

I. U. E. Wins Rome, Ga.

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tactic known to win the election. Their stake in the election results was quite obvious—they wanted to take full advantage of the low wage rates in Rome, Ga., and did not want to deal with a Union that was familiar with the price structures that existed in the Pittsfield plant. The weapon chosen by G.E. to fight unionization of the plant was an anti-labor committee organized by the Chamber of Commerce that was considered by their previous actions as an articulate pro-segregation group.

G.E. to further its anti-union fight apparently decided it was necessary to join forces with the pro-segregation group. The committee formed included David D. Lawton, general manager of the G.E. Rome plant and George D. Austin, manager of employee and plant community relations for the plant. Both men were formerly with G.E. in Pittsfield, Mass. They announced the following aims:

1. Improving our schools, for the education of our youth is vital for our future.
2. Maintaining the cordial understanding and good feeling that has existed between the races and working to avoid any misunderstanding or friction.
3. Maintaining the good relations that have existed between employees, and resisting outside influences which seek to disrupt and upset those relations.
4. Resisting the efforts of any organized minority group which might seek to create distrust and discord among our citizens.

The Berkshire Eagle, Pittsfield, Mass., in commenting on these aims stated: "The latter two are obviously anti-union. The first two

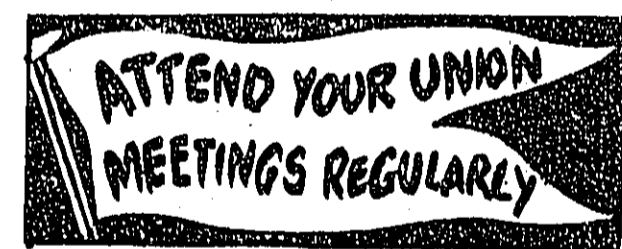
Candidates for Office in 1955 to Be Nominated at Nov. Membership Meeting

Nominations for the officers for 1955 will take place at the membership meeting, Monday, November 15. The offices to be filled and the order of nominations will be:

- President
- Vice-President
- Recording Secretary
- Asst. Recording Secretary
- Treasurer
- Chief Shop Steward
- Business Agent
- Trustees (3)
- Sergeant-at-Arms
- Guide

The nominations for officers will be made from the floor at the meeting. Only members in good standing on the day of the meeting will be eligible for office. No member may be a candidate for more than one office. Nominees shall be informed by the Recording Secretary by registered mail sent to their address not later than three days following the meeting at which they were nominated and will be asked whether they accept or decline the nomination. If the nominee does not answer within 4 days after he is notified, he shall not be considered a candidate. The answer must be in the form of a signed statement indicating acceptance.

The names of all candidates for all offices will be published in our paper for notification of the membership.



are just as obviously pro-segregation."

The G.E. employees refused to swallow this propaganda as proven by their vote against the anti-union, pro-segregation forces.

District Delegates Attend Area Council Meeting

Pending election of regular delegates the Executive Board Monday night authorized the District Delegates to attend as observers last Wednesday night's meeting of the Schenectady Area Industrial Union Council, CIO.

William Mastriani, William Stewart, Phil Cогnetta, James Brown and Ethel Furman will report on the meeting to the Local.

Local 301 Executive Board Authorizes Contributions

Numerous worthy organizations were voted financial donations at last Monday night's Executive Board meeting.

Cub Scout Pack #12 is in need of an American Flag according to Kenneth Smith, Cubmaster. A contribution was made for this purpose.

A Program Ad was purchased for the annual banquet and dance February 12th at Turner Hall to be held by the Schenectady Old Time Baseball Players Association.

In response to a letter from Chairman Earl Griswold, a contribution was voted to the Schenectady County Tuberculosis and Health Association's annual Christmas Seal Sale.

The Schenectady Lion's Club's Blind Seal Campaign, in answer to President Moodie's request, was another recipient of IUE Local 301 assistance.

Union Wins Upgrade

Shop Steward J. Johnson, Bldg. 273, filed a case to have Lewis Woodcock upgraded from CL C to CL B Floor Assembler. In his answer, foreman Rexford stated there were no openings and none were anticipated.

