

National Negotiations Committee Say Emergency Plan Unsatisfactory

The National Negotiations Committee of the G.E. Conference Board received an answer to the Union's three proposals from the Company's representatives in New York City last Thursday, which was completely unsatisfactory.

Early last month the Company announced that the "Emergency Aid Plan" would be a new plan available to all G.E. employees. The new plan would supersede the present "Relief and Loan Plans" that are in effect in several of the old G.E. plants. The Company had not consulted the Union in the formulation of the plan nor did it give any consideration for representation by the Union. There were no provisions for bargaining on amendments or modification and the plan could be terminated by the Company at any time. The Union proposed three points, as follows:

1. We could talk about any dispute at any time; however, they would not provide in the plan provisions making it mandatory to be subject to the grievance procedure. Moreover, they said a dispute under this plan could not be referred to arbitration under any circumstances.
2. They thought the present eligibility was O.K., even though the plan definitely states: "The administrators of the plan within their delegated authority have final discretion and authority to determine what circumstance or circumstances shall be considered to constitute an emergency within the meaning of the plan. Their decisions shall be final and binding upon all persons having any interest in the plan".
3. The Company said they could terminate the plan at any time; however, if there should be any funds left after termination, they would be used for purposes beneficial to the employees as may be determined by Company officials.

The Union notified the Company that we could not accept the plan as it stands at the present time, and we would instruct our people in the plants where the "Relief and Loan" was functioning to vote and fight to keep it in effect. Likewise, we would direct the IUE Locals in G.E. that did not have a plan to demand one equal to those existing in other G.E. plants. The present plan in Schenectady is still operating with five administrators elected by the employees to represent their applications for aid and assistance.

1. Representation and disputes subject to the grievance procedure as outlined in the Contract.
2. The question of eligibility for loans and grants should be clarified.
3. There should be some provisions for modifications and amendments by collective bargaining and the termination of the plan should not be unilaterally left solely to the Company.

The Company notified the Union committee that they had given the Union's proposals consideration and gave the following answers:

Women's Meeting Board to Meet

(Continued from Page 1)

A committee on arrangements was elected to plan a banquet for the Union. The members of the committee are: Phyllis Scapilio, Mary Bartlette and Toni Smith. In discussion it was pointed out that our local union is in its 20th year of existence and it would be appropriate to have a 20th Year Anniversary Banquet. The committee reported that they have made tentative arrangements at the Hotel Schenectady for July 14th; however this date will be subject to change.

A report was made by the Chairman on the Organizational Drive.

Many questions which were asked by the women were answered.

Refreshments were served and a Bingo game was held after the business session.

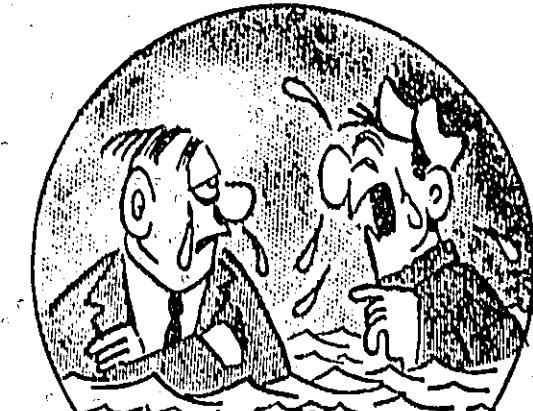
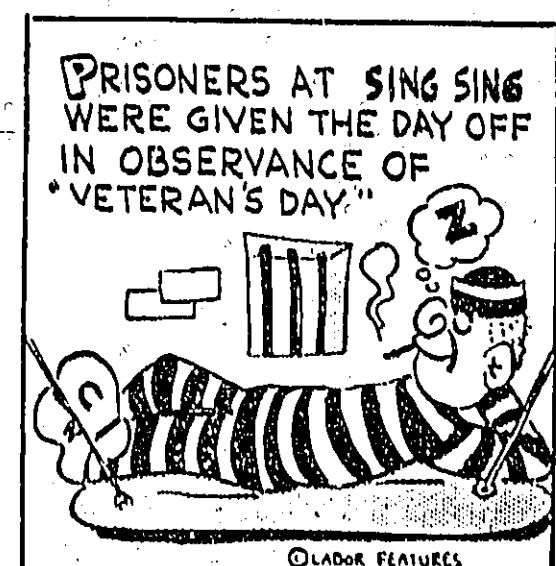
Schenectady Area CIO Council Holds Banquet

The Fourth Annual Banquet for the Schenectady Area Industrial Unions' Council will take place Saturday, June 16, at the Hotel Schenectady. James J. Cognetta, President of IUE Local 301 and a delegate to the Council is the chairman of the Arrangements Committee.

