

Record Number of Grievances Handled by Union

A record number of grievances were handled by Local 301 during the year 1954 with 1223 cases processed at the management level, an increase of almost 22 per cent over last year.

Including cases settled between stewards and foreman, along with those by phone calls from the union office to management, the total number of grievances handled for the year comes to well over 6000.

Over 20% of the cases pinned the Company down on Contract violations, proving one of a Steward's most important duties is to "police the Contract". Prices and earnings accounted for another 20 per cent of the total cases. Attempts to cut standard prices were halted, inadequate prices were raised and proper earnings were won in these cases.

GE's program of Decentralization was the cause of 30 per cent of the cases whereby the local supplement guaranteeing plant-wide seniority was enforced. A Place-

ment Committee of three Union representatives were assigned to these cases alone.

Safety and working conditions were the subject of another 10 per cent, improving and safeguarding the conditions Union members work under. Another 10 per cent involved upgrading, job rate increases and reclassification to higher rates. The remainder of the cases involved such grievances as discrimination, restoration of service, vacation and holiday payments and so on.

The attacks on Local 301 during the past year make this record a most remarkable one. 1954 saw creeping "Boulwareism" take over the local labor policies of G.E. in Schenectady, assisted by National UE with their three months campaign of disruption of the grievance procedure. These attacks by UE and the Company have only served to unify the membership, now determined to hold past gains and make the new gains in 1955 to which they are entitled.

Local 301 IUE-CIO
MEMBERSHIP
MEETING
MONDAY, JAN, 17, 1955
2nd Shift
1:00 P.M.
(Before Work)
1st and 3rd Shifts
7:30 P.M.
LOCAL 301 HALL
Reports of Committees
Regular Order of Business
EXECUTIVE BOARD
LOCAL 301 IUE-CIO

1954 Compensation Awards Total Over One Quarter Million Dollars

The Annual Compensation report of cases handled by IUE Local 301's attorney, Mr. Leon Novak, for the year ending December 31, 1954, shows the grand total of awards to be \$277,261.34.

\$168,262.71 of this amount was in Schedule Awards, wherein the Law provides a schedule of weeks for injuries to specified parts of the body, as a basis for computing the cash settlement. The highest single Schedule Award was for \$9,952.00. Non-Schedule Awards accounted for another \$108,998.63.

Among the Life Awards were 32 permanent disabilities and 5 death claims. One of these claims as an example, will show the time and effort required in processing such cases. When Bro. Francis Poirer, a Union member at the G.E. Malta plant, passed away, his widow, who has an 8 year old daughter, came to the Union for help. The case filed by Mr. Novak, partly because of security regulations at Malta, took about a year and a half to come to a head. When the case was tried before a referee, it was successfully shown by the testimony brought in behalf of the widow and child, that the death resulted from the work.

The G.E. Company at its Malta plant, unlike its practice at the River Road plant, is covered for accidents by a private insurance company, the Travelers Insurance Company. The latter's attorneys took an appeal which resulted in the Appeals Panel affirming the decision. The widow, Mrs. Elizabeth Poirer, was awarded about \$2,000 in retroactive compensation benefits and \$26.00 a week thereafter. The insurance company is now appealing this decision to the courts.

During the year 1959 hearings were attended by the Union's representative for an average of 32 hearings per week. The service furnished by IUE Local 301 to its members includes not only legal representation to injured workers while they are employees of the Company, but also while unemployed members, and even provides protection for widows and dependents of Union members.



SWORN IN: Second shift members are shown taking part in the swearing-in ceremonies at last Monday's Shop Stewards' meeting. 575 Stewards took the oath of office in one day.

Weekly Bulletin

Week Ending 12/24/54

Transfers and Removals*

Transferred 54
Removed 78
Reengaged 8

*Figures based on information Co. is required to furnish Local Union under Article XIX.

Stewards Sworn In

(Continued from Page 1)

and women, as elected representatives, pledged themselves to work in the interests of the membership and the Union for the coming year.

