

Current Events In My Section

By Allen E. Townsend

Docket #7968-57 is a good example of a Union Steward and Board Member being on the job. In this case a man had to take the day off before Election Day to attend his sister-in-law's funeral in Detroit. His supervisor informed him that that he could not qualify for payment for the Election Day holiday because he didn't work the day before the holiday. Steward Milkins upon hearing this contacted Board Member Drozdowski and the Union Hall. Upon hearing this story, it was our opinion that the Company was wrong on this one; therefore, Steward Milkins filed a docket requesting payment for this man. The foreman's answer refused payment saying that in-law's funerals couldn't be used as a qualifying excuse for holiday payment. Following this, the case was processed at the Union Hall. Before the case could reach the second level, central management called and said that we were right and this man would be paid.

Docket #7915-57 involves a warning notice issued to Steward Wilkinson for leaving his work area without permission. Board Member Mastriani after finding out that Steward Wilkinson was absent from his job on Union business instructed him to file a grievance. The foreman's answer was as usual unsatisfactory. It was only after two Step Two meetings were held we finally produced a photostatic copy of our inside voucher signed by the foreman covering this time, was this warning notice rescinded. Supervision denied that there was any such voucher in existence and appeared crest-fallen when confronted with it. This was obviously an attempt by the Chemical Dept. to put an aggressive steward on the spot. It would seem that this time would be better used promoting good relations between the Company and the Union.

Docket #7942-57 was finally settled last week after long negotiations with M.A.C. supervision. Here

an operator protested a price on a screw machine, claiming the table was priced too low. After hearing his story, Board Member De Marco turned in a grievance protesting the inadequate price. The Company answer denied that the price was too low. At a Step Two meeting Coordinator Christman asked for facts and figures and table prices to support the Company story that the price was right. At a later date management was unable to produce ample substantiating evidence that the pricing structure on the screw machine job was right. At this time they agreed to re-time the job in question. They, however, stated that the operator was using the wrong method; therefore, they proposed to set up a better method to do the job. After timing the job using the new method, the price came out much higher than before. At this point they went back to the original method used in the first place. The final outcome of this grievance resulted in an approximate upward revision of 25% in the pricing table. This is a colossal example of to what lengths the Company will go to prove a price. It is also a fine example of good negotiating on the part of Board Member De Marco and Coordinator Christman.

NOTICE Pensioners Meeting

Wednesday, Feb. 19, '58
2:00 P.M.

UNION AUDITORIUM
121 Erie Blvd.

All Former Members of
Local 301

Reports of Committees
Regular Order of Business
Refreshments

IUE-CIO 301 On the Job

Bldg. 60: The group who work under Shop Steward W. Martin are charging the Company with violation of contract, Article XI, Sect. 1, where the Company in this instance violated local seniority supplement, Article I, Sect. 1, by changing classifications before reductions in forces to protect shorter service employees.

Bldg. 16: The group who work under Shop Steward J. Reedy are charging violation of contract under Article I, Sect. 1, in this instance an office employee moving electrical equipment which is work belonging to bargaining unit employees.

Bldg. 285: The group who work under Shop Steward P. Simone claim an agreement was reached on Docket #3175-51 to go back to old prices and vouchers on Chip and File of Bevels and Blades. The Company is now violating this agreement. They, therefore, request that management investigate and return to the agreement that was originally reached.

Bldg. 53: The group who work under Shop Steward J. Olivieri are charging violation of contract under Article I, Sect. 1, in this instance someone out of the bargaining unit doing Tool Crib Attendant's work.

Bldg. 57: The group who work under Shop Steward W. Laskevich have repeatedly asked to have broken windows and skylights repaired. To date, supervision has not seen fit to correct these conditions which are a definite health hazard. We request investigation and correction of this condition.

Bldg. 53: The group who work under Shop Steward A. Burditt are protesting supervision's "Teletalk System" in the #53 Stockroom which was installed to relay messages and has now degenerated into a microphone so that supervision can monitor employees' conversation and comes very close to the Company attempting to govern free speech.

Bldg. 273: The group under Shop Steward V. Natale feel that Class A Stockkeepers should be utilized as outlined in the job description and not as Accumulators.

Bldg. 49: The group who work under Shop Steward A. Paniccia are charging violation of the Union-Company contract under Article I, Sect. 1, in this instance Gas Turbine management abolishing Pro-

duction Followers and having their work done by non-bargaining unit employees. The National Labor Relations Board set up the bargaining unit and we protest General Electric's flagrant violation of their ruling.

