

# "Greed Is In the Saddle at GE"

See Page 3 for highlights of President Carey's Report to the last IUE GE Conference Board Meeting held in Washington, D.C., December 7 and 8.

## LOCAL 301 NEWS

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## Pres. Carey To Swear In New Officers, Address Feb. Membership Meeting

President James B. Carey has been invited to swear in the New Officers of Local 301 at a special-called meeting of the Executive Board Jan. 14.

Originally, it was planned to have President Carey swear in the New Officers and Stewards at the regular membership meeting Jan. 21. However, because the IUE has a meeting of the

International Executive Board scheduled for the following day, it would have been extremely difficult for the International President to attend the membership meeting on the 21st.

So at the meeting of the Local 301 Executive Board Monday night, the Board agreed that President Carey should be invited to attend the Jan. 14 meeting, swear in the officers, and

then return to Schenectady for a full meeting of the Shop Stewards and membership in the new Union Hall in February.

In response to the invitation, Carey has informed the Local that he will appreciate very

## IUE Overcomes GE Bribery, Union-Busting in Tyler, Texas

IUE has stopped another GE runaway shop dead in its tracks!

The new plant is in Tyler, Texas. On Dec. 19 IUE overcame the worst campaign GE has ever conducted—utterly unparalleled for its bribery of employes and vicious union-hating propaganda.

The vote was 85 for IUE, 35 for IBEW and the IAM, who teamed up in their effort to bust IUE's chances; and 41 for "no union".

Tyler is the site of GE's new Home Heating and Cooling Operations, where Norman K. Eaton, who is well known to Local 301 members as a "tough bunny", when he was in Bldg. 41, was head of Personnel Relations.

GE figured that when it picked Tyler—just about as far South as it could go—it would be "safe from IUE". But as soon as GE hired the first man IUE was on the job.

From the very first IUE laid the facts on the table: GE was exploiting the people because it was paying rates only half as high as the same work earned in IUE plants in the North.

Then the company came out with a series of wage increases. Of course, good

old GE said this was just another one of its "voluntary" actions.

IUE kept working and GE kept lying.

Finally, after GE had stalled many months, the election was ordered.

GE knew it was in trouble, so a week before the election it passed out additional wage increases of 7c to 16½c an hour. And again, two days before the election the company threw out a third wage increase of 5½c an hour.

And then, the very night before the election, the company threw a big "Christmas Party" for all employes and their families. Hundreds of high-priced presents were passed around: bicycles, tricycles, etc.

But the people weren't fooled. They knew that GE was being good to them only because IUE was knocking on the door and making the company grant concessions.



IUE President Carey

... to swear in New Officers next week and address February membership meeting.

much these opportunities to meet with the New Officers, Executive Board and membership.

In addition to discussing the problems of GE workers in Schenectady, Brother Carey has said that he would like to discuss the overall situation throughout the GE chain, the need for united action by the GE locals, and the program to be followed by IUE in negotiations on our Contract Re-opener with GE next year.

That re-opener is on the issue of Employment Security.

With the top International Officer present for the February meeting in the new Union Hall, every member of Local 301 can be assured of a thoroughly inspiring meeting—a meeting that will not be looked on happily by GE management. Set Feb. 18th aside on your calendar and plan to attend.

## Here's Reward For You — GE Style In MIM!

The piece-workers and day-workers in Bldg. 50, MIM, who are under Foreman Douell and Rosback, and General Foreman Crombie, point with pride to their record in 1956. There is a record for outstanding production, lack of absenteeism and always being ready to work overtime in cooperation with supervision.