Chief Shop Steward Bill Mastriani addressed the meeting briefly, stressing the important role of the Steward as guardian of the Contract and the responsibilities in processing grievances. A brief review of the accomplishments of Local 301 over the past 18 years and the difficult task ahead for 1955 was covered by President Jim Cagnetta and Business Agent Leo Jandreau.

The unity of Local 301 over these years has been one of its biggest assets and is even more important this year to combat the anti-labor policy of G.E., a company dominated by "Boulwareism".

Shop Stewards' Classes will be scheduled in the near future. It is most important that all Stewards attend these classes in order to represent his group to the best of his ability.

Those Stewards who were unable to take the oath at last Monday's meeting will have the opportunity to do so at next month's Shop Stewards' meeting scheduled for February 7th.

273 Foreman 'Most Unpopular of Year'

Foreman H. Wilbard, Bldg. 273, apparently has earned the dubious honor of "most unpopular foreman of 1954".

A warning notice issued to one of his group on December 23, the last working day before Christmas, would seem to clinch the award for Mr. Wilbard. He already had a firm hold on the title, with over 60 men (2 groups) already protesting to management in regard to his arbitrary and discriminatory attitude.

Bro. Roland Muselbeck received the Christmas warning notice from Wilbard for refusing to do higher rated work on a job where men had been laid off. The case is now being processed through the regular grievance procedure.

Management will undoubtedly keep a sharp eye on Wilbard during the coming year—he seems a likely candidate to work out of Boulware's office.

LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 40

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

January 14, 1955

The "Right-to-Work"
See Page 2

IUE Local 301 Executive Board Meets This Week With Stevens on Grievances

UE Local 813 Members Deprived Of Plant-Wide Seniority

Remember UE, the union that for 3 months tried to convince Schenectady G.E. workers that UE invented plantwide seniority? There must have been some red faces around National UE last month when the Evansville UE News came out on December 15, published by UE Local 813!

For lo and behold — in a discussion of contract changes desired by the UE membership — the stewards' council bawled that what this UE Local needed was plantwide seniority!

Following is what the UE paper stated:

"The first point discussed was seniority. All council members who spoke said that the layoffs of the past year showed that plantwide seniority is needed. No formal recommendation was adopted. This issue and all other proposed contract changes will be discussed in division meetings and submitted to the entire Servel membership for a vote before being taken up in negotiations.

"Under plantwide seniority

a laid off worker would have the right to apply his seniority to get a job which he can do, anywhere in the plant. Speakers pointed out that this is the truest form of seniority, and in the long run would help the younger employees as well as the older service men and women, because industry tries to drive the older men out of jobs, and it is when workers have been for long years on one job that they need the protection of seniority most."

The UE article went on to say:

"Discussion of the seniority question will continue in stewards' and membership meetings."

Is your face red too, Mr. Matles??

THAT'LL BE THE DAY!



"Gentlemen, our new machines have increased production while reducing cost. Therefore we can start on a 35 hour week with no cut in wages!"

Stewards Start School in February

Tentative plans have been made by IUE Local 301 to begin its annual series of shop stewards' classes the 1st of February. The classes will be held 2 evenings a week for the following two weeks to cover the entire shop stewards body of IUE Local 301. Special sessions will be held in the morning and afternoon for shop stewards of the 2nd and 3rd shifts.

All Executive Board Members will receive a schedule showing the time and date their section will meet for classes.

Besides acquainting new

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With the record showing an increase of 43 1/2% for the last quarter of 1954, as compared to the last quarter of 1953, in grievances processed at the Manager's level, Local 301's Executive Board requested a special meeting with Mr. Stevens, Plant Manager.

Among the issues raised by the Union at last Wednesday's meeting:

1. Too many grievances referred from the foreman's level to management which could have been settled, indicating not enough effort being made to settle.
2. The need for piece work to be established in Bldg. 85 whereby the department supervision is requesting incentive effort and paying day work rates.
3. Request the removal of all 1953 and 1952 male employees in accordance with our Contract inasmuch as there are difficulties in placing employees with 1951 service and longer on suitable jobs.

The Executive Board members present at the meeting spoke out, giving examples of cases in their respective sections.

