

Why The Strike At ALCO?

Nobody can honestly say that the Steelworkers wanted to strike at the Alco plant. However, in face of the company's proposal to cut wages and eliminate piece work safeguards, there was no alternative for the Locomotive workers but to strike.

A delegation of Steelworkers presented us with the following facts which caused the strike:

1. The company proposed to reduce the present piece work allowances which would cut earnings ranging from 3c to 54c an hour by department, approximating a 30c an hour cut in the average.
2. Remove piece work safeguards from Contract which would allow new prices to be established on all jobs. This would reduce earnings on standard prices up to 60%.
3. Remove all guarantees normally given piece workers for down time or defective material or disputed price.
4. Eliminate the standard prices paid for extra parts required on locomotives which have been paid for in the past. This in itself represents a 22 1/2% cut.
5. Change the present shift hours and eliminate the paid 20 minute lunch period which has been in effect for 10 years. This in itself equals a reduction for all employees of 66c per day or 3.30 per week.
6. Day workers would receive approximately 6c an hour cut as a result of cutting down the allowances put into the bonus pools.
7. Refuse to grant plant-wide seniority.
8. Offer very inadequate pension plan whereby Locomotive workers will be pensioned at \$25.00 to \$55.00 per month plus Social Security depending on their service and earnings.
9. Offering an inadequate insurance plan and insisting that it be taken from the Metropolitan Life Insurance Company. The Union has pointed out that a much more liberal plan for the workers can be obtained through another company at the same cost. The company has refused.

These are some of the reasons why Locomotive workers voted to strike. The company has brazenly notified the Union Committee that the ability to pay is not an issue. They say they have the money, but they do not think the Locomotive workers' wages are justified.

Economist Predicts Tough Sledding This Year for "Boulwareism"; We Agree

Carrol R. Dougherty, economist at Northwestern's School of Commerce, predicts the tough approach to bargaining known as "Boulwareism", will provoke strife if economic conditions are favorable to unions.

He gives two sound reasons why "Boulwareism" will provoke labor trouble:

First, good relations must be based on mutual respect.

Second, tearing down others will not pay off in the long run.

These principles don't mean that management shouldn't be tough on occasion, but they do require, he says, rejection of major features of Boulwareism, "including going over union officials heads to employees and the public and adamantly taking refuge in abstract principles like managerial prerogatives rather than realistically dealing with particular problems."

If Boulware would take this advice and negotiate fair and honest settlement of IUE's 11 points, he could save his blueletters, there'd be no strike. Does he intend to deal realistically with particular problems?

Weekly Bulletin

Week Ending 2/18 and 2/25

Transfers and Removals*

Transferred	177
Removed	160
Reengaged	12

*Figures based on information Co. is required to furnish Local Union under Article XIX.

Chairman Elected of Activities Committee

Ralph Pipe was elected Chairman of IUE Local 301's Activities Committee at a meeting of the Committee held at Union Hall Monday, February 28. Toni Smith was also elected Secretary of the Committee for the year 1955.

The Committee discussed the general program of activities of the Local for the coming year. Various sub-committees were chosen for such duties as prize purchases, tickets, publicity, etc.

The first activity of the year will involve raising funds to cover sponsorship of IUE 301's Little League baseball teams. It was decided that any surplus funds from this activity will be set aside toward the cost of 301's annual Christmas party. Further details will be announced by the Committee in the very near future.

Union Shop Morally Right

A Catholic expert, Monsignor George G. Higgins, Asst. Director, Social Action Dept., NCW Conference, speaks on the union shop:

"To the best of our knowledge, neither the general body of American bishops nor the administrative board of the National Catholic Welfare Conference has ever issued an official statement bearing directly on the union shop.

"The reason for this is that the morality of the union shop has hardly ever been called into question by competent spokesmen for the Catholic point of view.

"American theologians and American Catholic experts in the field of labor relations are almost unanimously agreed that the union shop is morally legitimate."