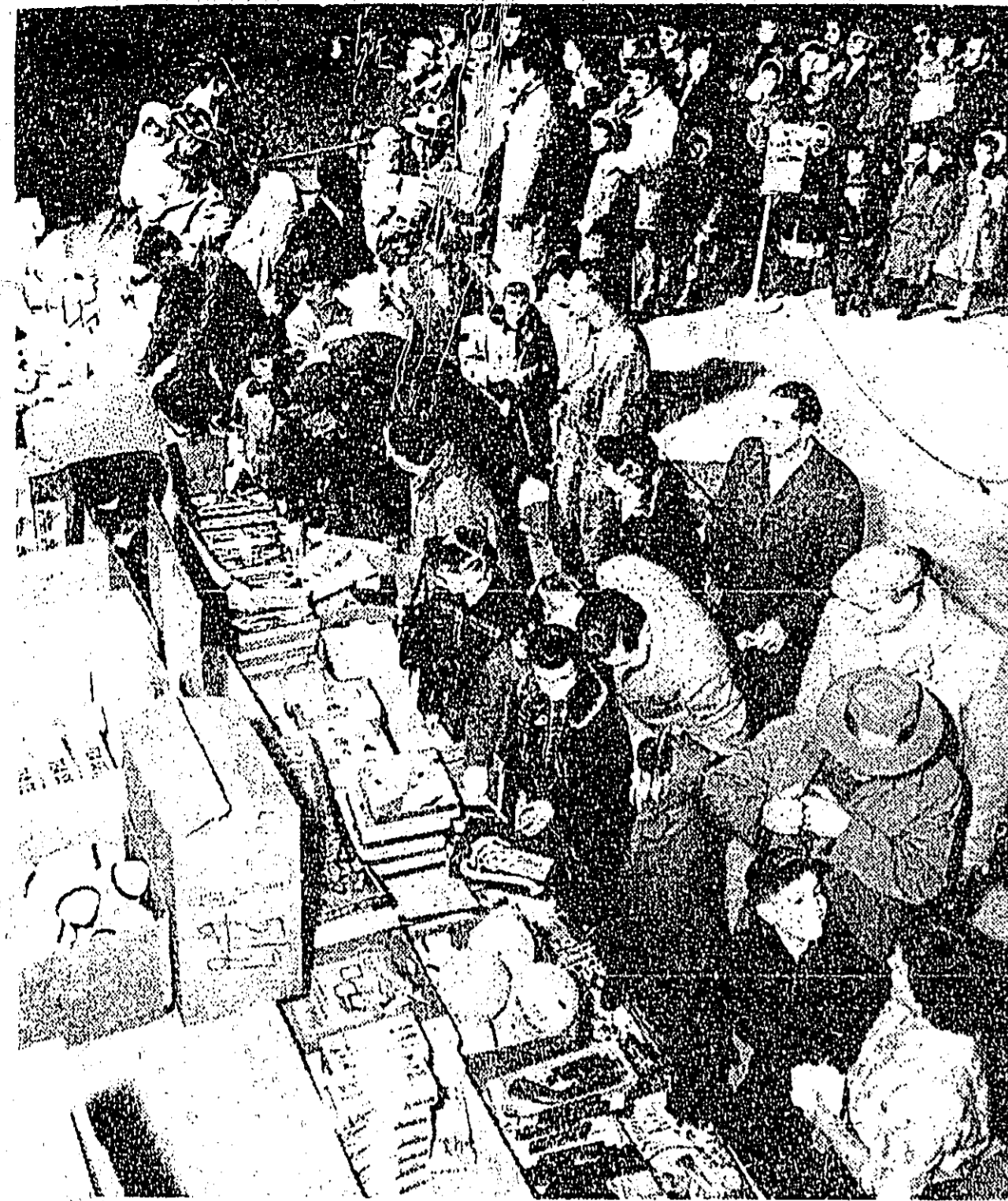
For their worthy record they are rewarded with:

**LAYOFFS**—Day-workers being laid off even though no lack of work is shown.

**LACK OF RECOGNITION**—Not one day-worker given an interview for a better job. Service in the group runs from FIVE to THIRTY YEARS.

**SPEEDED-UP PRODUCTION**—By a General Foreman who doesn't even have time to wish his own employes a Happy New Year.

This is good old GE, "Doing right by everyone, voluntarily".



**BASKETBALLS TO TEA SETS**—Everything necessary to make a Christmas Party a smashing success was on hand for Local 301's Annual Kiddies Christmas Party. The Party was held Dec. 23 in the new Auditorium on Erie Blvd.

## Union Dues Increase Today

The final vote on the increase in Local 301 Union dues from \$3.18 to \$4.00 a month was 5411 "yes" and 3651 "no". Nearly 9,000 members participated in the referendum.

