

# Membership Dance Huge Success



**HAPPY HOLIDAYS:** Some of the groups are shown here that attended IUE Local 301's Christmas Dance December 2nd at the PNA Hall on Crane St.



**HOLIDAY HIGHLIGHTS:** Music was furnished by Tony Villano's orchestra. Congratulations and thanks to the entire Committee on an excellent job.



## Bribery Failure In Scab Drive

(Continued from Page 1)  
where is there an injunction limiting the number of cops. The plant is not operating and 4,500 IUE members there are solidly supporting the strike.

All around the chain, from coast to coast, the report was the same: management's strike-breaking efforts have failed.

Three thousand pickets at Sharon, Pa., showed the company their solidarity and determination to win this strike. Not one scab entered the plant through the Local 617 picket line, expressing the local's contempt of the company's bribe offer of \$20.

Westinghouse drum-beating continues but its plants are dark and silent except for occasional sounds from the firm picket lines outside the gates.

## 1/4 Million Weekly

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example, in Columbus, Ohio, the Westinghouse Corporation was successful in getting under way a program of wholesale evictions of strikers who were delinquent in their rent payment. \$20,000 was sent in last week to help pay rents and Union lawyers were immediately sent in to represent the strikers in eviction proceedings. Local 1581, which is located in our district, Buffalo, N. Y., is receiving \$15,000 each week to offset strike expenses. The large home plant of the Westinghouse Corporation located in East Pittsburgh is receiving \$40,000 per week. These are some of the examples of where the money is going.

In addition to the quarter of a million each week spent by the National Union, the Locals are canvassing in each community where they are located and receive donations of food and money to help support the fight locally.

## NEW BUILDING REPORT

The Building Committee held a meeting last Wednesday with the Architect and his Engineers to discuss the results of the test borings that were made to determine the type of foundation necessary for the new building.

The test borings proved that piles would be necessary to guarantee proper structure.

Other decisions were reached on materials to be used that were raised by the Architect. The Architect promised that all drawings would be ready to be let out for bids by February 1st.

The piling will be let out for bids separately and jointly with the over-all building contract in order to determine the most economic method to proceed on.

## Executive Board

(Continued from Page 1)  
Hall to cast his ballot. The Local's Constitution does not permit proxies or substitute Stewards to cast ballots. Results of the election will be published in the IUE-CIO Local 301 News.

## Here's The Score—

(Continued from Page 2)

foremen, etc., unless they make house calls, scab herd. Columbus CIO Council making plans for elaborate Christmas party for kids. Lukoff department store has offered unlimited credit to strikers on toys, clothing, etc.

## Locals 724 and 760, Lima, O.

Strike solid. Company barrage of telephone calls to start back-to-work movement of no avail. They tried working through ministers. Ministers then called union, asked for union side—got it. Ministers' committee said if union feels ministers can do anything, "feel free to call upon us." Upon company attempt to strike-break, union stepped up publicity campaign and strengthened picket line. No one entered. Collection drive among local merchants. Local helping Rubber Workers (Gro-Cord) on picket line. Small Rubber Workers local is now out 13 weeks.

# LOCAL 301 NEWS

Vol. 2 — No. 13

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

December 30, 1955

## Seasons Greetings

To All our Union members and their families

## 1955 Marks 19th Year for Local 301

The ending of this year marks the closing of 19 years for Local 301, the collective bargaining agency for Schenectady G.E. factory workers since December 15, 1936. The many improvements in wages and working conditions that have resulted from the collective efforts of G.E. employees through their Union are too numerous to mention them all.

Last year at this time we were just about getting over our ill effects resulting from the N.L.R.B. election June 30, 1954. The nearly 4 months of campaigning that in-

(Continued on Page 2)

## 1955 Grievance Record

TOTAL MANAGEMENT CASES	1801
PRICE DISPUTES	220
VIOLATIONS OF CONTRACT	269
WORKING CONDITIONS	223
PLACEMENT	578
CLASSIFICATION AND RATES	511

The Shop Stewards handled several thousand of cases on the foreman's level that did not require discussion on management level.

As compared to 1954, there was an increase in management cases of approximately 50%. This was largely due to the reduction in forces and transfers that required the setting up of a special placement committee to follow cases of members transferred from one department to another. The Placement Committee has held a meeting with management at least once each week during the past year.