The Union pointed out that Bro. Woodcock had been tried on the higher class work and according to the local understanding, the upgrade was in order. At a Department meeting last week Management agreed to the reclassification to CL B effective 11-1-54.

Rate Cut Halted

When the Company claimed they were reducing the skill and value by changing the method on Anneal Coil job in Bldg. 273, Anthony Barbro had his Shop Steward, Kenneth Brantley, file a written grievance. Discussions in the shop had brought no results so the grievance was filed according to procedure.

The cut in rate, along with new prices, had already caused a loss in earnings. After holding a Joint Investigation, the Union office was able to show that methods were not fully developed so that management agreed to make retroactive adjustment to average earnings until the question of job rate was resolved.

The case was moved to top management level where the Union was able to convince the company that the job value had not been reduced. The job rate will, therefore, remain at 2.02 instead of the proposed cut to 1.955.

While the question of prices has not as yet been resolved, the Contract assures the same earnings to the operator based on the 2.02 rate.

Happy Thanksgiving  **TO ALL OUR MEMBERS and THEIR FAMILIES**

LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 35

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

November 19, 1954

Vote December 2nd & 3rd — 30 Continuous Hours

IUE-CIO Local 301 Constitutional Amendments Adopted Unanimously

IUE Election to Decide Local 301 Leadership For Next Year

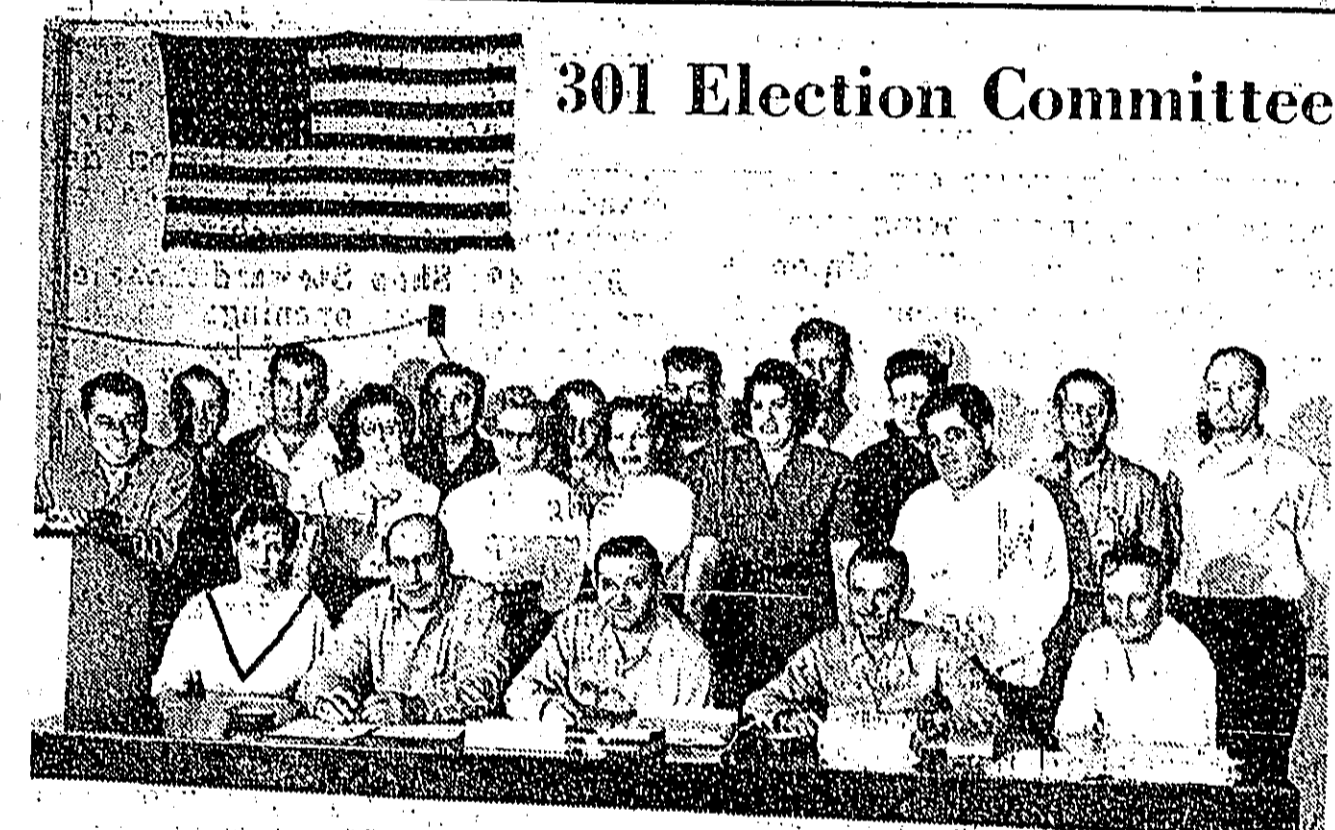
Last Monday's membership meeting adopted, unanimously the Constitution Committee's recommended Constitutional changes.