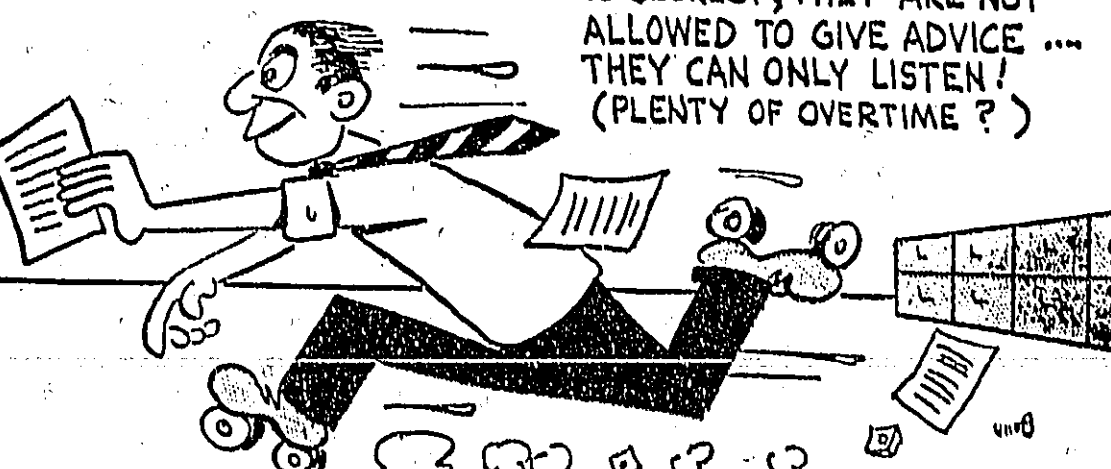
There will be refreshments and entertainment as well as speeches from some CIO dignitaries. Price of tickets are \$3.50 each, payable by those attending the banquet.

NOTICE MAYFAIR BARBER SHOP Signs With Union OFF UNFAIR LIST

LABOR ODDITIES By Kallas



WESTERN ELECTRIC CO. HIRES PROFESSIONAL COUNSELORS FOR TROUBLED EMPLOYEES — SWORN TO SECRECY, THEY ARE NOT ALLOWED TO GIVE ADVICE — THEY CAN ONLY LISTEN! (PLENTY OF OVERTIME?)



CERTAIN FEDERAL OFFICES IN WASHINGTON, WITH MILES OF FILING CABINETS, HIRE EXPERT ROLLER SKATERS AS FILE CLERKS

William Garrison To Attend Civil Rights Conference

William Garrison, Chairman of the Local's Civil Rights Committee, has been delegated by the Executive Board to attend a two day conference in Washington, D. C., on June 18 and 19. The conference will be held in the National's new Phillip Murray Building.

A program for local unions' activity will be planned by the conference.

Local 301 IUE-CIO JOINT MEMBERS and STEWARDS MEETING

MONDAY, MAY 21, 1956
2nd Shift—1:00 P.M.
(Before Work)
1st and 3rd Shifts—7:30 P.M.

KRUEGER'S HALL
LIBERTY and SOUTH FERRY STREETS

Election of Delegates to Schenectady Area Industrial Council
Report of Constitution Committee
Report of Committees
Regular Order of Business
EXECUTIVE BOARD
LOCAL 301, IUE-CIO

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 2 — No. 24

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

June 8, 1956

UE Leadership Split on Affiliation; Jobs the Issue

Immediately following the dissolution of UE District 4 and the affiliation with IUE-AFL-CIO, the organizers in District 3 announced they would recommend to G.E. Locals in District 3 to join the IAM.

The same organizers in District 3 had been trying to make a deal with District 3 President of IUE-CIO for the past several months on the basis they would turn over all UE Locals in District 3 if the organizers would be given jobs on the IUE national staff. IUE District President, Jack Suarez, refused to become a party to such an unprincipled proposition, so the five organizers, headed by Mike Jiminez, sought out the IAM for a job-seeking bargain.