## Election Comm. Reports on Shop Stewards

In a partial report by the Election Committee to the Executive Board, the committee reported that elections were held in 35 Sections covering a total of 487 Shop Stewards.

The committee reported that elections were still to be held in 28 groups that were either in isolated areas or on continuous process operations. The committee expected to have approximately a total of 515 Shop Stewards when the elections will be completed. They reported that among the 487 Shop Stewards elected, there were 114 new Stewards and 373 Stewards were reelected.

(Continued on Page 2)

## 1956 Employment About the Same

According to the present outlook for employment within our bargaining unit in Schenectady, the over-all employment for next year will stay about the same as it is at present according to the management. Next year the Control Department will gradually wash out. At present the Union has approximately 750 members in this department.

Work is expected to pick up in the Medium Induction Motor Department, however, along with increased employment in Gas Turbine and Steam Turbine. The additional work in these departments is expected to absorb the displaced employees from the Control Department.

The present employment in the bargaining unit represented by IUE Local 301 is approximately 14,500.



**UNITY ON THE UNION LABEL:** President George Meany of the AFL-CIO holds the box as model Arlene Schulman holds aloft the winning ticket in the union label suit drawing sponsored by the Amalgamated Clothing Workers at the recent merger convention in New York City. Almost every delegate signed up for the drawing, as the Amalgamated received official AFL-CIO endorsement of its union label campaign.

## Some Departments Ram Rod Comprehensive Plan

Not being satisfied with over 90% of the employees signing up for the Comprehensive Insurance Plan, some department heads are calling meetings of those employees who signed for the Corridor Plan and with high pressure sales talk are trying to convince them to change to Comprehensive. Letters have been sent to individuals showing the results of one case whereby better benefits were provided under the Comprehensive Plan.

Insofar as the Union is concerned, we agreed that the individual would have his choice and there would be no pressure used to persuade the choosing of either plan. There was a deadline for employees to make up their minds and, after that, their decision held for 12 months whereupon an employee

(Continued on Page 2)



# THE LEGAL CORNER

(A Column Written by Leon Novak of Novak & Diamond, Attorneys)

## Distribution of Property After Death Where No Will Exists

I have written another article previously about the need for leaving a will. The question has been asked as to what happens to a man's property upon his death when he leaves no will. This article will explain some of the things which take place in such an instance and how his property is distributed.

In the first instance, after a man's death, his bank account, if he has any, bonds or stock which he may have, and all other assets are immediately frozen and remain frozen until an administrator is appointed. Any interested person but usually the widow can petition the Surrogate's Court to be appointed to take charge of the assets. Since this is a technical procedure it requires the services of a lawyer to avoid snags and pitfalls. Usually, too, the administrator is required to furnish a bond, which he obtains from an insurance company after paying a premium out of the assets which were left by the deceased.

The petition to the Surrogate has to set forth all the assets of the deceased and must name all the persons who are heirs and next of kin of the deceased. These persons who are named must be notified of the filing of the petition and have a right to appear to object to the appointment of the administrator. Furthermore, if the persons named are under 21 years of age, the Surrogate must appoint a Special Guardian, whose fee is also paid out of the assets of the estate, and who has a right to object in behalf of the "infant" (a person under 21 years). Thus you can see that, without a will, expenses are incurred by the estate immediately upon death and that these expenses can and do cut into the assets which an individual thinks he is leaving to his family.

But in what proportions is the property distributed to the heirs and next of kin in the absence of a will? The formula for such distribution is set forth by law. There are many possibilities as to what heirs are left and the property is

distributed differently with each variation. We will cover only a few of the more common situations here.

If a person dies leaving a husband or wife and a child or children, the wife gets one-third of the assets, and the remainder is divided among the children. If those children are under 21, they must receive the property in the name of a guardian and the property does not come into their hands until they reach the age of 21. In many instances, bonds must be furnished throughout that time. If the deceased has left a father, mother or other relatives, these get absolutely nothing.

If the person who dies leaves a husband or wife but no children, and leaves a father or mother, the wife receives one-half the assets AND \$5,000.00, and the other half (if anything is left) is distributed equally between the father and mother.