Mr. Stevens commented on some of the problems raised while one of his staff recorded the Union's complaints. He advised the Board that the complaints would be investigated and the Union would be given an answer.

An account of management's reply will be carried in the Local 301 News.

IUE Presses Company for Pension Discussion

On December 31, 1954, John Callahan, Chairman of the GE-IUE-CIO Conference board, addressed a letter to Mr. Virgil Day, Manager Union Relations, requesting arrangements be made early in 1955 for a joint meeting on Pension and Insurance proposals.

Bro. Callahan pointed out to Day that he had agreed that a joint committee would discuss this matter early in 1955, prior to the starting of collective bargaining. Callahan further stated "Naturally, we would consider that if the company made any unilateral offer on pensions and insurance before collective bargaining is scheduled to be-

(Continued on Page 4)

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ATTEND YOUR UNION MEETINGS Regularly!

Five Attack Organizer

Federal and state investigations of the beating of a young woman field representative in Jonesboro, Ark., has been demanded by IUE-CIO.

Diane Sargent, assigned to organization work at the GE plant in Jonesboro, was beaten unconscious by a man and four women the evening of Nov. 30, but local police were very reluctant to investigate.

It was only after insistence by IUE-CIO lawyers that authorities promised a state policeman in plain clothes would accompany Miss Sargent to the GE plant to try to identify her assailants. Later, without notice to the union, the plan was changed, and Miss Sargent was accompanied instead by William Penix, assistant county prosecutor, and the GE personnel manager. And instead of taking her into the plant, the two insisted she stand at the gate.

When union counsel again protested, Penix promised to let Miss Sargent inside, then changed his mind on orders of Police Chief Moneyham, who said he would do nothing until she took a lie detector test and named her relatives in Jonesboro. Of course, she refused.

IUE-CIO vice presidents, meeting in Los Angeles, charged the assault "falls within the pattern of intimidation and potential violence developed recently by General Electric" against IUE-CIO in another southern community.

THE "RIGHT-TO-WORK" — FOR 95c AN HOUR LESS

The evils of "low wage laws" under the guise of "right-to-work" laws are clearly shown in the following letter from a Mississippi mayor inviting industry to exploit his fellow citizens.

This is the type of open invitation Boulware's Decentralization Program is taking advantage of, affecting the jobs of 4000 Schenectady GE workers while claiming to have the interests of the community at heart. Following is the full text of the letter:

"June 10, 1954

"Mr. Hobart J. Hendrick, president
H. B. Ives Company
New Haven, Conn.

Greetings! Mr. Hendrick, as we cordially invite you to visit our beautiful Community. We want your Company to have the harmonious and highly successful experience of operating in a veritable Industrial Paradise, and see how our whole-hearted cooperation will do it for you.

For either a main or branch Plant, we will provide the site and building just as you want them, make the carrying charges easy — eventually becoming as low as \$1 per year, with taxes being exempted up to 99 years, and you make no capital outlay for them.

Then our wonderful labor, 98% native born, mostly high school graduates, will lower average hourly industrial wage rates 6c to 49c below other Southern States, and from 50c to 95c below Northern States. You will also get a much higher average man production, some Plants even getting double what they got in their Northern Plants. This labor is truly American, not inflicted with the "Something for Nothing" idea and works together joyously with Management for the success of both.

Here you will also enjoy savings in power, fuel, utility, tax and other costs. Raw materials are convenient, transportation facil-

ities are good. No one will tell you whom you must employ and all detrimental State laws for industrial operations have been repealed. The closed union shop has just been outlawed in Mississippi.

You would be located in the heart of the entire Southern area with its great markets for your products and not much competitive production of them in it. For a number of years ahead, the percentage of growth of these markets will probably be greater than in any other section of the U. S. A. With the large savings in wage, production and operating costs, while your Plant is operating peacefully and successfully, it will put your Company into a most favorable competitive position not only in the entire South but also over most of the Country.