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. 53—J. Struffolino, Punch Press Operator with 1929 service, has not received suitable offer after layoff due to lack of work. Union demands proper placement.

Bldg. 29—Shop Steward A. Brunetti's group protest foreman of hand paste section working on production work. Union demands management correct situation.

Bldg. 66 — Shop Steward C. Scott's group protest violation of Contract, Article VI-2. Union demands correction.

Bldg. 49—Shop Steward P. DiManno's group protest use of Apprentices in production work. Union demands correction.

Bldg. 273—Shop Steward M. Zasada has filed a case to upgrade John Ritz to A.A. Inspector, based on his seniority, performance and ability.

Bldg. 68—Ida Prah in Shop Steward E. Di Nicola's group is unable to maintain her earnings of a change in past practice. Union demands average earnings.

Bldg. 28—James Miller, Class 'A' Inspector in Shop Steward K. Girard's group has been laid off due to lack of work. Union demands proper placement.

Bldg. CAP—Phillip Bailey with 1947 service has been laid off due to lack of work. Union demands suitable placement.

Bldg. 52—Shop Steward P. Della Rocco's group protest inadequate prices on several jobs for welding in horizontal position. Union demands proper increase in prices.

Bldg. 273—Robert Nehls, Class "A" Assembler, did not receive proper offer when laid off due to lack of work. Union demands proper placement.

Bldg. 285—Bessie Gericke, Coil Finishing, did not receive proper offer when laid off due to lack of work. Union demands proper placement.

Bldg. 12—G. Vincent, C. Bouch and A. Stoodley protest reduction in job value when working on the

James Forming Tool. Union demands management correct this situation.

Bldg. 69—W. Loeber, Broaching Machine Operator, has been laid off due to lack of work. Union demands proper placement.

Bldg. 77 — Joseph DeVito and Paul Miller in Shop Steward P. Gengenbach's group are giving normal performance on their jobs. Union demands job rate be paid.

Bldg. 60—Tinsmith group under Shop Steward C. Roy protest violation of Contract Article V-9. Union demands management correct situation.

Bldg. 18—J. Jankowski, J. Fiorillo, E. Poteralski and A. Marcus were sent home due to lack of work. Union demands 4 hours payment according to Contract, Article V-8-(c).

Bldg. 85 — Shop Steward W. Donaghy's group protest inadequate rate on the Elmes Press, Stator Bore and Pacemaker Lathe. Union demands proper increase.

Local 301 IUE-CIO MEMBERSHIP MEETING

Monday, Mar. 21, 1955

2nd Shift — 1:00 P.M. (Before Work)

1st & 3rd Shifts— 7:30 P.M.

LOCAL 301 HALL

Reports of Committees Regular Order of Business

EXECUTIVE BOARD LOCAL 301 IUE-CIO

LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 45

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

March 25, 1955

\$44,000 Annual Pension For G. E. President

\$47,000 For Reed \$33,000 For Erben

Steelworkers Strike Ends

The United Steelworkers, CIO, reached an agreement with the American Locomotive Company after a strike which lasted three weeks.

The Contract that was signed will run for two years with a wage reopener in 12 months. The Company withdrew their demand for a cut in prices ranging up to 54c an hour in some departments; however, the Union agreed to participate on a committee that will review the piece price structure in the plant. Any changes in present prices must be by mutual consent. The Company also withdrew their demands for removal of piece work safeguards, and all piece work procedures will remain in effect. The company also agreed to withdraw their proposal to reduce the second shift bonus from 7 1/2% to 7c and the third shift from 10% to 10c. All night shift premiums will remain as they were.

The Company granted a 5c an hour increase across the board. Also, the Pension Plan was improved with higher minimums and a more liberal formula in calculating pensions. The Company agreed to spend approximately 3 1/2c per hour and their share of a more adequate Insurance Plan and further agreed that a joint Union and Company committee would place the insurance with an insurance company that could give the most protection for the premium paid. (They formerly insisted on Metropolitan). Also, a joint committee will study the seniority policy with the intent of recommending improvements. In the meantime the seniority policy will remain status quo.

