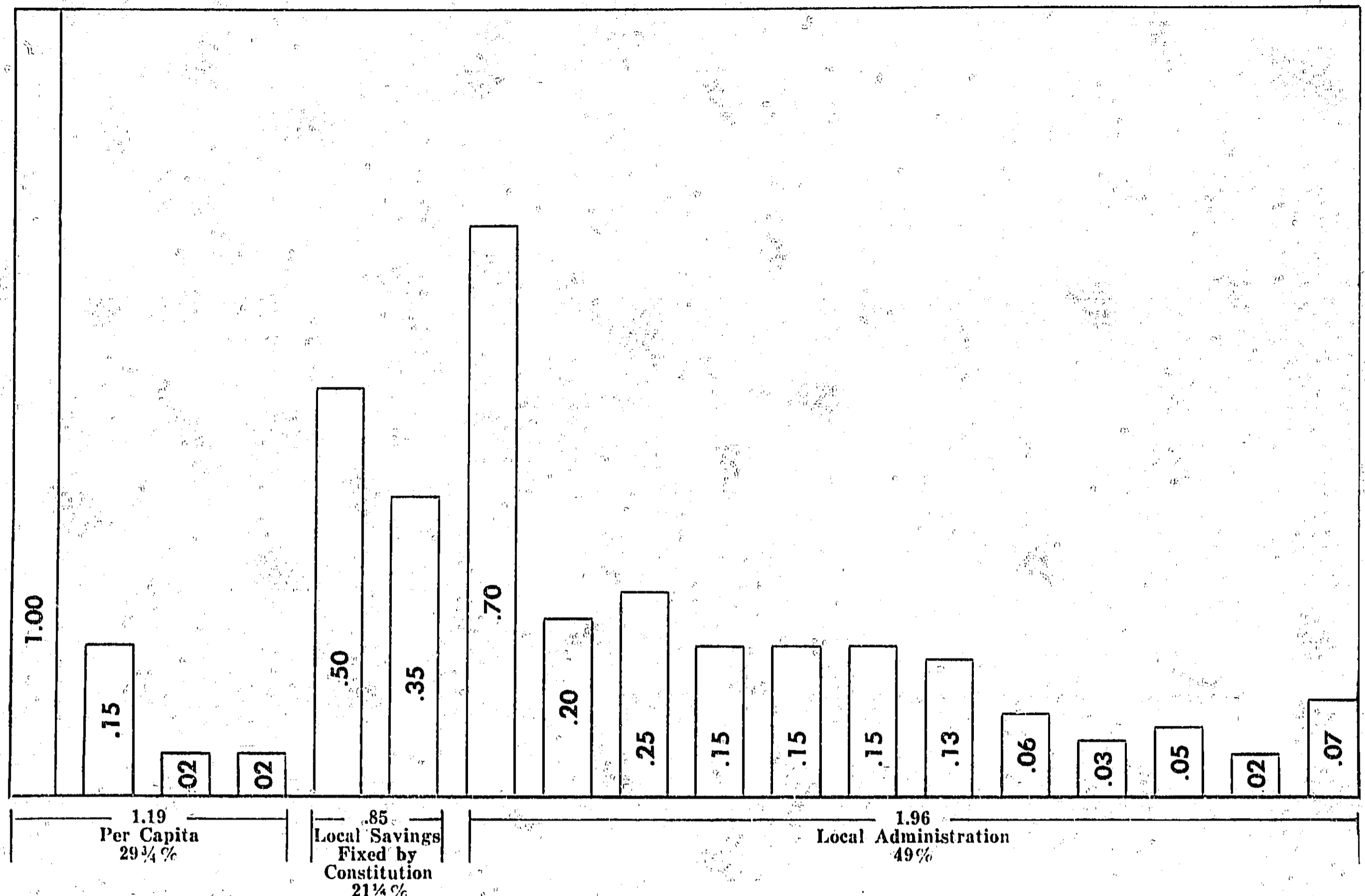


# Your Union Dues Where It Goes (Based on \$4.00)

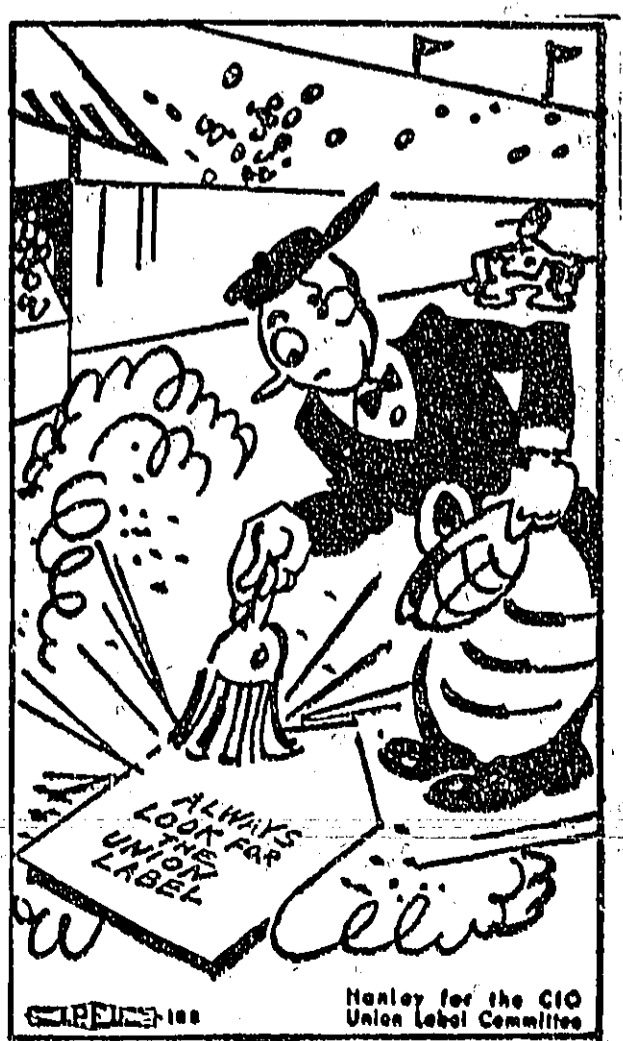


\$1.00 = National Per Capita  
 15c = District Per Capita  
 4c = State & Area Per Capita  
 50c = Building Fund  
 35c = Strike Fund  
 70c = Lost Time Paid by Union  
 20c = Pensions

25c = Grievances, Business Agent,  
 2 Assistants, 1 Secretary  
 15c = Legal and Compensation  
 15c = Bookkeeping Records, Manager,  
 3 clerks  
 15c = Rent, Light, Heat, Telephone,  
 Supplies

13c = Local Newspaper  
 6c = Taxes  
 3c = Insurance  
 5c = Conferences and Conventions  
 2c = Donations  
 7c = Surplus

## ALL SURPLUS IN GENERAL FUND IN EXCESS OF \$50,000 SHALL BE DEPOSITED IN THE STRIKE FUND



### District 3 Council To Meet April 27-28

The District 3 Council representing all IUE Locals in New York State, excluding the Metropolitan area will hold its April meeting in Buffalo, New York, on April 27th and 28th, Friday and Saturday, respectively. The Executive Board will meet on Thursday, April 26, to consider problems before the Council and make recommendations.

The delegates representing IUE Local 301 are: William Stewart, #273; William Mastriani, #73A; Philip Cognetta, #52; Marshall White, #13, and Fred Pacelli, #46.

Some office forces get along like one big family; others are more congenial.

### Trial Committee Holds Hearing

The Trial Committee that was elected at the March membership meeting held a hearing last Monday evening, April 2nd, at Union Headquarters. Both the complainants and defendants were heard by the committee.

The committee will make its recommendations at the April membership meeting whereby the members present will be given the opportunity to discuss and vote on the report.

The Old Timer remembers when the only fringe benefits were those a man got from watching the tassel dancer at the county fair.