The recommendations of the UE organizers in District 3 in putting the remaining UE membership on an auction block to be sold to the highest bidder is about the lowest level of unprincipled trade unionism that the UE leadership has ever stooped to. At the last-UE convention in Cleveland on Thurs-

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Transfer of Deed For New Union Property

The purchase of the 480 ft. of land and buildings on Erie Blvd. by the Union marks another event in the long line of historical events which have taken place affecting this property.

The land was purchased by the Schenectady Railway Company back in 1899 from Mr. and Mrs. Rodger Hageman. In this transaction it was stipulated that the Railway Company be given the permission to convert their equipment from steam to motor power. The Erie Canal was in operation during this period. The Railway ap-

(Continued on Page 2)

Toolmakers Meet, Elect Officers

At a meeting of Toolmakers and Tool Room employees held at Hans Grell's Wednesday, May 23rd, Lou Miller, Bldg. 273, was elected Chairman and C. Freeman, Bldg. 273, was elected Secretary.

Joe Whitbeck, Treasurer of Local 301 and retiring Chairman, opened the meeting and presided until a new Chairman was elected.

The members discussed many problems concerning Toolmakers and their related trades. Among the various topics under discussion farm-outs, speed-up and wages were outstanding. Various Toolmakers pointed out that work that is being done on the outside requires many hours of time to alter and repair before the tool can be put into production. In some cases, it was pointed out, it was necessary to scrap the job.

Considerable dissatisfaction was expressed about the present Tool and Die Makers' rate of pay and the differential between their earnings and incentive earnings.

Business Agent Leo Jandreau addressed the meeting, pointing out that the contract provided for automatic increases this year and

Local 301 IUE-CIO MEMBERSHIP MEETING

Monday, June 18, 1956
2nd Shift—1:00 P.M.
(Before Work)
1st and 3rd Shifts—7:30 P.M.

KRUEGER'S HALL
LIBERTY and SOUTH FERRY STREETS

Election of National Convention Delegates
Election of State Convention Delegates
Reports of Committees
Regular Order of Business
EXECUTIVE BOARD
LOCAL 301, IUE-CIO



Seated, left to right: Joseph Alois, James Cognetta, Leo Jandreau and Union Attorney, Leon Navak. Standing, left to right: Joseph Saccocio, Mario Bagnato, Vincent Palazzeke, Allen Townsend, William Mastriani, Larry Gebu, William Garrison. Missing from picture are Joseph Whitbeck and John Smialek.

U.E. Leadership Split on Affiliation

(Continued from Page 1)

day, September 22, 1955, a unity resolution was unanimously adopted and voted for by the UE organizers that said:

"The principle issues of autonomy, democracy, membership rights and administration must be resolved prior to any discussions of who holds what jobs or occupies what position. Unless this is done, no fight for principled unity can take place and only petty deals for jobs and positions at the expense of the rights and interests of the membership can take place."

This resolution was completely ignored in the current actions by the UE organizers. All UE Locals in District 3 were offered full autonomy, full representation and full support, everything the membership needed, but the organizers were not satisfied — they were not taken care of.

On May 25, 1956, Julius Emspak, Secretary-Treasurer of the National UE, wrote letters to all UE members in District 3 blasting the actions of the UE District organizers and directed his attack on the current recommendations to join the IAM. He said: "The proposal being submitted to you by District 3, if accepted by you, will make your local union a part of an old organization with a thoroughly entrenched bureaucracy and machine that guarantees the whittling away of your rights and contract benefits. You will automatically have to change your local union constitution to conform with the constitution of what is called the Grand Lodge and at that time you will learn the price that is being paid in terms of giving up your democratic membership rights."

So UE is in a sorry mess with District 4 representing 20,000 UE members having left to join IUE and District 3 being guided to the IAM by job-seeking organizers with the National Officers condemning them. However, everything is not as rosy for the UE organizers in District 3 as they planned. Elmira G.E. Local voted down the proposition to join the IAM; the Fort Edward G.E. Local has refused to go along; a fast meeting last week at the PNA Hall for the Schenectady Mica workers refused to endorse the proposals and asked for a ballot vote in the plant. The tellers to count the vote were appointed by a person who is dominated by Joe Infante, one of the 5 job-seekers. Even with these odds, one-third of the people voted not to go IAM. There will be NLRB elections held in each UE local before a complete switch can be made and the vote will be conducted by Government representatives; therefore, the people will have a chance to vote a secret ballot with an honest count. In the meantime we should encourage Mica workers to join IUE-AFL-CIO.

