthouse) both examine often leads to a difference of opinion as to what is wrong as well as to how far the worker may have been disabled. Sometimes even the State physician may differ on these questions with either the worker's doctor or the company's doctor.

Such a deadlock has to be broken because the question as to whether the worker should receive any further medical treatment, what kind of treatment, and whether he should get weekly benefits depends upon the reports of these doctors. Where there is such a deadlock the

union's lawyer follows the following course:

First, he requires all of the doctors who have already examined to testify in the case before a referee.

Second, he asks that the medical question be arbitrated by a fourth doctor paid for by the state and known as the Chief Medical Examiner for the State.

Third, where necessary a fifth doctor, who is even above the Chief Medical Examiner and is known as the Principal Medical Examiner, is demanded as an examining physician. In such instances, the Principal Medical Examiner is sent up from New York to make such an examination.

Fourth, if the deadlock is not entirely cleared up, the union's lawyer may advise the injured worker to agree to still another examination by an impartial specialist. Where this is done, the Workmen's Compensation Board itself picks the specialist.

Finally, in certain lung cases still another medical consultant known as the Board's Chest Consultant also examines but for such an examination the injured worker must go to New York City for the examination at the Company's expense.

All of these safeguards are called in by the union's lawyer to protect the union member especially where the medical problem is complicated and where doctors find themselves in disagreement.

Pensioners Meet Monday, 2:00 P.M.

The first meeting of G.E. pensioners who are former members of Local 301 will take place at the Union Auditorium on Monday, September 30th, at 2:00 p.m.

The reorganizing of the Pension Club in Local 301 is part of a National Program to establish pension clubs throughout the General Electric Chain. The purpose for reorganization of G.E. pensioners on a National basis is to coordinate a program which will be designed to help bring about more equitable

Company with violation of contract under Article I, Sect. 1, in this instance the Foreman doing work that falls within the bargaining unit.

Bld. 52: John J. Reohr who works in Shop Steward T. McGrath's group is charging the Company with violation of the contract under Article I, Section 1, in this instance the foreman working as a Crane Follower.

Bldg. 60: Rocco A. LaVista who works in Shop Steward W. Martin's group feels that he is being shown discrimination by the Company refusing to let him return to a higher rated job he has held and placing shorter service employees on that particular job.

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.

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 - No. 18

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

October 11, 1957

Shop Stewards Approve Action Program

At meetings of Shop Stewards held in the Union Auditorium last Monday, the Program of Action for the 1958 Contract Negotiations, recommended by the Executive Board, was unanimously approved.

The Shop Stewards heard a report from the delegates attending the Second Economic Policy Conference, outlining the needs of the membership as they affect the 1958 contract negotiations. Each Executive Board Member was called upon for a report of his Shop Stewards attending the meeting. The count taken by the Recording Secretary showed that some Executive Board Members had an attendance of nearly 100%, while most Board Members had at least 50% of their group present.

The Legislative Chairman, William Stewart, gave a report on "Right to Work Laws" legislation, describing them as viciously anti-labor. He also reported on the Natural Gas Bill which is pending before Congress and will cost the workers more money if it is passed. Brother Stewart advised the members to write their Congressmen and Senators at the House and Senate Office Buildings, Washington, D.C., urging them to oppose H.R. 8525.

Many questions were asked by the Shop Stewards during the meeting with good constructive discussion prevailing throughout the meeting. The attendance cards signed by Shop Stewards present at the meetings showed 233 Stewards from the 1st and 3rd shifts and 81 from the 2nd shift.

NOTICE Skilled Trades Meeting

Wednesday, Oct. 16, 1957
7:30 p.m.

UNION AUDITORIUM
121 Erie Blvd.

NOTICE Executive Board Meeting

Monday, Oct. 14, 1957
7:30 P.M.

UNION HEADQUARTERS
121 Erie Blvd.

Skilled Trades Regional Meeting

The First Regional Conference of Skilled Trades Committee scheduled by the International IUE will take place in Schenectady, on October 16, 1957. The meeting will be held in Local 301's new Auditorium at 7:30 p.m.

Represented at the meeting will be delegates from G.E. Locals in Districts 1, 2, 3 and 4. Notices of the Schenectady meeting were sent to 23 G.E. Local Unions.

The Schenectady Conference will be the first of three conferences scheduled in different areas to cover all the G.E. Locals. The Second Conference will be held in Ft. Wayne, Indiana, on October 23rd, where Districts 6, 7, 8, 9 and 10 will be invited to send delegates. 24 Locals have been notified of this conference. The Third Conference will be held in the southern region, time and place to be announced at a later date.