HE'D MAKE A GOOD FOREMAN IF HE WASN'T A SOPRANO!

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 2 — No. 21 The Voice of GE Workers, Local 301, Schenectady, N. Y. April 20, 1956

## Proposed Emergency Aid Plan To Be Discussed

The newly proposed Emergency Aid Plan announced by General Electric will be discussed by the National Negotiations Committee and representatives of General Electric in New York later this month.

The plan announced by General Electric was not the result of discussions between the Company and the Union but was a unilateral action by the Company and even a surprise to the elected administrators representing the hourly rated employees on the present G. E. Employees' Relief and Loan Plan. There had been amendments proposed by the Relief and Loan administrators to liberalize the present plan and these amendments were under consideration when the new plan was announced. The present plan has not required any contributions for approximately the past 12 years. Also, according to the Constitution and By-Laws of the present plan it requires a two-

(Continued on Page 2)

## G.E. Conference Board Calls for Organizing Drive

The General Electric Conference Board called upon all G.E. Locals to start arrangements for an Organizational Drive to start May 1st through June 30th.

The consolidated drive is expected to bring into the Union membership several thousand G.E. workers throughout the G.E. plants, nationwide. The Organizational Drive notice pointed out that these thousands of unorganized G.E. workers employed within existing bargaining units are eligible to join the Union and that many times a Shop Steward is busy servicing the members in his group without concerning himself with checking the new people transferred in as to whether or not they are members of the Union.

The International Union will make available Union buttons to be used in the Organizing Drive and

(Continued on Page 2)

## Injured Workers May Face New Obstacles; via Private Insurance

There are rumors that have been spreading around town, that G. E. intends to unload its injured workers to the management by a private insurance company instead of, as heretofore, by its own Workmen's Compensation Division. In other words the company would give up its role as a "self insurer."

These rumors, if they should turn out to be true, again prove that the Company is marching along the path of indifference to the needs of its employees and that it is being motivated by the desire to pinch pennies at the expense of the most helpless of its workers, namely the injured worker.

Up to now, the Company has been a self-insurer. That means that it acted as its own insurance carrier in meeting its obligations under the Workmen's Compensation Law. Every person who has ever been injured knows that, by being a self-insurer, G. E. was not handing out a penny to injured workers which it was not com-

(Continued on Page 4)