Vacation Not Given in 1955 Some Eligible

The Union has found several cases where employees were rehired back from layoff due to lack of work, particularly during the latter part of last year, and vacation allowances were not paid to those eligible for 1955.

The contract provides that if an employee is rehired without loss of continuity of service, he will become entitled to a vacation allowance during the vacation year after he shall have worked in the vacation year for one month, or a period equal to his absence if less than one month. Any such employee reemployed too late to work for one month in the vacation year will be paid his vacation allowance and may have a portion of the time out considered as the vacation which he is eligible for. Therefore, any members who were reemployed with service during 1955 who did not receive a vacation allowance last year should contact the Union Shop Steward and file a complaint.

Hospitalization Reports Not Being Used

All Shop Stewards were given forms to be made available to the members for the purpose of accumulating data on whether the Comprehensive or Corridor Insurance was giving better protection.

The Union must make a decision by the end of 1956 as to which insurance will be chosen as the better of the two plans. The forms when filled in properly and sent to the Union office will first be checked to make sure you have received your full benefits and secondly they will be recorded and the data will give the Union opportunity to find out just how adequate each plan is, based on experience. So if you have been to the hospital since 11/1/55 and have not filled in the Union questionnaire, request a form from your Shop Steward, fill it in and send it to the Union office.

Executive Board MEETING

Monday, June 11, 1956
7:30 p.m.

UNION HEADQUARTERS
121 Erie Blvd.

Toolmakers Elect

(Continued from Page 1)

for 3 consecutive years whereby the Tool and Die Class A rate will be increased by 8c August 15, 1956; 8½c August 15, 1957; 10c August 15, 1958 and 10c August 15, 1959. However, he said we should not be complacent with these guarantees on wages but must keep in touch with the rates in other communities and industries to make sure our progress is equal to theirs. The Business Agent went on to say that the Toolmakers Committee should be giving serious consideration to employment security inasmuch as only about one year ago over 600 Toolmakers were removed from the trade because of lack of work. High wage rates and no work result in a poor victory, Jandreau said. He pointed out that this question would come up for negotiations on a company-wide basis during National Negotiations scheduled for September 1958. However, we should be thinking out ways and means to arrive at proposals that make sense and will resolve this uncertainty when the proper time presents itself.

Jandreau went on to explain the program of automation and its possibilities and what will be the role of the skilled mechanic in the future.

The meeting confirmed the standing Tool Room Committee and voted to arrange a meeting with management to discuss some of the questions raised at the meeting. The committee was authorized to call the next meeting when they thought it advisable.