In the notice of the annual meeting of shareholders called for April 19, in the Schenectady State Armory, R. H. Luebke, Secretary of General Electric, announced that Mr. Cordiner, President of General Electric, will receive at the age of 65, \$44,000 per year as his pension from the Company. Likewise, Mr. Reed, Chairman of the Board of Directors of General Electric, will receive \$47,000 per year at the age of 65 as his pension. Mr. Erben, who is merely one of the 27 Vice-Presidents, will only receive \$33,000 per year as his pension allowance. Mr. Cordiner's annual pension actually represents approximately 65% of his annual wage after taxes which is \$69,378. He should be able without too much trouble to maintain a pretty decent standard of living after he reaches 65 years of age.

Penny Pinching In MIM Department

The MIM professional and supervisory personnel tried to pinch a penny from a price in 40B-1 last week which finally caused trouble.

Knowing that it is not fair to take out of a price more than they were willing to put into it under the guise of change in method, the supervision arbitrarily stood their ground until the situation blew up. The employees affected pointed out

(Continued on Page 2)

Give-Away Program To Raise Funds For The Little League

Ralph Pipe, Chairman of Local 301's Activities Committee, has announced that the annual spring Give-Away Program will take place at the April 18 membership meeting. The prizes to be awarded are listed on this page.

The funds from this activity will be used to sponsor Little League baseball teams. IUE Local 301 sponsors one team in the Northside Little League and another in the Bellevue Little League.

Any surplus funds will be set aside toward the cost of IUE Local 301's annual Christmas Party for 301 members' children.

The Activities Committee urges you to contact your Shop Steward today to make this activity a success by your donation.

Worker's Maximum We do not begrudge Mr. Cordiner his high pension allowance; however, we do protest the great difference in pensions between his and the average G.E. worker who participates in the same Pension Plan. The highly skilled Toolmak-

(Continued on Page 2)

Local 301 IUE-CIO MEMBERSHIP MEETING

Monday, April 4, 1955

2nd Shift — 1:00 P.M. (Before Work)

1st & 3rd Shifts— 7:30 P.M.

LOCAL 301 HALL

Reports of Committees Regular Order of Business

EXECUTIVE BOARD LOCAL 301 IUE-CIO

ANNUAL SPRING GIVE-AWAY

Sponsored by IUE-CIO Local 301 Activities Committee

16 VALUABLE GIFTS

- | | |
|--|------------------------------------|
| 1. Man or Woman's Clothing Outfit (Value \$100.00) | 9. Electric Frying Pan |
| 2. Lawn Table and Umbrella | 10. 100 Gallons Gas |
| 3. Lawn Chaise Lounge | 11. Folding Aluminum Picnic Table |
| 4. Fishing Outfit | 12. Picnic Basket Outfit |
| 5. Portable Radio | 13. Outdoor Portable Picnic Cooler |
| 6. 2 Table Lamps | 14. Portable Camp Stove |
| 7. Portable Phonograph | 15. 5 Gallons Paint |
| 8. Electric Coffee Maker | 16. Permanent Wave |

Drawing Monday, April 18, 1955 — 8:00 P.M.

Membership Meeting at Union Hall

Donation ----- 3 for 25 cents

SEE YOUR SHOP STEWARD!

IUE-CIO Defeats U.E. Three Times in 2 Days; Another U.E. Local Disaffiliates

U.E. Local 130 in Baltimore, the second largest U.E. Local in the Westinghouse chain, with more than 700 members, voted almost unanimously on March 10 to disaffiliate from U.E. and affiliate with IUE-CIO.