If the person who dies, leaves a husband or wife and no mother or father but brothers or sisters, the husband or wife gets one-half of the assets AND \$10,000 and the remainder is divided among the brothers or sisters.

As I have said, there are other variations of what heirs are left by a deceased and some day I shall write an article on these. In the meantime, it is well to remember that the law of "distribution" is definite and arbitrary and that a person can avoid them only by leaving a will.

## Reverse English

The CIO Auto Worker swears this really happened! A job applicant applied to the city employment office at Monrovia, California, and got his application form. Question seven said: "Give your last employers and work backward."

The accurate jobseeker answered: "1—Srotom-Lareneg; 2—Lio Dradnats; 3—Rehtorb Ym." He commented, "That's the first time I ever tried to write those names backward."

## Union Scholarship

A scholarship with a value of \$3,500 and available for use in an accredited college or university in the United States will be awarded next April by District 32, United Steelworkers.

# The High Cost of Non-Union Dues

The worker who does not belong to a union pays dues too—but he pays them to the boss.

The non-union worker is on a checkoff too—in reverse. In effect he pays the boss for not belonging to a union; that is, he gets far less money for the same kind of work, and his boss pockets the difference.

And this is a fact, and not just union propaganda.

Recently, the Bureau of Labor Statistics of the U. S. Department of Labor published the results of its comparative studies of union and non-union wages since 1950.

The study did not go into fully organized industries, or in completely unorganized industries. Only those industries in which there were both union and non-union plants were studied.

Eleven manufacturing industries were studied. Some 306 occupations in these 11 industries were compared, on a nation-wide basis. The findings:

Union wages generally are 10 to 20 cents an hour greater than non-union wages!

On the basis of a 20-cent difference, the non-union worker gets \$8.00 less a week than the union member, for the same work, or \$34.70 less a month.

In other words, the non-union worker is paying his boss what much of a month for the privilege of staying out of the union of his trade or occupation.

But the 10-20 cents differential is average. The study uncovered cases of 42 cents and 55 cents an hour in favor of union workers.

It costs the average union member around \$3.00 a month dues to belong to the union. It costs the average non-union member almost \$35.00 a month not to belong to a union. So, who is "saving money"?

The non-union member should thank the union members for keeping his "non-union" dues even that low. For whenever a union negotiates a wage increase, the non-union employers in that industry also must give raises. Never as much, or anywhere near as much, and usually not at the same time, but raise pay they must or they would lose their better employees.

That's not the whole story, either. Those non-union workers also "pay dues" to their employers in the form of fewer paid holidays, lower overtime rates, shorter vacations, limited health and welfare plans, smaller night-shift differentials and other benefits.

## 1955 Marks...

(Continued from Page 1)

volved many hours of sacrifice on the part of many of our members have proved to be worth while when we consider the fact that UE has not as yet settled their 1955 Contract negotiations with General Electric, while their membership has been deprived of the benefits we have been receiving since August 15, over 19 weeks. Moreover, we are a part of the main labor movement today, the AFL-CIO.

In looking back over last year, we can credit ourselves with being among the more fortunate in our collective bargaining by securing a contract that provides for substantial gains this year and future years without the need for making a tremendous sacrifice, such as the Westinghouse workers are obliged to make.

The services through our grievance procedure in the settlement of complaints have been very active during 1955, similar to previous years as shown in other columns of this paper.

The year 1955 also is marked by the starting and planning of the new Union building which will be completed much before the end of 1956.

Next year, 1956, will take Local 301 into its 20th year of existence and we expect the continued progress that has been made over the past years.

## Election Comm...

(Continued from Page 1)

In reviewing the eligibility requirements for Shop Stewards, only 8 were found not to be qualified according to the Constitutional requirements that a candidate for Shop Steward must be a member in good standing for at least one year. The names of the elected Shop Stewards have been sent in to management — this is a requirement under the National Agreement which provides for recognition and seniority protection for Union representatives.

The Shop Stewards will be sworn in to office by the Guide when they vote in their respective sections for their representative to the Executive Board.

## Some Departments...

(Continued from Page 1)

would be permitted to change to the alternate plan.