These recommended changes were published in detail in the November 5th issue of the IUE-CIO Local 301 News.

Some of the major changes were the subject of discussion as to legal or technical meanings of the new wording and also pointing out the benefits to the Local through the new rules.

The new provision for 2 year terms for General Officers and Executive Board Members, besides saving considerable expenses in the

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301 Election Committee

At a meeting in Union Hall last Tuesday morning, IUE Local 301's Election Committee chose John Saccocio, Chairman, and Pat Donato, Secretary. The Committee announced that the annual election of officers will take place on December 2nd and 3rd with the polls opening at 12:00 noon Thursday, December 2nd, and closing at 6:00 P.M. on Friday, December 3rd.

These thirty continuous hours for voting will give the Union's membership on all shifts sufficient opportunity to vote.

Voting will be completely secret with 5 voting machines borrowed from the City of Schenectady to record the vote. There will be no campaigning permitted on the premises while the polls are open.

The Committee has contacted the Police Department to make special arrangements for parking during the voting hours.

As in past years, plans were reported underway in some departments to organize car pools to transport members to Union Headquarters at noon time on either of the two days.

COME TO THE UNION HALL ON DECEMBER 2nd OR 3rd — AND VOTE !!!

Children's Christmas Party Schedule
Sunday, Dec. 12th
 Mont Pleasant High School
 Santa will distribute gifts from 9 A.M. to 9 P.M.
 See your Shop Steward for tickets

Important Facts on Union Elections

VOTING HOURS:

From 12 noon, Thursday, December 2nd, to 6 P.M., Friday, December 3rd. 30 hours continuous voting.

LOCATION OF POLLS:

IUE Local 301 Hall, Erie Blvd. & Liberty St.

ELIGIBILITY:

All IUE Local 301 members who have paid their Union dues through November can vote.

METHOD OF VOTING:

By secret ballot on voting machines borrowed from the City of Schenectady.

CANDIDATES:

All persons who were nominated at the November membership meeting, and who accepted the nomination, are candidates, with their names appearing on the voting machines.