NOTICE MEMBERSHIP Meeting

Monday, Oct. 21, 1957
2nd Shift—1:00 p.m.
1st and 3rd Shifts—7:30 p.m.

Union Auditorium
121 Erie Blvd.

AGENDA:
Election Dist. #3 Delegates.
Report of Committees.
Regular Order of Business.

Proposal on Test Case, Bldg. 16, On Trial Basis for 4 Weeks

The proposal recommended at a meeting between the LM&G management and the Union affecting the Permanent Test Operators in Bldg. 16, will be accepted on a trial basis for a period of 4 weeks.

The issue involved job security of the Permanent Test Operators, members of Local 301, whereby Test Engineers are used on a 13-week Training Course and during this period of training they are utilized on testing of apparatus normally done by the Permanent Test Operators. The history of the job showed that Test Engineers had been on this work for many years and at times there were as many Engineers on the job as there were Permanent Test Operators. The management pointed out that the number of Permanent Test Operators had increased from 37% of the total group in 1954 to 72% of the total group in 1957. They contended that the record of increasing the number of Permanent Test Operators over the years proved that the Test Course had not jeopardized the Permanent Test jobs. There are 48 Permanent Test Operators employed at the present time and 36 Test Engineers. The Company proposed that on any increase in production requiring more test personnel, the increasing of forces would be confined to the Test Engineers; therefore, freezing the present number of Permanent Test Operators. The Union objected to this procedure, pointing out that we were interested in more jobs for members in our Union and that, moreover, without increasing forces in the Permanent Test, the opportunity for upgrading would be impaired. Furthermore, the Company proposed on a decrease of forces that they would always keep

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Cuts in Job Rates Justifiable Says SAC Management

The production of Atomic Motors in Bldg. 50 has moved from the development status to a production basis, says SAC management; therefore they claim a reduction in job rates is justifiable.

The workers involved who were Machinists and TRMO's at rates of \$2.56 1/2 an hour say they cannot understand what is happening because they are doing the same job at present as they have been doing for the last year. The SAC management apparently has the whole production proposition worked out but only on paper, because they have not shipped one motor yet. The parts as well as the assembly are still in the process of development and the skills formerly needed are still required and will be until production starts and repetition displaces that type of skill shown in the process of getting something to work for the first time.

The fact that a worker is confined to a given machine does not justify a cut in job value. A TRMO is a machine operator confined to a machine and receives a rate of \$2.56 1/2 for Class A work. The SAC management is "hell-bent" to get the cuts in wages first and the production later. The Union is in the process of negotiating proper rates for this work.

An investigation was made by a Union Committee, comparing the work done in Bldg. 50 with other jobs throughout the plant. The comparisons that we find, giving consideration to the skills required on the various jobs, show that the work in the Atomic Motor Dept. is of a much higher value than similar work in the other parts of the plant which are already on production. The cuts in job values proposed by the SAC management range up to 38c an hour. As we go to press, negotiations are continuing on this complaint.

Pensioners Elect Temporary Officers

At the first meeting of the Pensioners held in the Local 301 Auditorium on Monday, September 30th, Benjamin Geerson, a pensioner with approximately 35 years of service with G.E., was elected temporary president of the IUE Local 301 Pension Club. Ben Geerson was very active in Local 301 in the early days and served as a vice-president and member of the Union's Executive Board.

Hilda Valois was elected secretary of the club. Hilda was also active in Local 301 during the years she was employed in the plant.

The pensioners also elected members of a Constitution Committee, composed of Ben Geerson, Hilda Valois, Anna Brown and Steve Skrzynski. The committee will meet and recommend a constitution to the next meeting of pensioners which is scheduled for Wednesday, October 16th, at 2:00 p.m.

The meeting also elected a delegate to represent Local 301's Pension Club at a meeting to be held in Washington, D.C., for the purpose of discussing a program for G.E. Pension Clubs on a National basis. The delegate elected is Steve Skrzynski, a former Shop Steward in Bldg. 17 Punch Press.

The pensioners also elected John Maslowski as a member of the Legislative Committee.

There was considerable discussion by the pensioners at the meeting on the difficulties of living on a small fixed income with the cost of living at its highest peak in years.

There will be another meeting of the Pension Club on Wednesday, October 16, 1957, at 2:00 p.m.

Proposal on Test Case, Bldg. 16

(Continued from Page 1)

a minimum of 12 Test Engineers on the job regardless of whether there would be Permanent Test Operators left or not.