We have said before that both plans are excellent insurance; however, either plan may provide for better benefits depending upon the type of case and the circumstances. We think the recent tactics of letters and meetings for the purpose of inducing employees to change their minds is uncalled for and not in good faith with the arrangement agreed upon. The members of our Union can be assured that their position as it affects either plan will receive the fullest support and protection from any retaliation.

## 10 Arrested In Baltimore

Cops swining long night sticks arrested 10 persons on the picket line at the Westinghouse plant in Baltimore, Monday, December 12. The cops were out in full force, and so many were there that they outnumbered the pickets.

But the strike-breaking tactic failed, for fewer persons went through the lines than did the Friday before, despite bribes, threats and intimidation by management.

The picket line was bolstered by men from the Seafarers International Union. Some were among the 10 arrested.

A picket who shouted "Here comes the Inspector, take your hats off, boys," was arrested for "disturbing the peace."

Gene Watts, local president, was arrested for "loitering"—in front of the union office, way across a wide street from the plant. When he resisted he was picked up and hauled away. His "crime"? He was arranging for transportation back for SIU pickets.

Also among those arrested was Frank Blechinger, IUE field representative.

"The scene of battle is no longer the company plant or the picket line. It has moved into the legislative halls of Congress and the state legislatures."

—George Meany, AFL-CIO.

## Questions and Answers Regarding the Insurance Plan

### MATERNITY BENEFITS

1. Q. If a female employee becomes pregnant and stops working, and her records indicate the reason for the absence as "illness-pregnancy," will she receive weekly disability benefits during the period of absence?

A. No. The Plan provides only the maternity benefits described therein and they are in lieu of all other benefits.

2. Q. My wife is going to have a baby and the obstetrician is planning to charge \$400 for the delivery. Will this charge be considered a severe medical or surgical complication of pregnancy?

A. No. High fees alone are not "severe medical or surgical complications." However, in cases in which claim is being made on account of such complications, the doctor should be asked for a detailed description of the complications involved. This should, in turn, be submitted to the Insurance Company, which because of its broad experience will be able to make a determination.

3. Q. If when my wife gives birth to a baby and I am away on a trip, will the fare for my trip home or the expenses of a maid or housekeeper which she might need until I am able to get home be regarded as a complication of pregnancy?

A. No. It would not include any travel expenses, nor would it include the expenses of extra help, such as a maid, to help your wife after she comes home from the hospital. Additional days of rest in the hospital, likewise. The severe medical and surgical complications of pregnancy mean conditions such as toxemia of pregnancy, post partum hemorrhage, and post partum psychosis, and other unusual medical complications that result in large expense. The doctor should be asked to describe the complications and the procedures involved.

4. Q. Will the amount of benefits paid under the maternity benefits provision be charged against an individual's maximums?

A. The flat amount (such as the \$150 for normal delivery) will not be charged to any maximum. However, any payments made under the several medical or surgical complications of pregnancy provisions of the Plan (up to a maximum benefit of \$5000 for any one pregnancy) will be charged against the lifetime maximum only, not against the calendar year maximum for hospital and surgical expenses other than maternity.

5. Q. Will a dependent wife have different maternity coverage

than a female employee as in the past?

A. No. The benefits for dependent wives are being increased so that they are now the same as for female employees.

6. Q. I have a married daughter, age 17, living at home while her husband is in the military service. If she has a baby, will she be covered for benefits under my dependent coverage?

A. No. Maternity benefits apply only to dependent wives and female employees. Incidentally, no benefits for any illness or accident are payable to you on account of your daughter as she is married, and the Plan states that only unmarried children will be considered dependents.

7. Q. If a female employee, because of severe complications, incurs hospital and surgical expenses of \$300 during her second month of pregnancy and on termination of her pregnancy has a normal delivery with hospital and surgical expenses totaling \$150, what benefits will be payable toward the total expense of \$450?