Andy Hmura Speaks Out

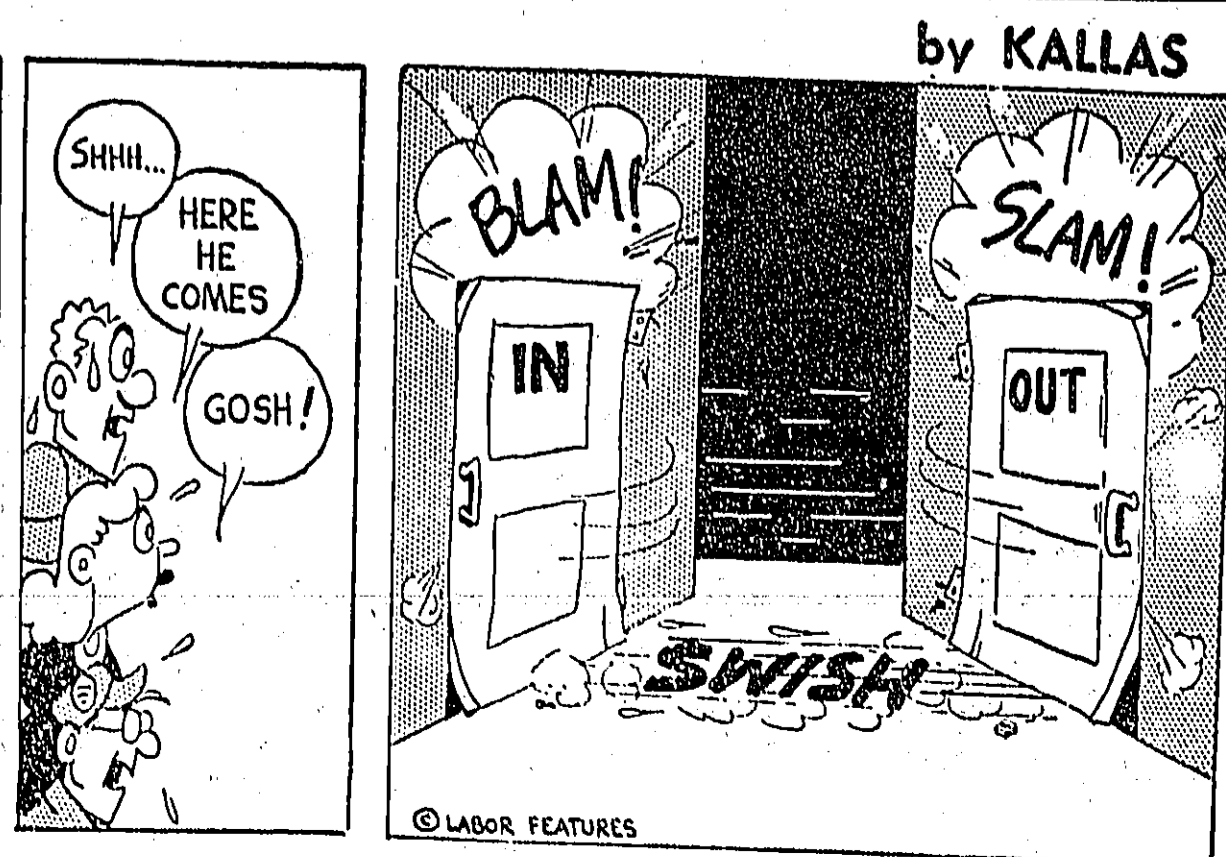
We believe the following statement to be self-explanatory. It expresses the feeling of many members today and because Bro. Hmura held the office of Chief Shop Steward in UE just prior to the NLRB election, he wishes to make public his position. He states:

"It's the understanding of some people in the plant that pressure by the local officers has been put on me, not to run for an office in the Union. This is untrue because I believe and know the local officers are fighting for trade unionism in this plant, and factionalism will not help them in the fight with the outsiders who are trying to disrupt our Local IUE-CIO."

Long Holiday Weekend Through Membership Vote

The arrangements for holiday pay on the Friday following Thanksgiving was made possible this year as a result of the 1954 Contract Negotiations whereby the Company agreed to a Union demand that holidays falling on Saturday would be celebrated and paid for either on the Friday prior to the holiday or on another day that could be mutually agreed on.

The proposal to substitute Friday prior to New Year's for the Friday following Thanksgiving was overwhelmingly accepted by the membership in a poll conducted by the Executive Board last month, giving all G.E. employees a four day weekend. Happy Thanksgiving!



Recent Victory Over UE Brings IUE-CIO's Total to 66,000 in Westinghouse

UE now represents less than 8,000 in the Westinghouse Chain while IUE's representation has mounted to 66,000. UE's new low figure resulted from their defeat by IUE-CIO in Trenton, N. J., last Friday, November 12. On that date UE lost the last lamp plant they held in the Westinghouse Chain when UE Local 443 voted to join IUE-CIO. The NLRB tally showed 329 votes for IUE against 301 votes for UE with 7 challenged and 7 no union votes.