## Post Card Campaign on Social Security

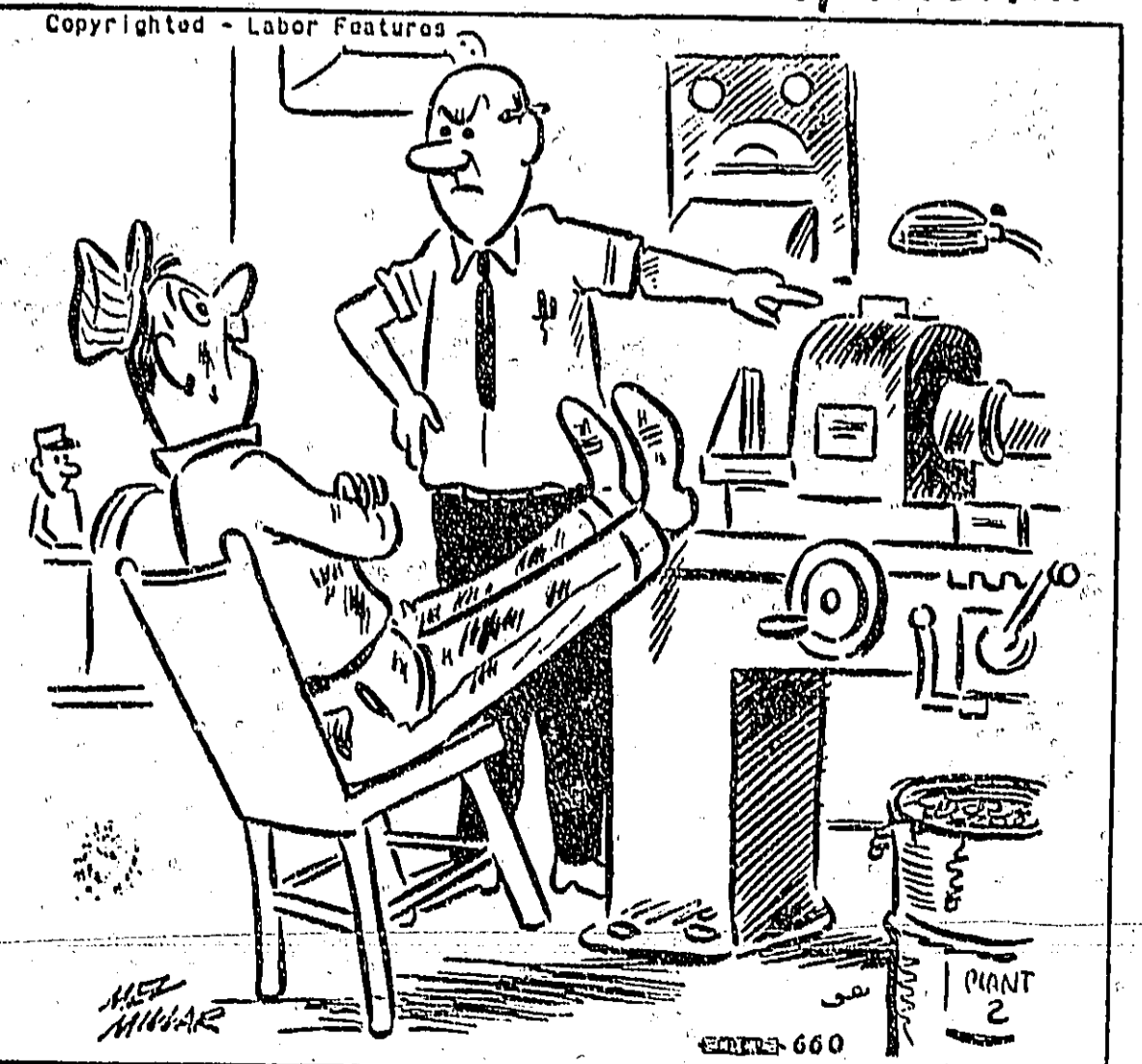
The members of IUE Local 301 have been doing a splendid job in writing to Senators Lehman and Ives urging them to support H.R. 7225. The Executive Board Members were supplied with post cards to be distributed in the shop to the membership. Several thousand cards have been signed and mailed to Washington.

H.R. 7225 was passed by the House of Representatives by a large majority. The Bill is presently in the Finance Committee of the U. S. Senate. Here is a short summary of the Bill, together with the reasons why the AFL-CIO favors its enactment:

- I. Payment of benefits to persons over 50 years of age who are permanently and totally disabled.
1. The proposal would provide:
  - a. benefits as a right, on proof of disability, without a means test.
  - b. benefits related to past earnings, continuing the proven principle of social insurance.
  - c. positive encouragement to rehabilitation in all cases where practicable.

(Continued on Page 2)

## LOCAL LAUGHS by MILLAR



"Stopped again! Just decided to wait around and watch how 'automation' makes out starting old Betsy. . ."

## Trial Committee Reports to Membership

The Trial Committee elected at the March membership meeting reported its recommendations to the April membership meeting last Monday and the report was passed overwhelmingly.

The committee reported they had a hearing at Union Headquarters on Monday, April 2nd, at 7:30 p.m., at which time both the complainant and the defendant presented the facts concerning the charges to the committee. After hearing the pros and cons, the committee recommended unanimously that there was no cause for action inasmuch as there was not sufficient proof to substantiate the charges.

The Trial Committee was composed of: Thomas McGrath, Chairman; Maynard Columbe, Secretary; William Pratt, Frank Tracey and Arthur Herbert. The committee was discharged with thanks from the membership.