A. The benefits will be \$262.50 in accordance with the following:

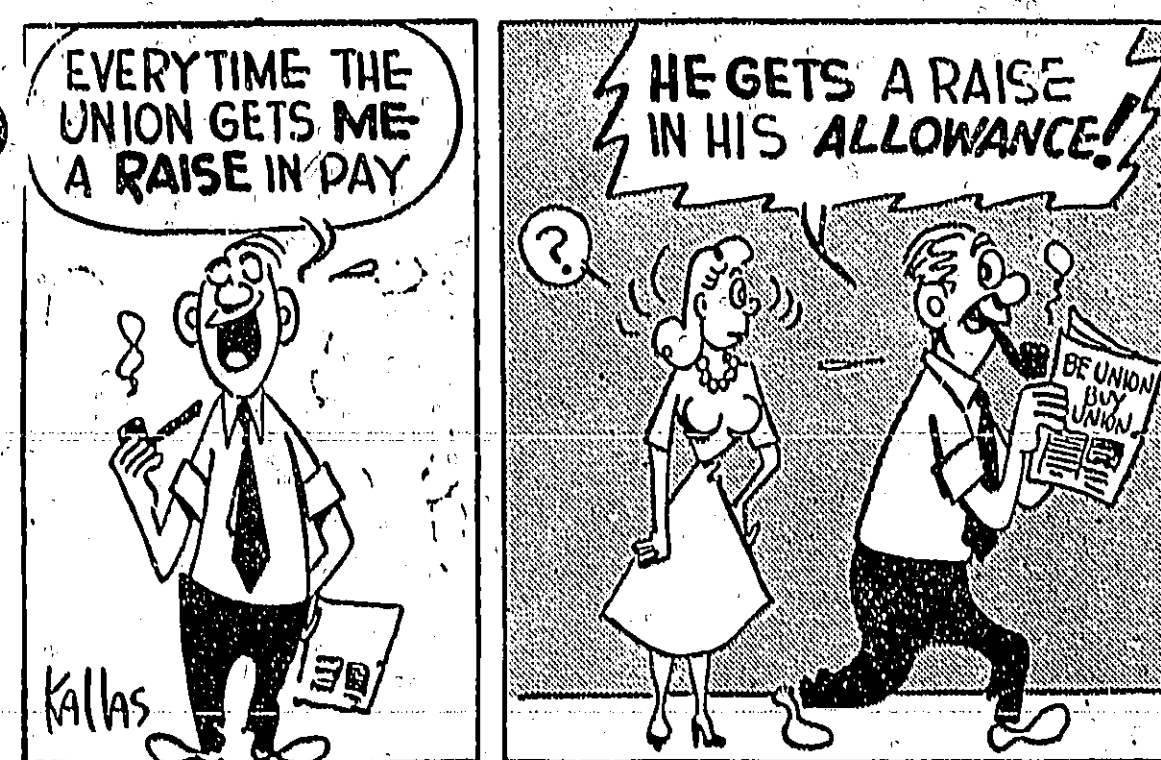
	Paid by Plan	Employee
Charge for normal delivery paid by Plan .....	\$150.00	
Initial amount for complications paid by employee .....		\$150.00
Excess expense:		
75% paid by Plan 112.50		
25% paid by employee .....		37.50
Total paid by Plan .....	\$262.50	
Total paid by employee .....		\$187.50

## Executive Board to Select Standing Committees

At the first meeting of the incoming Executive Board which will take place on Monday, January 9, 1956, recommendations of members for the Local's standing committees will take place.

The recommendations of the Executive Board will be referred to the membership meeting in January for approval.

The standing committees are: Constitution, Activities, Legislative, Appeals, Finance, Grievance, Placement and Discharge.



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

Published by the Editorial Committee  
President.....James J. Cognotta  
Vice President.....Joseph Alois  
Treasurer.....Joseph Whitbeck  
Recording Secretary.....Miles Mann  
Asst. Recording Secretary.....Allen E. Townsend  
Chief Shop Steward.....William Maylani  
Business Agent.....Leo Jandreau  
121 ERIE BLVD. SCHENECTADY, N. Y.



## WESTINGHOUSE STRIKE . . .

# HERE'S THE SCORE, LOCAL BY LOCAL

### Local 456, Jersey City, N. J.

Local solid and determined. Morale good, UE production unit also out solid. Spirits high.