The additional 82c a month will provide for a 50c increase in National Per Capita, which takes effect this month and 32c to meet increased cost of local administration.

From the \$4.00 monthly dues, \$1.69 is paid out in Per Capita and 50c from the dues of each member is deposited into the Building Fund by order of the Constitution. This leaves a total of \$1.81 for local administration.

The largest single expense in the cost of operating the Union locally is the payment of lost time to over 500 Shop Stewards and Officers which is caused while in the process of negotiating grievances under the contract. This item alone consumes 60c of the total amount left for local administration. From the remaining \$1.21, items such as supplies, light, fuel, insurance, taxes, pensions, compensation and legal salaries, newspaper and other misc. items must be paid.

As we see the trend of the Company's program to cut cost through the introduction of new tools and methods, more service will be required from the Union to safeguard earnings and working conditions and the Local Union will need the additional income to meet this increasing cost.

## Local 301 To Aid Civil Rights Rally

Jim Carey, Board Member in Bldg. 46, APD, will represent Local 301 at the AFL-CIO Civil Rights Rally in Washington, D. C. on March 2 and 3.

One of the purposes of this important meeting is to focus attention in Washington on grass-roots sentiments for progress in Civil Rights legislation. Part of the time at the rally will be devoted to visiting Senators and Representatives and impressing them with our strong feelings on that subject.

Brother Carey was selected for the visit at the Board Meeting, January 7.

## "Firing" Case Victory Unique

Local 301 has won a unique case by having an employee reinstated on his job after he was fired by the company for allegedly "sleeping" on the job.

It is the case of Christopher Melco, a third-shift watchman who has one of the toughest "rounds".

The company claimed it had served "warning notices" on Brother Melco for "sleeping" and "absenteeism". The day after Christmas the company gave Melco a week's notice of discharge.

Brother Melco immediately contacted Union Headquarters and the Discharge Committee went to work. Several meetings with the company were held. The Union pleaded for the company to consider the employee's personal situation and the cause of some of the alleged "violations."

In a meeting on Jan. 4, the company agreed to inform the union of what it could do in the situation. On Monday, Jan. 7, the company informed the Discharge Committee that Brother Melco would remain on the job.

Joe Sickinger and Miles Moon comprise the Discharge Committee.

## Local Pitches In To Help Hungarians

Local 301 has gone on record to help rehabilitate Hungarian refugees in Schenectady.

The Executive Board agreed to carry out the program outlined by the International Union in a letter to all Locals on Dec. 20. That program calls for:

1. Assisting in finding sponsors for the refugees;
2. Waive initiation fees, and delay first month's dues payment, if necessary, if the refugee finds employment at GE.

The Board agreed to appoint a group interested in these affairs to follow through with the program.

# "Greed Is In The Saddle At GE"

Here, abbreviated, is the first half of IUE President James B. Carey's Report to the IUE General Electric Conference Board meeting, held Dec. 7-8 at IUE headquarters in Washington. Space does not permit a full reprint of this timely and exhaustive survey of the situation throughout the GE chain in this newspaper. However, the key sections of the final half of the Report, which charts our course for the future, particularly 1958 negotiations, will be printed in the next issue of Local 301 News. And the complete Report will be mimeographed and furnished to every Shop Steward.

When we signed the five-year agreement with GE last year, it was with high hopes that this could open up a new era in our relationship. We felt that GE had at last learned that Boulwarism was as out-dated as the dodo, that Unions were here to stay, that collective bargaining was not a nasty word.

We thought that GE would realize that Unions can be worked with, as well as fought with, and that consultation and agreement on new programs was better than grievances and strikes afterward.

However, frankly I have been disappointed and shocked by the fact that GE is relapsing again into Boulwarism:

1. GE has continued and intensified its effort to keep us from organizing its new plants. Despite its hypocritical statements that it leaves to the workers the question of whether they shall join the Union or not, every campaign of ours has met with not only bitter hostility but outright lies and misrepresentation.

In the Roanoke, Va., campaign the company went all-out in persuading the workers that a Union wins them nothing, that all they do is to pay a lot of dues to some big officials in Washington; that in fact, their future jobs depended upon remaining non-Union.

