

# "Our Goal in '58: Job Security" - Carey

Following the invocation by Rabbi Bernards, Schenectady Mayor Samuel Stratton was introduced.

After declaring that "I am also a Union member—and my dues are paid up," the Mayor congratulated "the entire membership of this Union on this splendid event." The new Union Hall, he said, is "a testimony to me and to the city that Unionism in Schenectady is growing, moving ahead, and playing a greater and greater share in the affairs of the community."

"Unless you have a strong and progressive Union you can't have a prosperous city," Stratton declared to the thundering applause of the more than 1,000 Union members in the audience.



Mayor Sam Stratton

"In the name of the city" he conferred the title of Schenectady Patron on IUE President James B. Carey.

The mayor was followed by City Manager Arthur Blessing. He announced that he wished "to congratulate all the Officers and the Members of Local 301 on what you have accomplished by building this building."

He also congratulated IUE on the Code of Ethics it adopted at the last Executive Board meeting, which was followed by strong policy action along the same line by the entire AFL-CIO Executive Council.

It was following Msgr. Finn that IUE President Carey was introduced.

The Union President opened his remarks by saying that "You, the productive citizens of Schenectady, deserve the commendation of the entire labor movement for what you have done."

"Here in Schenectady you have," Carey said, "built the West Point of the electrical industry. You have contributed to building not just the largest corporation in the industry in the world, but also the most profitable corporation."

In 1934, Carey noted, GE had 37 plants. But now GE has 153 plants in 115 cities, with 63 of these plants being added in the last 10 years.

The IUE President, who is also head of the IUE General Electric Negotiating Committee, outlined the "tremendous increase" in productivity which GE workers have accomplished, especially here in Schenectady.

"And how did GE reward us for making it the richest corporation in the industry?" he asked.

"Did GE put the proper proportion of its expansion in Schenectady, in keeping with its tremendous expansion elsewhere in the country? Did GE take into consideration its employees who had bought homes, who are buying homes, who have established their families in this community to work for General Electric?"

He declared:

"Here in Schenectady you produce the methods, the machinery and the techniques for accomplishing the tremendous production that GE wants. Then what happens? GE runs away—even to San Juan, Puerto Rico, and sets up these operations in full-scale manufacturing, so it can pay its employees as little as 75c and 80c an hour.

"Mr. Stevens," the IUE President said, "gets paid 52 weeks out of the year. So does Mr. Cordiner. And so do all the rest of the top General Electric officials."

"If the company can provide job security for them," he asked, "why can't it do the same for the men and women who turn out the goods that make GE the richest corporation in the industry?"

The IUE President said that "Instead of producing goods for sale, all these big GE officials produce is anti-union propaganda."

Carey read the "Responsibility of the Parties" clause in the IUE Contract with GE.

"What does this mean?" he asked. "It doesn't mean that you should keep silent, or that you should submit to threats by the company, or the blacklist that if you don't knuckle under you'll lose the work or be disciplined."

"It means," he declared, "that we must all fight together to make GE live up to those guarantees and protections that we have established through long years of negotiations."

It was then that he advised the membership of the rights and opportunity IUE has in the 1958 Contract Reopener. He said "We should start now "to prepare for those negotiations and make sure that in 1958 electrical



IUE President Carey

workers get what the auto workers, steel workers, rubber workers, packing house workers, and even truckers got in 1955.

Carey said that—the question of winning job security for GE workers in 1958—"is the biggest and most important issue before us. We should use all our strength, all our talents, and all the unity we can mobilize to bring this about."

Following the speeches and ceremonies, as the Union got down to its official business, a motion was made from the floor to "Give a rising vote of thanks to the one man who has made this building possible, and has given 20 years of leadership to Local 301—Business Agent Leo Jandreau." A rising vote of thanks



City Mgr. Blessing

and confidence was carried. Upon demand from the floor for a speech, Business Agent Jandreau pointed out that the success of Local 301 can be credited to the many G.E. workers, members of Local 301 who sacrificed their time and efforts carrying out the responsibilities of their elected offices during the past 20 years. Likewise, said Jandreau, "we have had the good fortune in Local 301 to have had unity among the majority of our members and sincere and loyal support of our Union program. Our success has been due greatly to these factors."