As the result of a management-union meeting, a ratio of 3 Permanent Test Operators to one Test Engineer would be established. The agreed upon ratio would make a normal base of 48 to 16. On increasing forces beyond the base, 3 Permanent Testers must be hired for each additional Engineer. When employment was decreased and the ratio was 36 to 12, the management agreed that this would signal a serious unemployment problem and would be willing to negotiate that situation. The Union made it plain that at that point either the Test Engineers must be removed or operate as observers only. The Company agreed to release 20 of the Test Engineers without replacements by the end of the year. This would bring the present complement of Test Engineers from 36 to 16 by January 1st, 1958.

The Union representatives recommended that the Test Operators try the proposal for the next 4 weeks on the basis that it would provide for more job security and while the Permanent Testers would be in the majority, they would be getting the benefits of the available work.

Unemployment Ins. Hearings on Vacation Pay in Syracuse

Hearings will start in Syracuse at 9:30 A.M. Monday, October 14th, 1957 on the question of shut-down unemployment insurance benefits. All members of the union who filed for such benefits will be represented in Syracuse by Leon Novak, Local 301 lawyer. Hearings will be held at the same time for workers in other G.E. plants under the G.E. National Agreement.

It will not be necessary for those who have filed for benefits to go to Syracuse. Mr. Novak, in fact, expects to raise objections at the Syracuse hearings to the holding of hearings for Schenectady workers in Syracuse. When these objections are raised it is expected that the hearings will be postponed to Schenectady for the following week at which time Local 301's Business Agent, Mr. Leo Jandreau, will appear to testify in behalf of the union members.

National Negotiations Committee Meeting

The National Negotiations Committee met with Company officials in New York yesterday and the meeting continued today to discuss the application of the Pension Plan as it affects employees on work schedules of less than 36 hours a week. Also, a number of questions have been raised by members of the Union on the application of the Insurance Plan.

Support
C.O.P.E.

Executive Board Surveys Representation

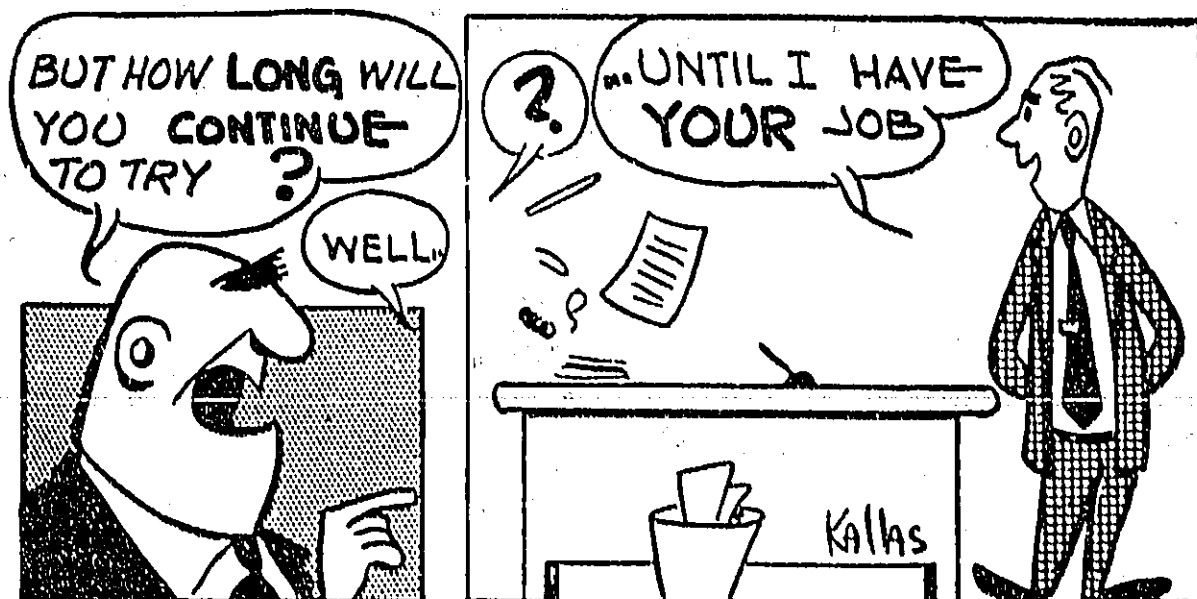
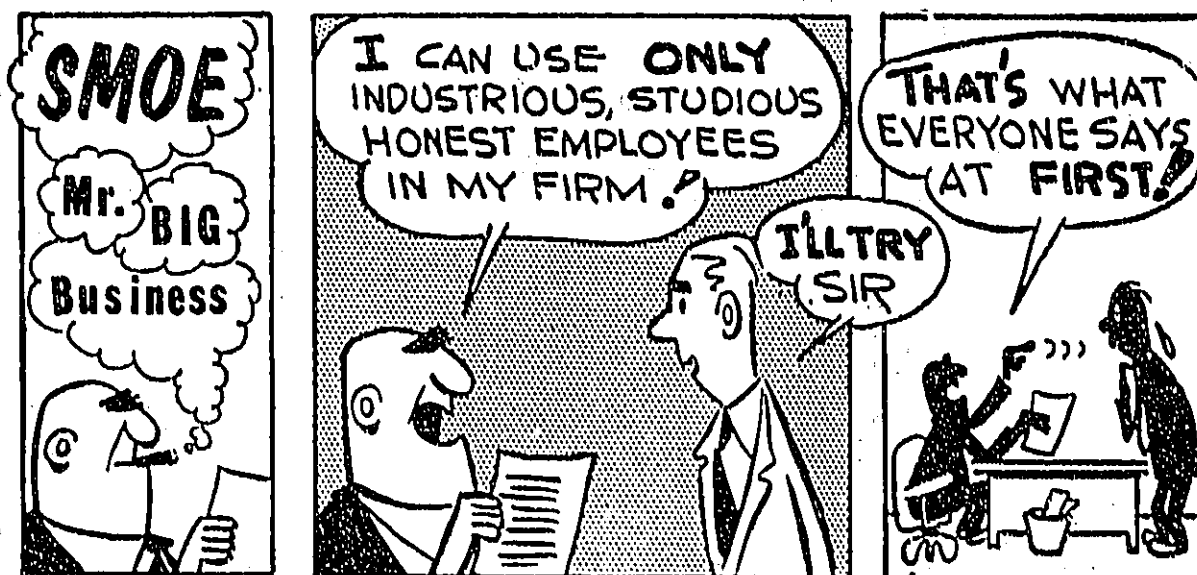
Under Article XVI of the Local's constitution, each Executive Board Member must survey his section to determine the number of Shop Stewards that will be necessary to adequately provide representation for the ensuing year. Board Members must complete this job during the month of October, states the constitution.