When we demanded the Union Shop, we were told by GE that that was "not possible." GE said that we should sell Unionism to people, and if people wanted to join it was all right with GE. But over and over the company has given the lie to these pious hypocritical statements.

In our organized shops, GE still pretends to the public and even its employes that no union exists.

When we put out a statement on a cost of living or productivity increase, we say it was negotiated with GE. But when GE puts these statements out, it tries the old vanishing trick: "No union exists", says the GE magician; "we did it all with our own little Better Living Program."

2. Instead of an era of peace and harmony, the whole chain is in an uproar over violations of contracts, attempts to deprive workers of the wages from their production, various schemes to cut wages and lay people off.

Whether it is Lynn, Holyoke, Louisville, Linton, Fort Wayne, Schenectady or Oakland, the story is the same.

Obviously, greed is in the saddle at 570 Lexington Avenue, New York.

Not satisfied with the fabulous profits now being made and the cheaper wages at new locations, the drive is on against the standards in the older locations.

What we are seeing is simply a carrying out of the policies adopted at the famous Schenectady "Executives' Conference" on GE's 10-Year Program.

In some cases our locals are resisting these efforts to smash down their standards by walkouts. And the company is using these protests to try to brand the Union as "irresponsible".

3. The company is not only putting the pressure on us, but also on the communities.

GE has put out a long pamphlet on what brings it to and makes it leave a community. . . . GE bluntly declares that unless a community 'toes the line' to GE's views, unless its newspapers, schools, courts and churches follow the GE line, GE will either not go there or not stay there. The increase in the number of GE plants in Virginia tells the story.

4. GE President Cordiner has made many statements in the public press as to how generously GE was going to share the fruits of increased productivity. He talked of an \$8000-\$9000 average benefit level and so on.

But the activities of GE are directly contradictory. In Puerto Rico, GE established three plants with wage rates set as low as 80c an hour. Many of these operations were taken from work in Lynn, Mass., and Plainville, Conn.

The Southern plants are being established under low wage rates and will certainly lower rather than raise the average GE wage level.

Now, Cordiner has stated that in spite of all the profits GE is making, and its wage cutting drive, the company needs

higher prices. What he wants is "cost-less capital." Instead of raising new capital, he wants the new capital to come from the extra work of the employes and from the pockets of consumers.

So GE has boosted prices 10% and wants still more price hikes.

5. GE refuses to bargain with us on matters affecting our welfare and tries to maintain its unilateral action policy. In addition, the Company is attempting the old shell game: When we attempt to pin down an area of responsibility, the decentralization program is being used to shuttle us back and forth from plant to New York, with each party in GE placing the responsibility on the other.

We don't intend to allow this shell game to continue.

What we should recognize is that GE's basic approach to the labor relations problem is not to seek bargaining or freely arrive at agreements. Rather, by a massive propaganda campaign, GE seeks to overwhelm your minds and that of your membership and so bend you to their will. It is "brainwashing" conducted within a democracy.

GE's new publicity campaign is greater than any I have seen before. The corporation must be spending millions . . .

All this is built around its slogan: "Progress is our most important product."

While this is true in a technical sense in dealing with materials and machinery, it certainly is not true in its dealings with human beings. For in its labor relations, GE is slipping back into the dark ages of Boulwarism.

Now I don't want to give the impression that everything that GE does is wrong, and that everyone in GE has evil motives. What I am showing is that there is a pattern of behavior that is disheartening to those who had hoped for a new era in our relations with the company.

Perhaps there are people in GE who oppose the present policies. But either they are ineffective or have given up the fight and remain as sort of a 'front' for the present company policy.

And there is no basic hostility between myself or our staff or membership with GE. No one is poisoning my mind or yours. We want nothing better than to develop what we felt was a beginning to a new and better relationship on collective bargaining, recognition of the rights of the other, self respect and fair dealing.

GE can benefit greatly by such a policy and it's up to the company to determine what kind of a relationship it wants.

(The final half of this Report, laying emphasis on 1958 negotiations for job security, will be printed in the next Local 301 News.)