**NOTICE**

**Executive Board Meeting**

FEB. 25th — 7:30 p.m.

STATE CAPITOL - Albany  
State St. Entrance

Interview Assemblymen and State Senators on State Labor Legislation

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 5.

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

March 8, 1957

## Important Compensation Bills Pending in Albany

All labor unions in New York State are centering their attention on Albany today. The State CIO and individual local unions through their legislative committees, are pressing for the passage of amendments to the Compensation Law. Many of the present provisions of the law are inadequate, as many injured workers have had good reason to find out.

There are many deficiencies in the present law which need correcting. Of these, two will be mentioned here.

### NEED FOR INCREASED BENEFITS

One of the important bills urged for passage by organized labor is an increase in the weekly benefits to injured workers. The present maximum benefits are \$36.00 per week. An injured worker, under the present law, who is not able to work, gets two-thirds of his wages but under no circumstances can he get more than \$36.00 a week as compensation. It need hardly be said that the present rate of \$36.00 amounts to plain callousness towards injured workers and their families and that employers and their insurance carriers should be able to realize that the rate is too low. The labor unions are asking that the maximum rate should be raised to \$54.00 per week.

### A BILL TO PAY FOR LOST TIME AS WELL AS COMPENSATION FOR PERMANENT INJURY

Another bill which is now pending consideration would, if passed, correct one of the more important injustices now contained in the State Compensation Law. The injustice which now exists is in the fact that an injured worker who loses time from work because of an injury must give his employer credit for the weekly benefits which he has received when the time comes for him to be compensated for his permanent injury in accordance with a schedule set up in the law. Thus, if a worker has lost 4 weeks from work due to the injury to a finger and has thus received \$44.00 for 4 weeks lost time, he credits his employer with this amount, if later he is entitled to let us say \$270.00 for permanent damage to his finger, so that all

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## GE. Favors Anti-Labor Laws

In the February 15th issue of the G.E. News there appeared an article favoring Anti-Labor Legislation. The article was a deliberate attempt to present these types of Laws as ones that are beneficial to working men and women. The reference to this type of Law is also misleading when it is called "Right to Work Law". This title is given to this oppressive legislation in an attempt to indicate that it guarantees employment—which, of course, it does NOT. The intent of such legislation is to allow the Employer to do anything he wants, and stops the workers from fighting back through their Unions.

The title of "Right to Work Laws," is so phony, that in the States of Washington and Idaho, the Courts would not permit the sponsors of this Anti-Labor Legislation to use the label "Right to Work". The court said that this name was "misleading and inaccurate".

The purpose of these Laws is to bring about:

- 1)—Lower wages
- 2)—Longer work week
- 3)—Miserable working conditions

Some employers are not satisfied with the Taft-Hartley Law, and they want more restrictive laws to curtail Labor and keep it from getting more benefits.

At present there are 17 States that have Laws that virtually outlaw effective Unions. The Taft-Hartley Law is a Federal one, and permits each state to enact further restrictive Legislation. The average income in those States that have these so-called "Right to Work Laws" is approximately \$1400.00 a year!

## Piece Work Prices Target for G. E.

Part of the G.E. program to double production without increasing employment is what the Company calls full utilization of the work day and equipment—this simply means speed-up.

The piece prices are a target for G.E. management to shoot at and the most simple approach to their goal. The formula is: Find a way to change a method if it is a standard price and then set a price at the timing rate. If the operator affected was making 60% over the timing rate as average earnings, the new price will be set so the same effort will allow the operator to make the timing rate.

The local G.E. management has been complaining about pyramiding of P.W. earnings, saying that prices are loose when they enable an incentive worker to increase his turn-in constantly; however, the present cases on price disputes prove that, regardless of whether or not the earnings are pyramiding, the management is holding firm on price proposals that do not allow the operators to make their regular earnings.