The following day in an N.L.R.B. election workers at Copeland Refrigerator, Sidney, Ohio, voted 519 for IUE-CIO against 384 for U.E. U.E. had held this plant, the second largest in U.E. District 7, for the past 10 years.

IUE-CIO defeated U.E. in another election the same day at the Allis Chalmers plant in Boston, Mass. This local had been U.E. for 18 years. The vote was IUE-CIO 200 against 185 for U.E.

UE-FE pulled off the ballot in still another N.L.R.B. election, losing another U.E. local the same day at the Farmall Plant, Rock Island, Illinois. The vote here was UAW-CIO 162 against IAM 23, with UE-FE pulling off the ballot at the last moment.

These four important losses in just two days are typical of UE's deterioration since Schenectady workers in Local 301 dumped U.E. last June. Limited space prohibits full coverage of UE's almost daily losses — check your issues of the National IUE-CIO News for more complete details.

WOMEN'S MEETING

Local 301, IUE-CIO

UNION HEADQUARTERS
301 Liberty St. - Schenectady
Wednesday, March 30
7:30 P.M.

Executive Board,
Local 301, IUE-CIO
MARY BARTLETTE, Chairman

"The union label is an aid to the workers seeking better conditions of employment. The State Labor Department, in protecting and regulating the union label, does much to help improve economic conditions for the public as a whole". — N. Y. State Dept. of Labor, Industrial Bulletin, November 1954.

IUE Local 301 Files Compliance Data

The non-Communist affidavits of all IUE Local 301 officers and a financial statement as required by Taft-Hartley have been forwarded to the National Labor Relations Board this month.

The financial statement follows:

International Union of Electrical, Radio and Machine Workers, CIO, Local 301

FINANCIAL REPORT FOR YEAR
From January 1 to December 31, 1954

INCOME	
Membership Dues	\$417,947.26
Initiation Fees	836.00
Other Income	62,461.98
Total Income	\$481,245.24
DISBURSEMENTS	
Per Capita Tax (UE)	\$112,995.15
Per Capita Tax (IUE-CIO)	72,910.33
UE Organizational (Election Settlement)	30,000.00
Salaries and Allowances	74,015.08
Lost Time to Members	148,914.77
IUE News	35,531.55
Campaign Expenses	54,818.68
Contributions	757.35
Conventions and Conferences	7,233.11
Organizational and Legal	9,891.31
Grievances and Workmen's Compensation	1,257.23
Field Day and Christmas Party Losses	2,607.63
Total Expenses	\$550,932.19
Deficit	\$ 69,686.95

TOTAL ASSETS AND LIABILITIES AS OF DECEMBER 31, 1954

Building and Defense Fund	\$136,745.94
General Fund (Deficit)	7,853.51

Total Surplus \$128,892.43

Satisfactory Settlement of 11 Points Best Answer

Here is IUE-CIO's 11 point program for G.E. workers:

1. Guaranteed annual employment
2. Substantial wage increase
3. 1.25 chain-wide minimum hiring rate
4. Equal pay for equal work
5. Restoration of the profit-sharing plan
6. Improvements in pensions and insurance
7. Improvements in holidays
8. Better vacation plan
9. Sick and death leave
10. More protection for incentive workers
11. Union shop

A Proposal Acceptable to GE Workers Will Prevent Labor Trouble

\$44,000 Annual Pension for G.E. President

(Continued from Page 1)

er getting \$2.54 an hour would receive after contributing for 25 years in accordance with the present plan and provided he reaches age 65 an annual pension of \$1,392 from General Electric. (This calculation is made on Future Service Annuity part of plan or service after Sept. 1946.) In order for G.E. workers to receive the maximum benefits under the present plan, they must accumulate their service subsequent to Sept. 1946, and it would take them until 1971 before they could accumulate sufficient funds to receive the amount stated above. Employees whose pension allowance is calculated partially on years prior to 1946 would receive a lesser amount of pension.