Normally a Shop Steward must have at least 25 members in his group; however, the constitution provides that a Steward may have less than that number for justifiable reasons, but in this case it shall require Executive Board approval.

Executive Board Members are not allowed to appoint Shop Stewards within thirty (30) days of the Executive Board Elections which will take place some time in December.

A candidate for Shop Steward must have been a member in good standing for at least one year in IUE Local 301, while a candidate for Executive Board Member must be a Shop Steward with a total of at least six months experience as a Steward.

Attend Your Meetings Regularly



Steel Workers S.U.B. Begins

Under the provisions of the United Steel Workers contract, Supplemental Unemployment Benefits, negotiated in 1956, take effect in September 1957. Eligible employees laid off after September 1st, 1957, began to draw payments out of Trust Funds said to total \$70,000,000.

The Steelworkers' plan is similar to the United Auto Workers, CIO, under which qualified employees have their State Unemployment Benefits supplemented by payments out of an employer-financed trust fund. Before these plans went into effect, State Unemployment Bureaus had to rule as to whether the S.U.B. Benefits would be considered as wages, which would disqualify those seeking State Unemployment Benefits. The following states ruled that S.U.B. payments would not reduce State Unemployment Benefits: Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Dist. of Columbia, Florida, Georgia, Iowa, Illinois, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Jersey, New York, North Dakota, Oklahoma, Oregon, Pennsylvania, Rhode Island, Tennessee, Texas, Utah, Vermont, Washington, Wisconsin and Wyoming.

The following States ruled against S.U.B.: Indiana, North Carolina, Ohio and Virginia. Approximately 190,000 Steelworkers have been denied benefits by the ruling in these four States.

Filing of Benefits Explained To Injured Workers

The technical requirements for filing a claim for Workmen's Compensation benefits should be known to every person as there are pitfalls which sometimes defeat a claim if the requirements are not followed.

The first important requirement is that of giving notice of an injury to the employer. Notice of an injury must be given to a foreman or to the hospital within 30 days after an accident. The union lawyer has advised that most of the cases in which compensation benefits are delayed are troublesome because the injured worker had not given notice within 30 days. The man who is injured and says "This is nothing; it is not worth reporting" is not doing any one a favor, least of all himself. There is nothing to be lost and a lot to be gained by reporting promptly even a minor injury. For the Company, a report of an accident gives them notice to file proper papers with the Workmen's Compensation Board for their own protection and the protection of the worker; for the injured worker prompt notice of an injury protects him, if the minor injury should develop into a more serious condition later. As to the time limit on notice, while the law allows a worker 30 days to report an accident, there should be very few instances where the worker does not report the accident the same day that it occurs. Prompt reporting leaves no doubts as to the occurrence of an accident.