Our deep spirit of warm, friendly cooperation always behind your Company will surely be an inspiration to you for its phenomenal success, which many industries in our State now enjoy. So we again most cordially invite you to visit our wide-awake Town. When you visit us, you will be delighted to see how we can make good on this and you, too, may like very much to join with us and together achieve and enjoy that phenomenal success. Will you come?

Sincerely,

TOWN OF PELAHATCHIE, MISSISSIPPI
H. C. Rhodes, — Mayor"

"The United States as a whole can prosper only if all of its geographical areas and social groups are prosperous. Any weak area is a threat to the prosperity of the nation", the CIO has stated in a recent publication. To combat this threat, IUE-CIO is engaged daily in organizing these run-away plants. The CIO is a leader today in the fight to eliminate these so-called "right-to-work" laws and to protect the living standards of the American working man through Federal legislation.

Meeting on 1955 Negotiations to Be Well Attended

Board members have reported that 250 IUE Local 301 Shop Stewards have pledged to attend the regional meeting on Contract Negotiations on Saturday, January 22.

Pittsfield Locals 254 and 255 have announced that 150 IUE Stewards from there plan to attend the meeting to be held at IUE Local 301 Headquarters. Other GE locals that will send representatives are 301 Atomic; 320 Syracuse; 359 Waterford; 364 Auburn; and 365 Maqua.

Similar meetings of all IUE-GE locals will take place across the nation during the months of January and February. In all 8 regional meetings will be held to enlighten the local leadership on the problems and issues the GE workers are to face in the 1955 negotiations with General Electric.

Members Laid Off Can Keep in Good Standing

IUE-CIO Local 301 members who are laid off due to lack of work are able to remain in good standing by paying their unemployment dues of 10c per month.

By doing this, they are able to maintain their privileges of Union membership and may call upon the Union to aid them with their problems, such as obtaining unemployment insurance and protecting their service.

Members who keep in good standing when laid off should attend the Union meetings. If you change your address, be sure to notify the Union Office.

IUE-CIO 301 On the Job

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

Bldg. 18: C. Dickhauer and S. Roberts were required to perform extra work on valve job drwg. 524E797 SO 227-1528 due to extra stock. Shop Steward R. Catroppa has filed the case for payment of 72.00 that Foreman Di Donato has refused to pay.

Bldg. 227: Eugene Krasczak, 1947 service, has not received suitable offer after being reached on lack of work. Union demands proper placement.

Bldg. 60: Shop Steward R. Ginac has filed a case insisting that Foreman Belak be instructed to abide by the provisions of the Contract.

Bldg. 273: R. Soules is performing the duties of Welder - Hand Special. The case for proper reclassification and rate increase has been filed by Shop Steward A. Sebest.

Bldg. 49: G. Abbott has protested the inadequate price on bucket 9679339 after a change in method. Shop Steward F. Di Manno's case is for proper price to maintain earnings.

Bldg. 66: Group under Shop Steward C. Scott protests violations of contract in relation to time study taken. Union demands management correct violations and properly instruct Foreman S. Cook.

Bldg. 46: Frank Boerner, Class "B" Toolmaker, has been laid off due to lack of work, and received no offers. Union demands proper placement.

Bldg. 273: John Jackowsky, Class "A" Chipper, has been laid off although he is not the shortest service in the group. Shop Steward A. Kotarski has filed case for proper application of contract provision.

Bldg. 46: J. Chiachietta, Universal Cylindrical Grinder Operator, is performing and assigned Class "A" work. Shop Steward J. Dziejewicz has filed a case for proper reclassification to Class "A" with rate increase.

Bldg. 107: Steelworkers in Shop Steward Bourdeau's group protest assignment of their work to those

of other classifications in Bldgs. 17, 85 and 81. Union demands proper assignment of work.

Bldg. 273: Ralph Giello protests loss of earnings on job 100-3781, operation filing radius on coils, work done on December 14 and 15. Shop Steward Brantley has filed case for payment.

Bldg. 273: A. Salati was improperly bumped as a Class "B" Erector to Class "C" Erector. Case has been filed by Shop Steward Darrow for correction.