### Foreman Urge Pull Out

There is considerable misunderstanding on the part of the average piece worker on management's policy as to what are reasonable prices. This misunderstanding usually stems from remarks made by the foreman to the effect that he calls upon the incentive workers to pull out as a favor to get a rush job completed, or he encourages a piece worker to pull out and turn in everything, pointing out that he is satisfied with the present price structure—he only wants production and the operator desires high earnings. After the earnings are increased to a high point, then the task begins of finding ways and means to cut prices. The jobs that have prices set by comparison or from a P.R. Table are the most vulnerable in these instances. The Company looks at the over-all earnings when a disputed price arises and invariably takes the position that they will not increase the price on a particular job because the over-all earnings are satisfactory.

Incentive workers' earnings have become the target for attack, not only by G.E., but in the Westinghouse Essington, Pa., plant (U.E.) One of the major issues that caused the strike to last 9 months was the elimination of the incentive system. At the American Locomotive the current strike issues include a reduction in P.W. prices and a speed-up of production.

### No Incentive Last 5 Years

If you debate the question with G.E. management as to what are satisfactory prices, they are very vague on their position. However, the G.E. incentive plan at Schenectady is to time study jobs at a timing rate which is a rate that was in effect September 1951. The timing rate excludes all increases of the past 5 years which means the incentive pay of the G.E. system is confined to lower rates whereby piece workers receive no incentive benefit from 5 years of increases on over-normal performance. The last 5 years of increases for incentive workers have been applied on a day work basis computed by the hours on their clock cards in Payroll. The A.E.R., which is the Anticipated Earning Rate, includes T.R. plus Payroll additions — this is what the Company expects an incentive worker to earn at a normal incentive performance. The question of a normal performance is controversial as the management will take the present effort on the job as normal even though the earnings show 60% over normal.

The piece price question is gradually coming to a head at the Schenectady plant with the Company carrying on a subtle program of trying to chop prices wherever they can and threatening the community with a transfer of work if the labor union opposes the price cuts. In the meantime incentive workers should consider very carefully the "Carrot before the Donkey's Nose" formula of G.E. You may find yourself going very fast to reach a proposed normal incentive performance.



## A Report From The Placement Committee

by Joe Sickinger

Due to the continuous moving out of various departments, the Placement Committee is protesting the following conditions:

1. Inadequate detailed information regarding transfer lists of employees which, according to the contract article XIX, par. 3, states in part "... and the local will also be given details on transfers which are made through the Personnel Department." Despite repeated requests from the committee to the company for detailed lists showing the individual's previous occupation, the Company repeatedly denies this valid request even though it would immediately aid and make for better understanding and working conditions between all parties concerned.

2. The Placement Committee also requests that the foreman's name be attached to the transfer list instead of the General Foreman's name. We asked that this simple change be made but, to date, it has not been forthcoming even though the company stated this would be corrected.

This delay by the company to comply with a simple request makes it almost impossible for the Union to keep its records up to date.

3. The Placement Committee is also concerned about the case which occurred in Building 10. One of the wire men from Building 285 was offered a job on an opening. He refused it because he wished to continue on piece rate work. The Union requested that some other wire man would take this job. The Company stated that the job was no longer open. Why did the Company refuse to make this job available to the other wire men who were qualified and ready to work?

We unanimously feel that if the consistent and workable requests of the Union are denied, the best interests of all concerned can't be served. We also feel that if the Company would cooperate as it should, the workers would be properly and quickly placed according to their seniority and qualifications. This would keep morale high which is the Union's goal and should also be the Company's aim too.