In addition, while the law takes into consideration that delays in giving notice may sometimes go beyond 30 days and while the Board will sometimes excuse late reporting, it will not excuse such a delay unless a very good reason is shown.

After the notice is given this in itself does not start the procedures working to guarantee benefits to the injured worker. To get these benefits the worker must file a claim with the Workmen's Compensation Board. The form on

which this claim is filed gives a great deal of information required to be given and any member of the union can come to the union hall to the Compensation Division of the Union to have his claim filled out for him and filed.

Even as to the filing of the claim, there is a time limit under the law. Where notice of an accident must be given within 30 days, the filing of a claim must be done within two years. Failure to file a claim within two years is almost always a fatal mistake in which the injured worker loses all rights to benefits.

Other procedures which must be followed will be explained in other articles. All procedures are handled for union members at the union hall if the injured worker comes in for that purpose.

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. 273: The group under Shop Steward D. Aumic are charging violation of contract under Article VI, Sect. 4 (D), in this instance where a Boring Mill Operator is told to stop working on production and do low rated jobs, such as oiling, cleaning chips, etc.

Bldg. 273: The group under Shop Steward S. Banaszewski feels that the pricing and planning of jobs on the Drill Press in H-Bay should be straightened out so that operators will receive the proper prices and planning on jobs.

Bldg. 65: The group under Shop Steward F. Jennings are requesting change of shift payment for 9/3/57, when they were given a new starting time.

Bldg. 60: Shop Steward R. Leger feels that when he does work which does not fall into the pricing table, he should be paid for extra work performed.

Bldg. 60: The group under Shop Steward R. Leger feels that slips sent to Planning and coming back a month later is unreasonable. They

request that this situation be investigated and corrected.

Bldg. 60: The group under Shop Steward A. Campana feels that the original price for changing heads should be paid as there has been no change of method on the job.

Bldg. 60: The group under Shop Steward R. Leger feels that the Boring Mills should have a Large Machine Helper to aid the operators, not a Utilityman.

Bldg. 12: Joseph Delafano who works in Shop Steward Toni Smith's group feels that due to irregular conditions faced in doing job S.O. 435-353M, he should be paid for time spent.

Bldg. 49: The group under Shop Steward A. Cadger feel that the longest service Inspector should be given an available upgrade. They request that this procedure be followed.

Bldg. 49: The Sheet Metal group under Shop Steward W. Gage are protesting the farming out of work from their section. They request

that management investigate and correct this situation.

Bldg. 273: The group under Shop Steward J. Thomas feels that since there have been method studies taken on "reheat valves," further method studies would only be an attempt to cut current prices. They request the Company investigate.

Bldg. 273: M. Wonderford who works in Shop Steward A. Branahl's group feels that the price of \$7.35 for 7075E69-17/18 is inadequate and requests that the former price of \$10.00 be paid.

Bldg. 273: Robert E. Mau who works in Shop Steward C. Ekstrom's group feels that the shortest service employee on the same classification should be moved in a lack of work situation.

Bldg. 273: The group under Shop Steward S. Banaszewski feels that the conditions under which a price was arrived at on 170-3004 U/L Shell and Hood were unfair. They request a proper price arrived at by the proper method.

AS I SEE IT

by CHARLES SCOTT

There is a problem which is currently being discussed in Steam Turbine, #273, that shows the disregard of management towards employees and tools when there is an attempt to eliminate a job.

In this instance, the drilling of shells and hoods which was being done in H-Bay with a Helper on the drill press was moved to F-Bay. The operator on this particular job must stand on a platform as high as 5 feet to reach the controls of the drill press. Because of management's shortsightedness in refusing him a Helper, he must continually climb up and down this platform to see how the tools are cutting. After he drills a pilot hole, he must attach a counter spot face bar and begin to back spot face and counter bore. Since he must climb the platform to use the controls and also be on the floor to

check how the tool is cutting, the operator finds himself in the position of either having the job cut with no operator at the controls or not knowing how the cutter is working. These holes must be counted bored to depths of 2½ feet with diameters up to 3 inches and spot face diameters up to 7 inches. Coupled with the already impossible condition of trying to machine the job correctly is the added hazardous condition of coolant water spraying on the scaffolding which surrounds the operator and the job, together with chips scattered all over the platform on which the operator must stand.

G.E. says to the public: "We do right voluntarily"—in this instance an unsafe working condition exists and has been brought to their attention, but to date they have refused to correct it.