Bldg. 85: Groups under Shop Steward W. Stuczko and others request their jobs be converted to P.W. and P.W. rates be applied comparable to rates being paid in Medium and Induction Motor Division and plant. Union demands P.W. be established inasmuch as operators are asked to work at incentive rate.

Bldg. 109: Shop Steward W. Truszkowski has filed a case for A. Prekel to be paid average earnings instead of day work when he is unable to work due to conditions over which he has no control.

Bldg. 46: R. Roberts, TRMO General Class "B", was laid off due to lack of work. Union demands proper placement.

Bldg. 53: Eva Kubinski, Assembler, was laid off in Bldg. 69, in violation of contract. Union demands management investigate and correct situation.

Bldg. 285: Idell Molineaux, Spot Welder, has been laid off in violation of contract. Union demands proper placement according to contract.

Bldg. 273: Group under Shop Steward R. Pashley are protesting not being paid for the time involved between set-up and cutting. Union demands management investigate to correct.

Bldg. 66: Group under Shop Steward J. Novak protest time study in which legitimate operations have not been included. Union demands management investigate to correct.

Bldg. 16: Milling Machine group in Ship Steward H. William's sec-

tion demand a reduction in forces because of lack of work caused by replanning of work.

CART: Shop Steward H. McLean has filed a case for holiday payment for C. Richardson who was unable to work because of death in the family.

Bldg. 13: Load Dispatcher, Switchboard Operators, Maintenance Men, Electrical Maintenance-Distribution Operators in Shop Steward Clough's section request an evaluation of their job classification and an increase in job rate based on the skill and knowledge required.

Bldg. 57: Oven Operators in Shop Steward E. Marine's group protest violation of contract, Article V-9. Union demands management investigate and correct this condition.

Bldg. 60: C. Wildy and D. Honsaker protest inadequate prices for stacking and weighing punchings on job 447-3107 drwg. 151C246. Shop Steward R. Martel has filed case for proper price increase.



Bldg. 273: N. Cervera, after being laid off due to lack of work, did not receive proper bump. Shop Steward G. Bratt has filed case for proper placement.

Bldg. 68: Charles Jones has been laid off due to lack of work but received no offers. Union demands proper placement according to service.

Bldg. 17: Charles St. Onge, TRMO Surface Grinder Class "A", has been laid off due to lack of work. Union demands proper placement.

Bldg. 85: William Stuczko, Engine Turret Lathe Operator, is performing the full job on his machine. Union demands increase to job rate for normal performance.

Bldg. 50: Treat and Package Operators, Class "B", in Shop Steward A. Petrillo's group protest inadequate job rate in view of the requirements of the job. Union demands proper increase in rate.



Local 301 Dollar Stretchers



See Your Shop Steward

Priest Hits Free Riders

"Parasites" and "chiselers" are workers who accept the benefits of unions but contribute little or nothing in return, says the Rev. William Smith in the official paper of the Youngstown, Ohio, Catholic Diocese.

Assailing those who do not take part in union activities, and non-members, Father Smith declared "You are content to reap the harvest of benefits which has been sowed in the seeds of sacrifice and suffering by many people who have gone before you and others who are actively engaged in union work today... You are a parasite. You are a chiseler. You should reflect on the meaning of the words 'self-respect.'"

Kentucky Lawyers Have 'Union' Trouble

Some 115 lawyers in Kentucky are in trouble because they failed to pay their "union dues"—that is, they failed to pay dues to the Kentucky Bar Association. A Court of Appeals has told them unless they pay up they can't practice. That's the law, and you can guess who pushed the law through.

Seems it's OK for lawyers, doctors and other professional people to require membership in an organization as a condition of employment, but not OK for unions to have a union shop — according to these same lawyers, doctors, and some other professional people.

Maryland CIO, AFL Oppose Scab Law

For the first time in history the AFL and CIO in Maryland have joined forces to oppose "right-to-work" proposals being pushed by open shop contractors, and to work out a joint legislative program for the Maryland Assembly.

After a meeting of the executive boards of both groups, a sub-committee was set up with the two state presidents as co-chairmen.

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GE WORKERS

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