Membership Elects Area Council Delegates

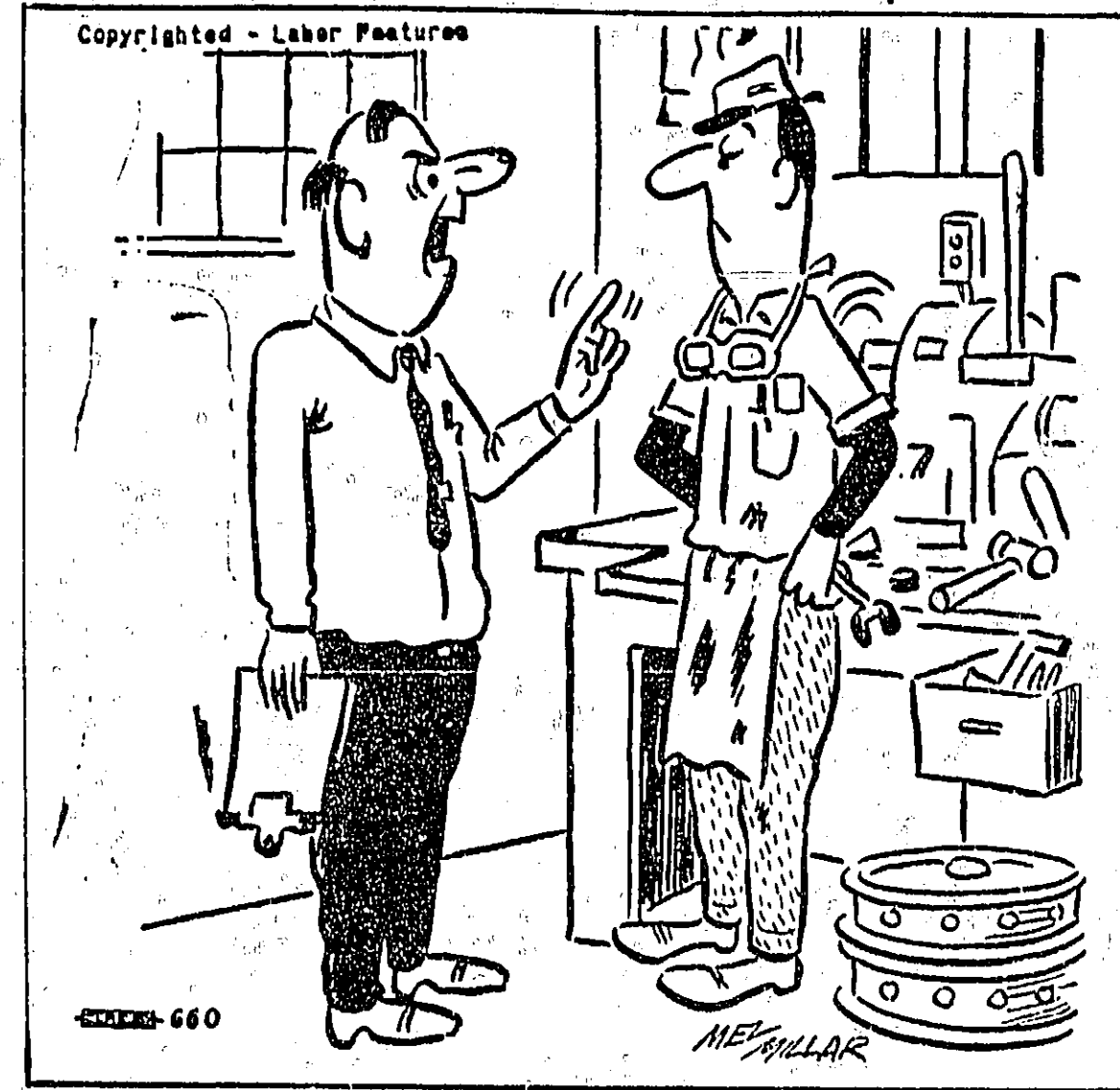
At the May membership meeting delegates to represent IUE Local 301 to the Schenectady Area Industrial Council were elected.

Elected were: James Cagnetta, Bldg. 52; William Mastriani, Bldg. 73A; William Linka, Bldg. 273; Harry Williams, Bldg. 16; Andrew Peterson, Bldg. 52; Henry Kaminski, Bldg. 72; John De Graff, Bldg. 85, and William Stewart, Bldg. 273, from the first and third shifts meeting. The following from the second shift meeting were elected: Julia Mitchell, Bldg. 40, and Robert White, Bldg. 273.



LOCAL LAUGHS

by MILLAR



"JUST REMEMBER THAT ALTHOUGH I MAY NOT ALWAYS BE RIGHT I AM NEVER WRONG!"

Unemployment Insurance Affects Vacation Shutdown

The N. Y. State Division of Unemployment Insurance was faced by a recent decision of the N. Y. State Supreme Court saying that employees who are obliged to take vacations under terms of a vacation shutdown would be eligible for Unemployment Insurance.

This would mean that if you worked in a department that shut down for vacation, you could apply for Unemployment Insurance even though you had received vacation pay. On the other hand, if you worked in a department where vacations were spread out over several months, you would not be eligible. Manufacturing concerns such as G.E. have indicated they would appeal the decision. The decision would have created inequities among employees in a plant such as Schenectady whereby some would receive Unemployment Insurance and others would not be eligible even though both employees would have drawn full vacation pay. It would not be simple to qualify even though you were eligible to apply because you would be required to be available for work during your vacation which means staying in town. Likewise, you would be obliged to contact any employer that the Employment Office might send you to seeking work.

As we go to press, we have been advised by the local Unemployment Insurance Division that the whole matter is still under consideration and possibly there may be a change in decision. In any event we will keep the membership advised on their status before a shutdown occurs.