**Salaried  
People Need  
Unions**

## 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, AFL-CIO, LOCAL 301

### Financial Report for Year

From January 1 to December 31, 1956

<b>INCOME</b>		
Dues, Initiations and Miscellaneous.....	\$422,679.91	
<b>LESS</b>		
National Per Capita.....	\$162,154.00	
District Per Capita.....	24,129.45	
State CIO Per Capita.....	3,217.26	
Area Council Per Capita.....	3,217.26	
<b>Total Deductions.....</b>	<b>\$192,717.97</b>	<b>192,717.97</b>
<b>Income Available for Administration.....</b>	<b>\$229,961.94</b>	
<b>ADMINISTRATIVE EXPENSES</b>		
Lost Time.....	\$100,244.89	
Grievance Dept.....	31,677.82	
Business Office.....	20,515.70	
Headquarters.....	18,016.93	
Compensation Service.....	15,028.52	
Local 301 Newspaper.....	8,421.50	
Payroll, Taxes.....	6,370.12	
Insurance.....	4,407.81	
Pension Plan.....	27,817.07	
Conferences and Conventions.....	5,195.06	
Donations.....	895.30	
<b>Total.....</b>	<b>\$238,590.72</b>	<b>238,590.72</b>
<b>Operating Loss for Year.....</b>	<b>\$8,628.78</b>	
Operating Loss for Year.....	\$8,628.78	
1951 Federal Unemployment Tax Adj.....	2,233.70	
<b>Total Deficit.....</b>	<b>\$10,862.48</b>	
General Fund Surplus, Dec. 31, 1955.....	\$10,766.44	
Deficit for 1956.....	10,862.48	
<b>General Fund Balance, Dec. 31, 1956.....</b>	<b>\$ - 96.04</b>	
<b>Total Assets for Dec. 31, 1956</b>		
Building and Defense Fund.....	\$242,079.50	
Less General Fund Deficit.....	96.04	
<b>Total Surplus.....</b>	<b>\$241,983.46</b>	

## Typical G. E. Statements In N. L. R. B. Campaigns

April 6, 1956 — Hendersonville, N. C.

"The question we seriously suggest that you ask yourself is whether or not you really need to pay somebody to make trouble for you and others. Do you really need an outsider whose 'famous grievance procedure' has produced such an infamous history of strikes, work stoppages, violence, loss of earnings, family suffering, etc."

October 26, 1956 — Tyler, Texas

"Are Unions really interested in your welfare as a member or is their basic interest simply your dues money and the achieving of ever-greater powers..."

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## O'Sullivan Strike In Virginia

400 members of the United Rubber Workers, Local 511, of the O'Sullivan Rubber Company have been on strike since May 13, 1956. They are fighting for the things they must have if they are to hold their heads high, they are striking for an American standard of living. They are fighting for their Union. They seek only the pay and working conditions received by workers at other organized heel plants.

The obstacles they face could be overwhelming if it were not for the determination of the strikers. This is the famed apple country of Senator Harry F. Byrd where the Senator is impressed by his generosity when he pays his workers \$1.00 an hour. The company has imported strikebreakers on a wholesale scale. And this is the land of a "right to work" law which has served to harass the union and its members relentlessly.

"This is the law that lets a scab spit in our face and arrests us if we even say anything about it," declared one striker.

The union has also launched a nationwide boycott campaign urging that citizens throughout the country refrain from buying O'Sullivan heels until the company settles with the union.

One of the key issues in this strike is pensions for the workers as provided in other organized heel plants. O'Sullivan has a pension program but only salaried workers are covered by it. With scores of its workers at or near retirement age, O'Sullivan has turned a cold shoulder to the union's demands.

"During all these years I got something twice," said a striker. "One Christmas I got a two dollar bill. Another year I got a two pound fruit cake. I was supposed to get a gold watch at the end of 30 years but they haven't even given me that."

The strikers are proud that of all the 400 strikers who went out last May, only about 60 have returned. The rest of the strikebreakers have been recruited by the company. The morale of the strikers is very high, with a determination to win. They are calling upon the Labor Movement, and the people of our country to support them in their fight by refusing to buy O'Sullivan heels until they win their just demands.

**It Pays to  
Belong to  
The Union**

# Chamber of Commerce Speaks for G. E.

Last week General Electric was able to use the Chamber of Commerce to take a rap at Organized Labor in Schenectady, particularly Local 301. While the Chamber of Commerce is primarily an employers' organization, it is not expected to make any favorable statements for Unions. However, it is shameful that the Chamber of Commerce did not make an honest report on what did happen to business in Schenectady during the past few years. An honest report could not be made because G.E. dominates this Employer group. An honest report would prove that the General Electric Company's program to transfer work, from communities such as Schenectady, Pittsfield, Lynn, and other locations where the older GE plans are established, to the South and small communities where the living standards are the lowest in the country, was decided by G.E. not because of Labor trouble, but for the purpose of making fatter profits.

