

LOCAL 301 NEWS

IUE-ATL-311

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GENERAL ELECTRIC CONFERENCE BOARD MEETING

At the second quarterly meeting of the General Electric Conference Board held on June 25th and 26th, in Louisville, Kentucky, discussions took place on the issues that will be of major importance in the 1963 Contract Negotiations.

The current National Contract runs until September 29, 1963, and is subject at that time to modification or termination. Negotiations usually start a couple of months prior to the above date so, therefore, in about a year from now, the present provisions of the IUE-GE Contract will be subject to collective bargaining and change.

U.E. DISRUPTION IS NO SECRET

As the election of Officers of Local 301 draws closer, we can expect more U.E. leaflets distributed by some of their stooges.

The leaflets will mostly be anonymous because of the smears, distortions of fact, and outright lies they will carry. Occasionally the U.E. will run a signed leaflet which will be on a slightly higher level, but will carry the usual theme song, "Come On Over To My House, and we will give you everything".

If Rosemary Clooney signed such a quib, there may be reason for some attraction, but coming from Fitzgerald and Matles there doesn't seem to be the same appeal.

The deliberate use of choice words in anonymous leaflets, that are intended to excite the average Local 301 member, is one of U.E.'s old tricks...SECRET, SPEED-UP, RE-EVALUATION, WAGE CUT, RED CIRCLE, DISCRIMINATION, FORCED, SHOCKED, OPPORTUNIST...these are only a few we picked out of the last leaflet. The ghost writers (a la U.E.) pick out Cranes, Large Lathes, Incentive Systems, and with a hashing description of a fictional story that would make Horatio Alger a piker.

The only new item the last leaflet came up with is a name they cooked up for themselves, M.D.A. Looks impressive, but when it is spelled out; it doesn't smell so good: MEMBERS DISRUPTIVE ACTIVITY.

The Local 301 members have had their share of these false promises.
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Income and Job Security are among the top issues, again, in the 1963 negotiations. The Income Extension Aid Plan, while an improvement over what we had prior to the 1960-63 Contract, has proven itself inadequate after nearly two years of experience, in light of the lay-offs and lack of steady work that affected many G.E. workers during this period.

The more recent Steel settlement and Auto agreements provide a more adequate income to those employees layed off or working short time.

Contracting out of work was another issue discussed by the Conference Board delegates, that also has a bearing on Job Security, particularly, when the work can be done within the affected plant.

The right to move with a job has been incorporated in the Steel and Auto settlements.

The Pension Plan was also a topic of lengthy discussion as being inadequate and does not provide for a standard of living that anyone can be proud of.

The Pension Fund has assets, according to our National Union, of \$1,151,000,000 as of Dec. 31, 1961.

In 1961 the Company, employees, and the investment income amounted to 90 million, while pension payments amounted to 32½ million. Therefore, it is clear that there is enough money coming into the Pension Fund to substantially increase Pension benefits.

The question of losing recall rights when out of work after
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U.E. DISRUPTION (Cont'd)

As we look back, only 5 years ago, a Slate of Officers were elected that kept our Local Union in turmoil and internal fight for 2 yrs. It proved to be a very costly adventure for our membership.

Now, if these so-called dedicated M.D.A. members would have the courage to show their faces and speak up at a Membership meeting, the Officers and Executive Board members of IUE Local 301 would certainly appreciate the opportunity of proving that they are unmitigated liars, insofar as the phony issues raised in their leaflets.

The Officers of Local 301 will never say everything is satisfactory and OK, because it never was and we don't expect it ever will be.

Moreover, the fact that grievance meetings are going on in various departments in the plant daily, whereby the Union is fighting in behalf of our members, proves that our Union is continually protecting the rights of our members.

As Al Smith at one time said, "Let's look at the record":

1. Wages are among the highest in G.E. chain.
2. Working conditions are good, because we keep them that way.
3. Seniority Supplement equal to or better than other supplements.
4. Overtime lowest it has been during vacation time in many years.
5. Bargaining Unit Employment 662 higher than one year ago.

These are 5 positive points of progress for Local 301 members.

The "action boys" say be more militant...they mean more strikes. Well, the real test of Union leadership is to make progress without the need of the strike weapon.

While we still need the right to strike, conscientious and dedicated Union leaders will not use this weapon, in lieu of a bankrupt ability to represent Union members, and get their problems satisfactorily settled.

FACTS ON UNEMPLOYMENT

The unemployment situation in the Nation has reached a critical stage. There has been no significant change in the rate of unemployment within the past 4 months.

The percentage of unemployment based on the total work force of the Nation stands at 5.5 percent. The indications are that this rate will remain static for the remainder of the year or move somewhat higher unless there is immediate

G.E. CONF. BOARD MEETING (Cont'd)

2 years came up for serious discussion, along with loss of service if unemployed more than 3 years. It was the consensus of the delegates that these Company policies were unjustifiable and should be eliminated.

It was pointed out that Automation in some plants, and new equipment and methods in others were continually causing a loss of jobs.

This matter has been brought to the attention of the G.E. officialdom in New York; whereby, the Union has suggested a joint committee to make a study of technological changes and reduction of employment opportunity.

The Company has so far turned this proposal down. This matter has been gradually becoming a serious problem over the years.

UNION ANSWERS QUERIES ON OVERTIME

To answer an item which appeared in an anonymous leaflet recently and several inquiries made by our members regarding the Union's position on overtime, the following is a portion of an article which appeared in our Local 301 News approximately 8 months ago covering the Union's policy on this question:

"The Union and its leaders are cognizant of the law affecting concerted action on refusal of overtime, and we try to keep all the representatives of the Union informed on these matters, and where Union representatives find causal overtime is justified, they encourage the members to cooperate. However, individuals are not required by law or contract to work beyond their work schedule if they have a justified reason to refuse. Overtime results in an inconvenience to employees as well as extra cost due to premiums for the employer. In fact, the purpose of the overtime premium was to discourage overtime due to excess cost. It was not intended to buy additional hours of work. Therefore, an employee who is willing to work causal overtime is doing so because he feels it to be absolutely necessary due to an emergency. His mind and conscience are clear because he is not supporting a program that will lessen the opportunity for one of his co-workers who has been laid off or downgraded to return to his former job. And finally, he is willing to work the overtime because it resulted from a mutual understanding and a responsible relationship between himself and the boss.

and direct action by the government to stimulate the lagging recovery from the 1960-61 recession.