## Reply Received from Senator Ives On House Resolution 7225

"UNITED STATES SENATE  
Committee on Banking and Currency

April 10, 1956

"Mr. Leo Jandreau, Business Agt.  
Local 301 - IUE, AFL-CIO  
Schenectady, New York

Dear Mr. Jandreau:

Your communication of recent date addressed to Senator Ives, in support of H.R. 7225 which would amend the Social Security Act, has been received. The Senator underwent an emergency appendectomy on April 5, and, although he is making an excellent recovery, he will be away from Washington for a short time. I am therefore acknowledging your communication in his behalf.

As you may know, Senator Ives has continually worked to liberalize our Social Security program, including a reduction in the entitlement age for women and further relief for the disabled. He will appreciate having your views regarding this important matter, and your communication will be brought to his attention as soon as possible.

Sincerely yours,

Madeline McCarty  
Secretary to  
SENATOR IRVING M. IVES"

M: rba

## Post Card Campaign on Social Security

(Continued from Page 1)

- d. passage of HR 7225 would make monthly benefits payable immediately to about 250,000 disabled workers.
2. To be eligible for benefits a person must:
  - a. be at least 50 years of age.
  - b. have a "medically determinable physical impairment which can be expected to result in death or to be of long-continued and indefinite duration."
  - c. have been so disabled for at least six months.
  - d. have been employed under social security for at least five of the immediately preceding ten years.
  - e. be both currently and fully insured under the Social Security Act.

These requirements represent a cautious, rather than a radical, approach to the problem of disability. In fact they provide more safeguards than are actually necessary to prevent any possibility of fraud, malingering or excessive drains upon the trust fund.

3. This type of benefit is not a new experiment nor an untried field. The Government is already operating a number of programs providing disability benefits for special groups, such as railroad employees, civil servants and veterans. All states pay benefits to persons with job connected disabilities under workmen's compensation laws. Moreover, under the so-called "benefit freeze" provision of the 1954 amendments to the Social Security Act, the procedures for making the determinations of disability have been established and are now in successful operation.

### II. Reduction of benefit eligibility age for women from 65 to 62.

1. This provision would make possible retirement at age 65 for about 400,000 husbands now ready to retire whose wives are not now eligible for benefits because they are under 65. (Wives on the average are about three years younger than husbands.)
2. It would help meet the plight of widows of deceased workers, who now (except where there are children under 18) have to wait until 65 for benefits. The provision would make benefits immediately available to about 175,000 widows.
3. It would ease the problem of older women workers who find it especially difficult to remain on the job or to find new employment when laid off.

### III. Continuation of benefits for disabled children.

Under present law, benefits to both the widowed mother and the children of a deceased worker stop when the youngest child reaches 18. HR 7225 provides for continuation of benefits in cases where a child is permanently and totally disabled. Only about 5,000 children and mothers would be affected, but this provision is one of the most humane and urgent provisions of the entire measure.

### IV. Extended coverage, HR 7225 plugs the few remaining gaps in the coverage of social security. This includes the 13,000 employees of TVA.

V. HR 7225 increases the contribution rate for both employers and employees by the amount necessary to pay for the improvement and to keep the Social Security system on a sound financial basis.

### VI. Finally, the bill provides for an advisory council representing employers, workers and self-employed to review periodically the needs of the system and make recommendations to Congress.

## Emergency Aid

(Continued from Page 1)

der to dissolve it. The Company's proposal eliminates a basic principle of representation and denies the procedure of granting a loan or grant subject to negotiations or thirds vote of the members in or-

collective bargaining.

The National Committee will formally recommend the Union's position after the meeting with the Company this month. Until then the Union has requested the Company not to proceed with dissolving the present Relief and Loan Plan.

## Chamber of Commerce Fights Unemployment Decision

Almost every Westinghouse striker in Pennsylvania is entitled to \$400.00 to \$500.00 unemployment compensation for wages lost during the last 3 months of the strike.