General Electric has even succeeded in getting the Chamber of Commerce to call their investigation a "Business Climate Analysis". The "Business Climate" title is one that GE has been using for the past five years. They have full time representatives traveling around the country investigating "The Business Climate" of many communities. They measure the climate with the following yardstick:

- 1)—Must be anti-Labor
- 2)—The particular State must have "Right to Work" Laws
- 3)—Community rates must be low
- 4)—Employees have no union background

The criticism by the Chamber of Commerce Committee that a minority of the members determine union policy is a joke, when compared to the few that determine G.E. policy. The democratic procedures within our Union, as contrasted to those within the GE Company, would be similar to a comparison between the United States and Russia; the latter a Dictatorship where if you do not comply with the Kremlin you are eliminated. G.E. would never consider trusting their decisions to a vote of the employees, or the citizens of our community. A handful of outsiders decide the policy of the General Electric Company.

## Typical G.E. Statements In N. L. R. B. Campaigns

(Continued from Page 2)

November 8, 1956 — Roanoke, Va.

"The same IUE-CIO who wants you to pay them dues here in Industry Control tried to prevent Industry Control from moving here.

"If the IUE-CIO had succeeded in its efforts last year, there would be no jobs here for us and no need for the IUE-CIO to send paid professional organizers."

November 9, 1956 — Roanoke, Va.

"At every discussion of contract terms the perennial IUE demand is that the company require all employees to join the Union.

"The Unions fight against the Laws such as we have in Virginia which prohibit compulsory Union Membership. Then when the inevitable strike comes, the 'nothing or lose' people, who will 'try anything once' find they really do have something to lose, something important, their own independence, their own right to work, and finally their own pay checks."

January 25, 1957 — Shelbyville, Ind.

"You are undoubtedly aware by now that outside organizers for the IUE-AFL-CIO Union are back in Shelbyville. They are here in force to try once again to convince you that they can offer you something that you don't already have. They want you to start paying money into their treasury every month.

"A Union will cost you money. Today without a Union you don't have to pay dues, initiation fees, fines or strike assessments in Shelbyville..."

The Law forces General Electric to hold a Stockholders' meeting once a year. The few who attend represent a very small percentage of the total number of Stockholders. Even then, if a Stockholder attending such a meeting proposed to liberalize the Pension Plan, the officers of the company would produce enough proxy votes to outvote those present at the meeting. This would hold true on any question not to the liking of the Company Officers. At a Union meeting, the position of the majority determines the decision on ALL questions.

The Chamber of Commerce pointed out as a weakness in our Community the strike record. They had to go back to 1946 to count the GE strike! They failed to mention that since 1947—ten years—GE has not had a strike. The work stoppages that GE has been harping about, which were provoked and caused by company representatives, who were trying to lower existing standards, were highly publicized by GE in the Public Press. If these stoppages had the effect of discouraging Industry from coming to Schenectady, it was because of the General Electric Company's policy of publicizing their Labor Relations difficulties, instead of putting more effort into trying to settle a dispute, and setting up programs that would eliminate further disputes.

One of the ironical parts of the newspaper release covering the Chamber's Report was the section dealing with the remarks of Richard Davis, the chairman of the Business Climate Committee, who is also the President of the H. S. Barney Company. Mr. Davis stated that the average worker in Schenectady is earning \$5625 a year. This, of course, is the earnings that G.E. has been advertising, which includes piece work incentive, and overtime premium. However, the H. S. Barney Co. employees are among the lowest paid in the state. If their average is one half of the figure Mr. Davis is standing behind, it would be very surprising.

To boil down the Chamber of Commerce Report, which they say took six months to compile, it simply meant: "If there is any fault to be found in the Community, blame Organized Labor. Let's turn back the clock," says the Committee, "Workmen's Compensation, Unemployment Insurance, or other protective labor legislation, cost too much. New York State and its labor department are too friendly to Labor."

The Committee forgot to mention that profits have increased in G.E. EACH YEAR during these ten years that they are so excited about, and last year G.E. made a record-breaking profit.

The Chamber of Commerce could not be expected to say anything that would be offensive to General Electric.

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