Also in Trenton, New Jersey Porcelain, an amalgamated unit part of UE Local 409, voted unanimously to dump the UE and join the IUE-CIO. The date set for the election there is November 30th.

After 15 years in UE, Local 126 at Bristol, Pa., also joined IUE-CIO. The employees at the Barker-Williams plant there voted 49 for IUE-CIO against 23 for UE.

Fort Wayne Wire Die, Inc., Fort Wayne, Ind., unorganized for 15 years also chose IUE as their bargaining agent. There IUE received 22 votes against 8 for no union. UE and UAW-AFL were unable to get on the ballot when their card signing campaigns failed.

Unjust Penalty Rescinded

With service totalling 43 years between them, W. Bender and W. Poltrack, Packers in Bldg. 81, were sent home by Foreman Mead faced with discharge because of an error in voucher turn-in.

The Checker on the job had turned in vouchers, in error, for the two operators for work they had not completely performed. On three previous occasions Bro. Poltrack had gone to the Company on his own and notified them of over-payments. In this instance, although the operators acknowledged the error and instructed Foreman Mead to make adjustment, he refused and instead sent them home subject to discharge. Bro. Bender has worked 28 years at G.E. — Bro. Poltrack 25 years.

The Union took up the case immediately and convinced management of the injustice done, resulting in both operators being recalled to the job at once. The Union is demanding compensation according to Contract for the time lost due to this unjust penalty.

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. 95: M. Muniz, with 9-9-48 service, was placed as a common laborer when reached on lack of work as a Sand Blast operator. Union demands proper bump on Sand Blast job in Bldg. 73 held by shorter service employee.

Bldg. 60: Shop Steward J. Lewis has fined a case for his group to eliminate discrimination on the part of foreman W. Crawford in division of overtime.

Bldg. 285: Group of Radial Drill Press operators in Shop Steward Eat's section request correction of inequities on prices for short run jobs.

Bldg. 285: Shop Steward R. Greco has filed a case for the Irregular Punch Press operators protesting the .92 timing rate applied on the new Wales Fabrication Punch Press machine. Union demands .97 timing rate based on comparison to the machines.

Bldg. 49: Shop Steward Abbale's group feel that openings on Assembly should be filled by employees who have been laid off from this classification and forced to bump on lower rated jobs.

Bldg. 60: Shop Steward R. Ginac and group protest being sent home after they complete a job on the 42' boring mills. Union demands this situation be corrected.

Bldg. 227: Group under Shop Steward Bascom request the painting of trucks and other vehicles be assigned to the proper group in Bldg. 84, the preventative maintenance-batteries and trucks group.

Bldg. 53: Shop Steward Kazmierczak's group of CL B Gage Inspectors are performing the duties of CL B Mechanical Inspection. Union demands proper reclassification and rate increase.

Bldg. 273: R. Davanan, G. West, M. Kurek and H. Knost have filed a grievance through Shop Steward T. Large for payment for extra work on filing burrs on wedges due to incorrect sizes of wedges and drifts.

Bldg. 273: Unsanitary conditions in the washrooms have forced

Bldg. 68 Contract Violation Corrected

Robert Andrews and John Cefelo, Glazers, 1.955 AER, when they reported for work last Tuesday were told there was no work on their regular job. The men, under Foreman Spencer, were told they must do porter work at 1.585 D.W. or go home with no pay at all.

A phone call from the Union office to Bldg. 41 corrected this flagrant violation and Bros. Andrews and Cefelo received 4 hours payment at AER according to Contract, Article V-8-c.

groups in Shop Steward Wm. Stewart's section to file a case for correction of these conditions.

Bldg. 273: D. Fulton, CL A Assembler in Shop Steward J. Farone's group has been downgraded to CL B, although there has been no change in job content. Union demands restoration of CL A and rate adjustment.