On February 17, 1956, the Department of Labor in Pennsylvania ruled that strikers in that State were entitled to compensation. The Company had the legal right to appeal to a referee under Pennsylvania State Law or go to court. However, if the referee upholds the ruling, the strikers could start collecting unemployment benefits immediately. Westinghouse, however, solicited their organization to combat the Labor Department's ruling and, on March 27, the Chamber of Commerce announced it was filing a law suit challenging the legality of the order to pay the strikers. The Chamber's spokesman said 70 companies would join in the legal action. Most of the 70 companies had nothing to do with Westinghouse, but they were members of the Chamber of Commerce, the Employers' Union, so they banded together to help Westinghouse. Thus, the Chamber of Commerce is trying to prevent a State agency from carrying out its functions as required by law.

Among the corporations that joined to bail out Westinghouse were: General Electric, U. S. Steel Bethlehem Steel, Philco, Sylvania, Crucible Steel, Sun Oil, Ford Motor Co., Jones & Laughlin, National Electric, Luken Steel and others.

## Women's Meeting Has Good Turnout

The women members of IUE Local 301 who attended the last women's meeting reported it to be one of the best yet.

Ursula Coppola, Organizer for the Amalgamated Clothing Workers, gave a very interesting talk on her experiences in organizing campaigns in the South. She also reported on activities among women members of her Union. Many questions were asked by IUE Local 301 members.

Bill Mastriani introduced the

## Union Dues Must Be Uniform in Application Of G.E. Contract

Some questions have been asked by members in the lower paid brackets as to why Union dues are not paid on a percentage basis. The reason why this suggestion is not possible or justified is because there has been an understanding between the Union and the Company since the check-off became part of the contract that the Union dues would be a specific amount when deducted and applicable to all Union members alike who were on check-off. Moreover, the Local's constitution has been established on this basis for at least 14 years which is equally as long as the contract provision for check-off has been in effect.

The Per Capita charges to the National, District and other union affiliates are fixed at a flat rate per individual member. The constitutions of these affiliates require flat rate Per Capitas. Moreover, the purpose of Union dues is to enable the Union to function in giving service and protection to its members. The present rules governing dues payment places all members on an equal status from common labor to the highest paid mechanic and every member has equal rights, equal representation and opportunity for equal service. The idea of unequal dues can lead to unequal representation and service. This could hardly be worth the difference between what we have been paying and what the recommendations for a dues increase amount to. The present 3.09 per month is 71 cents a week. The proposal is \$1.00 or 29 cents increase.

guest speaker and a report was also made by Toni Smith, Executive Board Member-at-Large representing women. Grace Crowley, chaired the meeting.

Refreshments were served and "Bingo" finished off a pleasant evening.

## THE LEGAL CORNER

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

### Protecting Your Family By Leaving a Will

A few months ago, I wrote about the reasons why the family of a worker can be better protected if a Will is left by the breadwinner. Since that time I have been asked specific questions by workers which has given them some valuable information about Wills. I will report three of the problems of the many which have been inquired about.

One worker has asked whether it is necessary for him to have a Will to leave something for a father and mother in case he dies. This man has a wife and two children. The answer given him is that a father and mother get not a single penny, in the absence of a Will mentioning them, if there is a widow and one or more children left. To provide for a father or

mother this man must draw a Will. Another worker asked whether a stepchild (his wife's child by a former marriage) will inherit along with their own children in the event he died and left no Will. The answer is that a stepchild gets nothing unless mentioned in a Will or unless it is legally adopted.

Finally, one worker wanted to know who would manage his children's affairs in the event he and his wife both died in the same automobile accident. The answer is that unless a Will is left designating a guardian for the children in case father and mother both die while the children are young, the court has the right to appoint a total stranger and this guardian is paid for his services from the estate.

## IUE Petitions in Ft. Edward G.E.

The IUE petitioned the NLRB for an election to determine the bargaining agency for G.E. workers in the Company's Ft. Edward plant. This plant is presently represented by the U.E.

Prior to the contract settlement U.E. made with G.E. the Ft. Edward employees, members of the U.E., rebelled because of the loss of 7 months of wage increases without gaining anything in return. The U.E. settlement recently was identical to the agreement reached by IUE and General Electric last August 1955.