Soliloquy on a Dog's Life

(By a German comedian)

"Vot's der matter mit 'a dog's life anyhow? Look at my dog Towser layin' by der fire. Is his life bad? He chust et some bones and his belly is full. Me — I got indispeption und can't eat nud-dings. Und I gotta hurry back to work. Towser eats und hurries back to sleep. I gotta buy school

books und pants for my four children. He's got maybe 40 children. Does he have to buy them school books und pants? No, he don't. But even vorse, ven he dies, he's a dead dog und that's all mit him. Me — after I get dead, I gotta go to holl yet besides." (United Mine Workers Journal)

THE LEGAL CORNER

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

What To Do In Case of An Automobile Accident

The following completes the article on, "What To Do In Case of An Automobile Accident," when you are a driver. It is followed by, "What To Do If You Are a Passenger."

If no occupant of the car is physically capable of making a required report, the owner is required to make the report as soon as he learns of the accident.

Drivers who strike unattended vehicles or fixtures legally upon or adjacent to a highway must either locate and notify the owner or person in charge, or leave a written notice in a conspicuous place on the vehicle struck giving the names of the driver and owner and the circumstances.

12. INFORM INSURANCE COMPANY. Report to your insurance company or agent immediately. Failure to make a prompt report may void your insurance policy.

13. PAY NOTHING. Make no immediate payments of any kind to the other party. Such a payment would be at your own cost. The other driver cannot force you to make any payment at all without taking legal procedure against you. Nor can he hold your car without legal action.

14. SELECT YOUR OWN ATTORNEY. Finally, be cautious in dealing with persons offering to adjust or handle your case, or anyone seeking to hurry into a settlement. Select your own attorney to advise you.

IF YOU ARE A PASSENGER

1. ASSIST INJURED. Human decency, not the law, requires you to check first on the condition of any injured person or persons and do what you can to obtain a doctor or ambulance if the accident is serious.

2. IDENTIFY DRIVERS. Obtain the name, address and license number of the other driver and ask to see his driver's license. Be sure you have the same information about your own driver.

3. WITNESSES. Obtain names, addresses of as many witnesses as possible.

4. NOTES. Make your own written notes of all significant circumstances concerning the accident. Your notes should be as specific as possible. Diagram the position of the cars before, at the time of, and after the accident. Step off exact distances of skid marks and write them down. Step

off or measure distances and relate same measurements to some stationary object, such as a mailbox, bridge, driveway, tree, etc.

5. SEE A DOCTOR. Have a doctor examine you if there is the slightest chance that you were injured. Serious injuries do not always result in immediate pain or bloodshed.

6. REPORTS. If the driver is physically incapable of making a required report and a passenger is capable of making the report, the passenger must either make the report or cause it to be made.

7. SEEING A LAWYER. Consult your attorney promptly and give him all the facts, particularly names and addresses of persons in the accident and witnesses and the statements they made on the scene.

Drive for New Members Ends June 17th

The membership drive that is in progress throughout the IUE-GE Chain is proceeding well, with good reports coming in from the various G.E. Locals.

Local 301 is lagging behind previous records for signing up new members. The drive for new members in our Local started May 14 and will end June 17, the day before the membership meeting. There are approximately 1,400 non-members who are eligible and working within the bargaining unit of Local 301.

The prizes will be awarded at the June membership meeting to the three members who sign the largest number of cards. The first prize is a \$50.00 and a \$25.00 Savings Bond. Second prize is a \$50.00 Bond and the third prize a \$25.00 Savings Bond.

Next week will end the drive. Ask your fellow worker if he is a member of the Union. If he is not a member, invite him to join. All Shop Stewards have application cards — ask for them.

It Pays to Belong to the Union!

THERE'S ONE IN EVERY OUTFIT —

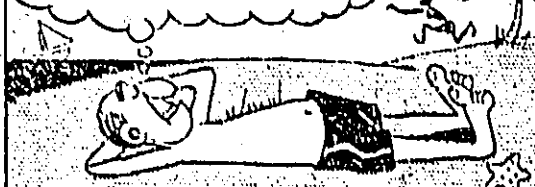
THE HYPOCRITE... BELONGS TO THE UNION BUT IS ALWAYS TEARING IT TO PIECES!

SURE, I'M A UNION MEMBER! BUT I WANT NO PART OF THEM!

I HATE UNIONS!



WE'D BE BETTER OFF WITHOUT UNIONS



HE ENJOYS THE VACATIONS GAINED BY THE UNION...

THEY TOOK OUT FOR ME! UNION DOES!

...LOVES THE UNION WAGES...

I GOT A GRIEVANCE!



AND IS THE FIRST TO SEE THE SHOP STEWARD ON A GRIEVANCE!

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