### Local 601, Pittsburgh, Pa.

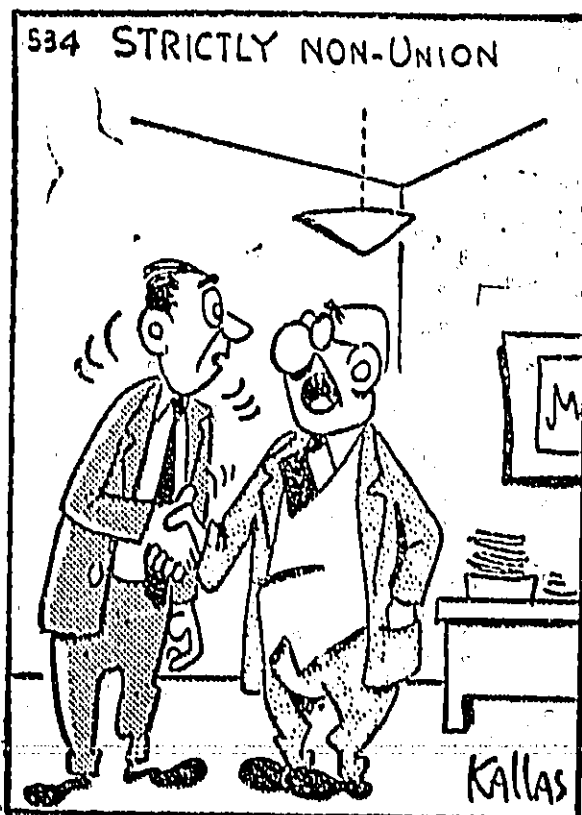
Determined. Receiving assurance from other unions in area that "Your fight is our fight." IAM Westinghouse local in Beaver, backs up that statement with \$5 per member and pledges to continue same. Local has been out longer this year than any other but is still solid; vow to hold out until settlement.

### Local 617, Sharon, Pa.

Company once again tries the courts to break strike. Court injunction limits pickets to 12 to a gate—5 feet apart and away from company property. Local is enjoined not to hinder "ingress or egress." Out of 6,000 workers 40 have gone in. Company is keeping them in plant. Handful of scabs are sleeping, eating in plant. Company tried to get to ministers in valley. Failed in their strikebreaking purpose after union told them of issues involved. Four picket have been hit by supervisors' cars. Field Rep. Walt Phillips fired by Company; arrested. His bail three times that of Supervisors who ran down pickets. Company in one of lowest endeavors yet, tried to scare, brainwash young apprentices—claiming would cut out apprenticeship program. Apprentices walked into plant to get pay due (finally) walked right out again to join picket line. Morale good. Even anti-union local press admits back-to-work movement a failure.

### Local 627, Fairmont, W. Va.

Local is solidly supporting strike. Spirit good. Operating own restaurant across from plant.



"You're absolutely right... you do deserve a raise, but unfortunately you're no longer with the company!"

### Local 670, Huntington, W. Va.

Strike solid. Other unions in area aiding. Effective welfare program. Out for duration.

### Local 711, 759, Mansfield, O.

Mass membership meeting called by local officers to make report on negotiations called out 3,500 members who enthusiastically uphold stand of negotiators and Conference Board. Company is seeking injunction to facilitate strike-breaking activities. A few scabs are reported. Otherwise company strike-breaking has made dull thud. Despite major company effort with propaganda, phone calls by foremen and housecalls, only a few new non-union employees are crossing. Welfare committee is doing outstanding job. Good community co-operation. Other unions are contributing heavily at plant gate collections. Company admits publicly that so few scabs turned up, can do nothing.

### Local 714, Newark, O.

Membership solid. Meeting saw more than 75 per cent present, back Conference Board firmly. Company sponsored back-to-work movement a total flop. Company called workers to go back to work, instead, all hit picket line. Welfare committee operating at high gear.

### Local 724 and 760, Lima, O.

Back-to-work movement a flop even though company threatens to fire those who don't scab. Less than 100 out of 2,000 are crossing line. Company has been successful in getting injunction (as usual) limiting pickets etc. even though picketing has been peaceful. Big open meeting scheduled soon—everyone invited including management, newsmen, minister and town officials.