Approximately 400 Ft. Edward G.E. workers have signed IUE application cards requesting the election. The NLRB has set a hearing this week to determine whether an election shall be held at the Ft. Edward plant.

Considerable dissatisfaction has been brewing in the ranks of the membership throughout District 3 in New York State and District 4

which includes the Metropolitan Area and New Jersey. Rank and file movements of dissolution have started in both districts. The National leadership of the U.E. is in disagreement with District vice-presidents on the question of where do we go from here. Field Representatives are propositioning representatives of National Unions for affiliation provided a job is in store for them. It is regrettable that the remaining members of the U.E. should become victims of the political intrigue that saturates the leadership of the U.E. Outstanding as an example of the price the membership is paying for their loyalty are the 28 weeks of lost wages in the General Electric contract negotiations. And in Westinghouse the Essington plant of 6,000 are still out on strike with U.E. leaders helpless in trying to settle the justified problems of those workers after 5 months on the picket lines.

## LABOR ODDITIES

**MOST POPULAR STRIKE IN PARIS.**  
SUBWAY FARE COLLECTORS WORKED THEIR REGULAR HOURS BUT REFUSED TO TAKE ANY MONEY.

62222-600

**THE CALIFORNIA TEL. CO. HAD PERMITTED MEN EMPLOYEES TO SMOKE AT THEIR DESKS BUT DENIED THE RIGHT TO WOMEN!**

**GOTTA LIGHT?**  
THE GALS FILED A GRIEVANCE AND THE UNION GOT THEM EQUAL SMOKE FOR EQUAL WORK.

**TOTAL TIME LOST IN WORK ACCIDENTS WAS 295,000,000 WORK DAYS EQUIVALENT TO THE SHUT-DOWN OF PLANTS WITH ABOUT ONE MILLION WORKERS FOR AN ENTIRE YEAR.**

**THE N.Y. DAILY NEWS PUBLISHED A LETTER FROM AN ORANGE N.J. MAN WHO SAID: "I'M SICK OF THIS TART HARTLEY BILL. I SAY WE SHOULD PAY IT AND GET IT OVER WITH!"**

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## Union Office Plans Educational Topics

The Union Office has had discussions with representatives of Cornell University to explore the possibilities of starting classes for representatives of IUE Local 301. The topics being discussed include:

1. Methods of Effective Two-Way Communications within Union
2. Methods of Interviewing and Counseling
3. Methods of Giving Directions and Explanations
4. Group Problem Solving Techniques
5. Use of Committees, Techniques of Committee Work
6. Group Leadership Understanding, Motivations, Attitudes, etc.

The district representative of the University's Industrial and Labor Relations Department points out that such a course for Local 301 could not be put into effect until after the Summer Season this year.

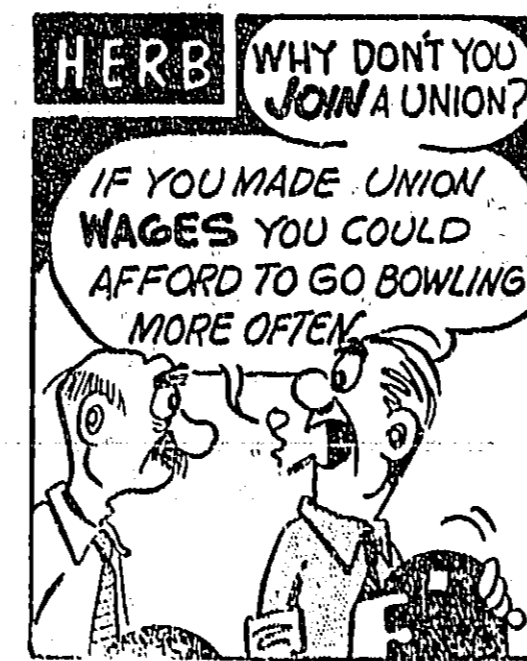
Further discussions will take place on this matter.

### IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301,  
REPRESENTING SCHENECTADY  
GE WORKERS

Published by the Editorial Committee

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