Bldg. 48: Group in Works Cafeteria, through their Shop Steward R. DeMareo, protest discrimination shown in division of overtime and threats made by leader Mae Grethen. Union demands Management correct this situation at once.

Helpers Recalled In Tinsmith Groups

Four Shop Stewards in Bldg. 60 filed a joint grievance to succeed in recalling Helpers to the Tinsmith Group. They pointed out that the work load had increased sufficiently to recall helpers previously laid off due to lack of work.

Bldg. 41 agreed to set up a sub-committee meeting in the Department at which the Union was represented by the four Stewards, Chief Shop Steward William Mastriani and Board Member Paul Rosa. At the meeting held last week the Union Committee was able to convince Department Management that two Helpers should be recalled.

6000 Stand in Line For Jobs

Last week in San Francisco, about 6000 men and women waited at the post office in the hope of obtaining a temporary holiday job.

Several women fainted in the long line that started forming, despite rain, at about 4 A.M.

Postal employees, some with as much as thirty years of service, claimed they had never seen anything like it in all their experience.

Sign up that non-member!

Weekly Bulletin

WEEK ENDING 11/12/54

Transfers and Removals*

Transferred 46
Removed 45
Reengaged 10

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

IUE Local 301 Trial Committee



The Constitution of IUE Local 301 provides that a Trial Committee of five members be elected at a membership meeting whenever charges are made against any member of the Union. On the basis of the testimony of the plaintiff and defendant the committee's recommendations are presented to the next membership meeting for final disposition of the case. Those elected last Monday night are (left to right): P. Donato, Bldg. 66; Mary Bartlette, Bldg. 24; Helen Nichols, Bldg. 269; John Saccocio, Bldg. 66 and Damas La Fountain, Bldg. 40, 2nd shift.

301 Constitutional Amendments Are Adopted

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conducting of elections, will result in more experienced officers in these positions.

No member can now be eligible to hold office in the Local Union "who is a member of the Communist Party, or who consistently pursues policies and activities directed toward the achievement of the program and the purposes of the Communist Party, or of any other totalitarian or fascist organization". (The National UE Constitution will not permit this provision in a local constitution).

Experience had shown a Trial Committee of 9 members to be unwieldy and, therefore, this committee was reduced to 5 for more efficient and economical operation.

The provision whereby whenever the members receive a general wage increase, the monthly dues shall be increased the same percentage as was the average percentage increase of the weekly wage, assures the membership that there will be no loss of services due to increased operating expenses for the Local. One third of the Local's income is devoted to lost time payments to Stewards and members in processing grievances, which is increased with each general wage increase. While the new clause will not in reality add to the Local's income, it will compensate for such additional expense and assure the same services to the membership.

Chairman William Kelly, Secretary Anthony Campriello, Fay Hildreth, Anthony Esposito, and Stanley Aldhous, Local 301's Constitution Committee, received a rising vote of thanks from the membership for the tremendous task they had so well performed.

Injuries to Back Most Common Form of Plant Accident

Processing on Back Injuries Explained by Union Lawyer

There is often a great deal of misunderstanding on the part of workers as to what compensation an injured worker may be entitled to from his employer when the injury from an accident is to a worker's back.

The Workmen's Compensation Law affords some very definite remedies. Unfortunately, there has been so much publicity given to cases where persons have been given large verdicts running into many thousands of dollars because of their injuries in a negligence case, that many persons confuse a negligence case with a compensation case and expect a "verdict" in cases where they have been injured in the plant. They are not the same thing. For injuries to the back occurring in a plant, the law does not provide for cash payments. On the other hand, the provisions which are made in the law for such cases, whatever their limitations, offer some valuable protection to an injured worker. The roll of the lawyer in such cases is to see that the worker obtains the maximum protection.