### Local 746, Columbus, O.

Company succeeded in getting sweeping injunction limiting pickets to 6 per gate, other restrictions. 10 pickets arrested. Many more cops, deputies and troopers than pickets. About 200 going in out of 4,500 workers. Company as usual claiming many more. Back-to-work movement failing as scabs falling off. Injunction forbids even "loitering near plant." Company has managed to have local phone line tapped. Despite hindrances caused by local anti-union bias, Local 746 is still firm, determined.

### Local 777, Cleveland, O.

Solid. "The spirit is terrific," is report from local officers. No one had gone in although management has made usual pitch. Salaried and supervisory being laid off and cut

in hours and pay. Have made very successful food collection at other shops.

### Local 850, 1502, Los Angeles

Solid union repudiates company attempt at back-to-work movement. No one goes in. Local warehouse is running short on appliances, allotting same to distributors. Many salaried laid-off. Foremen working one week out of four with 40 per cent pay cut. Plant gate collections from Steel and Auto workers aid.

### Local 906, Union City, Ind.

Company has once again decided to "negotiate" through courts; has obtained restraining order limiting pickets to 3 per gate, although no violence reported and no attempts to bar scabs. Few scabs going in. 300 members at meeting assail company policy of "strikebreaking instead of negotiating." Three pickets injured by supervisors cars running scabs through picket line. Charges filed against them. Local solid. Company forced to resort to threats because its strike-breaking drive has failed. Foremen and supervisors threaten "come back to work or you'll lose your job."

### Local 111, Philadelphia, Pa.

Solid. Members here determined to hold out until bitter end. More than half have other jobs. Countering company propaganda effectively.

### Local 130, Baltimore, Md.

At meeting Saturday, inspired by company's strikebreaking, large group unanimously and vociferously support action of Westinghouse Conference Board and negotiating committee and condemn Westinghouse, Pres. Gwilym Price and his "negotiating" team. Few are going in (hiding in car trunks and lying on car floors). But back to work movement is flop in toto. Large picket lines. No injunction yet. Company is trying to hire scabs. Latest company scab offer includes vacation pay, double-time for Sunday. Christmas pay and \$7 a day advance among other bribes. Company also offers dish of ice cream to every scab crossing line.

### Local 202 and 219, Springfield, Mass.

Company's attempts to spur back to work move a total flop. (Even Springfield's scab paper had to admit that in banner headline.) No one crossed picket lines despite company threats and intimidation. The local Chamber of Commerce General Manager also has his finger in pie; aided company in its strike-breaking attempt. More than 2,000 letters have gone out to all local

unions in the State asking for contributions to Christmas fund. Have already received some contributions.

### Local 239, Bridgeport, Conn.

Determined. Many working (elsewhere). No sign of back-to-work movement. Morale high.

### Locals 315, 1581, Buffalo

Company carrying on scare campaign. Threatening loss of vacation pay if members don't scab. Campaign miserable failure. No one scabbing. Plans for Christmas fund progressing. If company continues to cry coercion and strikebreaking, will pull out powerhouse workers. Injunction still limits picketing.

### Locals 401 and 491, Metuchen, N. J.

Strike solid. No back-to-work movement. Report good aid from other unions. Strike welfare committee functioning efficiently. Operating Engineers not working. Lou Zimmer, local president, was arrested the evening of December 11 as "a disorderly person" while peacefully picketing. Also arrested was Lawrence McDeede, another picket.

### Locals 410 and 412, Bloomfield and Bellville, N. J.

Company tried to sponsor back-to-work movement. Failed miserably. Pickets limited at Belleville. Those in need being taken care of.

### Local 426, Newark, N. J.

Solid. Morale high. Hold mock funeral for Westinghouse president Gwilym Price and his antiquated labor policies. Also ask for contributions for "Poor Banker Price" who got his salary cut in half.

### Local 449, Trenton, N. J.

Company making all-out effort at strikebreaking. Sent telegrams to everyone telling them to come back to work, the plant is open. Local immediately yanked powerhouse workers out. Company posts big sign over door—"Plant now in full operation and open." No one in. Offering usual scab bait. No takers. Union immediately responded to lying company telegrams and letters.

## EXECUTIVE BOARD MEETING

MONDAY, JAN. 9th  
7:30 p.m.

UNION HEADQUARTERS  
121 Erie Blvd.