The General Electric Pension Plan has a minimum or a floor of \$125.00 per month with Social Security provided you have 25 years of service and are 65 years of age.

If the Toolmaker who makes annually \$5,300 (in the example stated above), were given the same percentage of his wages as an annual pension similar to what Mr. Cordiner and his fellow executives receive, then the Toolmaker would receive approximately \$3,500 per year pension and with Social Security he could maintain his standard of living.

Improvement Needed

If G.E. wants to be fair to its employees and they have the interest of the community at heart, there is plenty of room for improvement on the present Pension Plan. For example, here is an actual case of a G.E. employee who was pensioned recently — he was 65 years of age and had 38 years of service. His annual pension from G.E. is \$1,092, and his pension is higher than the average.

Penny Pinching In MIM Department

(Continued from Page 1)

through their shop steward that although the cleaning of end shields in the Small Motor Final Assembly was an operation that did not require much time and the amount of money allotted for this work was insignificant, and in view of the fact that since the price was set more than a year ago with the help of the Union, the foremen have added operations and procedures without increasing the original price. The amount the foremen were proposing to take out of the price represented approximately 15% of the total. Nevertheless, the department supervision, knowing that the employees would not accept the steal, employed the Boulware method of publishing a Department Bulletin on 3/18, saying that the deadline of Monday, 3/21, for the reduction of price may cause trouble. In the bulletin, of course, supervision presented itself as "Holler than Thou". In fact, if Mr. Karl Lathrop had sung the bulletin to the Motor Department employees, the time that would have accompanied it could very well have been "Don't Blame Me for Falling in Love with You". But the bulletin was not enough for supervision—they were not confident in their position, so they called the employees in the building to informative meetings, continuing to impress on them the justification of their actions.

As we go to press, a department meeting has been arranged through the Union, the outcome of which we do not have a report. However, it seems to us that the sooner department supervision adopt a policy to the effect that it is more practical as well as profitable to spend efforts in trying to resolve grievances rather than to inform others on how right the supervision is, the less trouble there will be on the job.

Bldg. 85 Holds Open House

Last Saturday the MIM Department, Bldg. 85, exhibited the new automatic manufacturing set-up to the families and friends of the employees who work in Bldg. 85.

One of the visitors who was familiar with the growing pains of the development of the highly mechanized production equipment observed that many of the complaints that were made by the employees over a long period of twelve months had apparently been eliminated. The visitor knew the reason why working conditions and wages were more satisfactory even though the deeds and efforts of the Union and its accomplishments were not part of the exhibition. He remembered when the same supervision that was conducting the show had said to some of those same employees — either you meet the production quota or you will be taken off the job. He also remembered the supervision's statements that there would not be any incentive rates paid in this department even though they expected piece work effort. He remembered violations

of the Seniority Agreement. He knew that the smiles and contentment expressed by the employees last Saturday stemmed from the fact that the Union had successfully eliminated most of these problems and the production workers were getting 15% more in their wages.

There is no question about the new Tri-Clad Motor production being a modern, semi-automatic, highly mechanized set-up. Mr. O. F. Veal indicated on a television program last week that this meant more jobs for Schenectady. We hope so. However, more motors do not mean more jobs necessarily, particularly when the increased production is credited to new equipment that displaces man hours. The Motor Department itself employs several hundred less than it did back in January of 1954. The Schenectady Works employs several thousand less. If it will take up the slack of the 3,000 Control employees who are scheduled to lose their jobs due to the transfer of that Department out of Schenectady, it will have made a worthy contribution.

LM&G Supervision Ask For Trouble

Constantly toying with prices and earnings seems to be the order of the day for the Large Motor & Generator supervision. Breaking promises and agreements are mere nothing to the new and immature top department heads who spend a great deal of their time planning Department Bulletins that will condemn any employee or group that raises their heads to disagree with what they do.