The most important aspect of the right which a worker has in a compensation case, where he has injured his back, is to medical treatment at the expense of his employer. Although this right does not put cash into an injured worker's pocket, it is not to be underestimated. Unlike most other types

of injuries (like to a finger, a foot or hand) an injury to a back can be a source of trouble for a long time. This may mean that treatment may have to continue for months, and in the more severe types of cases, for years. The cost for such treatment can literally run into thousands of dollars. The average worker could not afford to pay for such treatment out of his own pocket. As long as competent doctors agree that treatment will help, the injured worker is entitled to receive such treatment from a doctor of his own choice, at the Company's expense. The cost of medical treatment, of course, also includes hospital and surgical care.

The other benefit which a worker receives is the right to receive payments for lost time or reduced earnings. Usually, a worker who has injured his back is forced to stay away from work for a period of time. He receives compensation at a maximum rate of \$36.00 for this lost time. When he is able to return to work, however, he is most likely in a position where he is still in need of medical treatment. If the worker is forced to stay away from work occasionally, he is entitled to receive compensation for the occasional days. For each of these days he will receive either 1/5 of \$36.00 or 1/6 of \$36.00, depending upon whether he was a five-day or six-day worker at the time the accident took place. When losing such time occasionally, a worker should be careful to notify his doctor about his need to stay away from work because unless the doctor backs up the fact in a medical report that the lost time resulted from the injury, the worker may not be re-imursed for these occasional lost days.

Committee to Conduct Elections

The elections for 1955 will be conducted by the twenty-five members elected to this Committee by the membership at last Monday's meeting.

According to the IUE Local 301 Constitution, this Committee makes all arrangements and supervises all elections for which they also set the time and place. They will arrange to borrow voting machines from the City Officials if possible, or make provisions for the use of ballots to be marked by hand.

The annual elections of Shop Stewards and Executive Board Members will also be under their supervision, in addition to the election of general officers.

The members elected to the committee are as follows:

NAME	BLDG.
George McKnight	273
James Curran	60
Reatha Pipe	64
Luther Rasch	52
Roy Cannice	66
Beatrice Slingerland	40
Phyllis Serapilio	28
Edward DiNicola	68
Michael Rakvica	49
Francis Blanchfield	53
James Davolio	73
Alfred Longeway	52
Paschal Donato	66
William Sulzer	46
John Saccocio	66
Patsy DeAngelis	40
Salvatore Maetta	52
Dominick Conti	73
Alice Crowningshield	24
Mary Bunting	68
Pat Lombardi	273
Clayton Kelley	273
Damas La Fountain	40
William E. Thomas	273
Ralph Vitallo	273

No Paper Next Week

Because of the long holiday weekend, the IUE-CIO LOCAL 301 NEWS will not be published next week.

The next issue will be out as usual on Friday, December 3rd.

ATTEND YOUR UNION MEETINGS REGULARLY

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee
President.....James J. Cognetta
Vice President.....Joseph Alois
Treasurer.....Joseph Whitback
Recording Secretary.....Miles Moon
Asst. Recording Secretary.....Rudy Risland
Chief Shop Steward.....William Mastriani
Business Agent.....Leo Jandrou
301 LIBERTY ST. SCHENECTADY 5, N. Y.

LET'S BE THANKFUL WE CAN SEE...

Last September the membership of Local 301 endorsed the drive for eye pledges, conducted by the Sight Conservation Society of Northeastern New York. As of November 1, 1954 the Society announced 3,726 pledges had been received.

For those who may not have received forms from their Shop Steward, you may clip and mail the one below to participate in this most worthy project.

Form For Donation of Eyes After Death

SIGHT CONSERVATION SOCIETY OF NORTHEASTERN NEW YORK, Inc.

311 STATE ST., SCHENECTADY, N. Y.
Tel.: Schenectady 7-5761

Date.....

Gentlemen:

I hereby donate my eyes at the time of my death to the Sight Conservation Society of Northeastern New York, Inc., to be used by that Society to restore the sight of some blind person and/or for research seeking to prevent blindness and to find cures for diseases of the eye.

Signature of Donor.....

Street..... City.....

"There is the Element of the Divine in This Skill of the Surgeon..."