Weather Reports

When there are no complaints coming from Motor Generator employees, which is very seldom, they issue a bulletin advising employees how to take care of themselves safely over holidays (while not under their direct supervision) or they issue weather reports. In other words, the young men in charge of Labor Relations in the Large Motor & Generator Division have digested the "Boulware Plan" lock, stock and barrel.

An example of this irresponsibility on the part of supervision and the patience of the employees is brought out sharply in the record of a complaint made by Welders in Bldg. 52 last February and docketed by the Union as Case #3661-55 on 2/21/55. The supervision decided to change the method of Assemble and Weld of Bore Rings in Turbine Frames. They decided rather than do the job in-

side the frame, they would do it on the floor as a separate operation. Then supervision proposed that the price be reduced to a point where the Welders could not make their regular earnings. Formal meetings were held on 2/24, 3/10 and finally on 3/17, at a meeting with the employees and top department supervision an agreement was reached that would be used as a basis to settle several other pending jobs. It was further agreed to refer the basis of the agreement back to the foremen and the shop steward to discuss the details of the other jobs. The foreman and shop steward discussed and settled one of the pending jobs as to price. At this point the foreman announced that he was instructed to inform the employees in order to go ahead and settle the remaining jobs that the men involved would have to agree that if they went back to the old method of doing the rings in the frame, the allowances formerly paid for inaccessibilities and delays would be cut 30%. The men pointed out that if they went back to the old method, they expected the standard price. The foreman stated he was not at liberty to proceed to work out satisfactory prices on the new method as agreed upon with top department officials unless the Welders would agree to a reduction in price if they resumed the old method of manufacture.

Bulletin or Settlement?

As we go to press, the Union notified the management of this flagrant violation of an agreement. The disposition of the matter was still unsettled. Whether the department supervision will decide to issue another bulletin or whether they will abide by their agreement, only time will tell.

IUE-CIO 301 On The Job

IUE Local 301 handles thousands of grievances at all levels each year. Example cases, not settled at steward-foreman level, to be processed at management level, are usually listed in the Local 301 News.

The column has been omitted this week because of space limitations.

"We pledge, that, as unity develops, labor in America will place itself at the service of the American public; and will, by its responsibility and sense of dedication to our democratic ideals, help build a better nation and a stronger free world". — Reuther-Meany joint statement.

GE's Approach to Peaceful Collective Bargaining Must Be Changed In 1955

A. C. Stevens, Manager of Schenectady Relations and Utilities, apparently acting on orders from Boulware, has been going to great lengths through the press, TV and blueletters, to convince the workers that G.E. just can't do any wrong and that the over 10,000 members in Schenectady who voted strike are to put it politely, unintelligent, since "villainous" Union officials are just waiting to drag them out of the plant on strike.

On 2/28/55, he stated in the public press: "Judging from the comments of union officials, they now feel they have a club in the form of a strike with which to destroy our traditional American approach to peaceful collective bargaining. We find it difficult to believe they could take such action

Meet Your Executive Board

Joseph Koral, Bldg. 17

Joe is a 2nd shift Board Member working in Bldg. 17 as an Enamel Furnace Operator. He has 15 years of service with the Co.

In the past he has served on the Local's Election Committee, and also represented the Local at National Convention.

Joe is also a member of the Eagles and the Schenectady County Republican Club.

He and his wife, Genevieve, live in Schenectady at 1722 Suffolk Ave. Their daughter, Geraldine, has been a nurse at St. Clare's Hospital for several years.

Donald Hart, Bldg. 273

A Class A Milling Machine Set-Up Man, Don has 15 years of service with the company. He represents a section of Turbine Division, 1st shift.

Don served as a member of IUE Local 301's Activities Committee last year.

He spent 18 months in Italy during the 2½ years he served in the United States Air Force.

A member of the Masons, he is in the Corlair Lodge of Schenectady and the Cyprus Lodge in Albany.

He and his wife, Louise, live at 101 Bruce St. in Scotia.

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

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