Bldg. 50: Shop Steward John Wager and S. Martinez are protesting the Company's plan to cut an old established rate on the freight handling job.

Bldg. 84: The group under Shop Steward F. Madison are protesting operation of the tractor with a one man crew. They feel that it is unsafe to operate alone.

Bldg. 273: The group under Shop Steward P. Hacko are charging the Company with violation of contract under Article VI, Sect. 1, in this instance supervision changing the layout and chipping operations from piecework to daywork.

Bldg. 273: Robert Tierney who works in Shop Steward R. Bergin's group feels that he should not have to suffer a loss in earnings because of training a new employee. He requests that this situation be corrected.

Membership Approves Shift Preference

At the February joint meetings of the Shop Stewards and Membership last Monday, a recommendation of the Executive Board to approve an amendment that was negotiated by the Local 301 Placement Committee and management affecting the present rules for shift preference was overwhelmingly approved.

The amendment allows an employee with 25 years or more of service to displace a day shift employee who has 10 years less service than the longer service employee. The shift preference agreement also provides that an employee who has twice the service of a day shift employee may displace an employee on the day shift provided the employee on days has less service than 1/1/41.

Copies of the shift preference agreement will be mailed to all of the Shop Stewards.

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 4 — No. 26

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

February 28, 1958

Conference Board Report On 1958 Reopener

At a meeting of the Conference Board held on the 20th of February in the City of Washington, D. C., an 8-point program was adopted:

1. Guaranteed Annual Wage

More than ever before a Guaranteed Income Plan must be negotiated. There are now approximately 5,000,000 unemployed. Many others are working less than 40 hours. Still others have been downgraded to lower rated jobs as the workers in the Schenectady Plant well know. A G.A.W. Plan is overdue in the IUE and this year the people stand ready to fight for an adequate plan in face of rising unemployment. Today more than 4,000,000 people are covered by SUB or other similar plans.

2. Severance or Termination Pay

The present contract provides for severance pay only when an entire plant closes down. The proposal is that termination or severance pay be provided for those with at least three years of service, with one week's pay for each year of service where the termination is not due to discharge for cause. Two-thirds of the 1700 agreements analyzed by the U. S. Department of Labor disclosed that the number of workers covered by termination pay totaled 7.3 million. Not only will termination pay provide an income while readjustment is taking place but it will help to prevent plant shutdowns, runaway and other unnecessary dismissals. Such severance pay will also help the community by allowing a worker to make an adjustment there.

3. Protection of Seniority in Plant Movement

The many workers who have been displaced and downgraded because of the movement of jobs out of Schenectady will recognize the importance of this proposal. Workers who have given years of service should certainly have a right to move to a new plant carrying their seniority with them. There can be no security of employment for the men and women in our industry as long as the Company can arbitrarily move from one location to another without taking care of their present employees.

4. Farming Out of Work

The farming out or sub-contracting of work is becoming more and more pronounced in view of the critical unemployment situation we all face.

Some employers sub-contract work to non-union shops where employees are obliged to do it under non-union conditions. In some cases employers have even paid higher sums to have work sub-contracted simply in order to create a feeling of insecurity among our membership.

Many IUE contracts already require that no work may be farmed out until the full capacity of the plant has been fully utilized and all employees on layoff have been recalled. This provision should be incorporated in our agreement.

5. Handling the Problems of Automation

Automation is definitely a problem of employment security. There is no question but that automation is going to require new types of skills which in many cases do not exist among the current employees. The question of seniority must be re-studied and the seniority units broadened so that people in one Dept. with considerable service are not thrown out of jobs where shorter service people in another Dept. get these new jobs. We propose a training program be set up well in advance of the setting up of any automatic equipment.

6. Improving Scheduling of Work

We propose that an addition be made in our contract which would provide that where there are layoffs in one section of a plant, no overtime will be conducted in another until the laid off workers have been recalled and all those who can do the work have an opportunity to do so.

Resolution Adopted By General Electric Conference Board

WHEREAS,

Due to the harmful effects created on the economic security and well being of the working men and women in the electrical industry, and other industries in the United States, through the decisions of said industries to decentralize and relocate and through recent developments in automation and the future developments in the fields of Atomic and Solar energy and other Technological innovations that may develop, in this, the era of the second industrial revolution, we recommend that a permanent commission to set up by the Federal Government, composed of representatives of labor, farmers, management and government, to keep under constant review any such developments affecting the economic security; and to make appropriate recommendations to the Congress and the President, designed to protect the working men and women against the economic insecurity that exists today and will exist tomorrow, unless a recommendation such as this is promptly considered allowing working men and women a voice as to what their proper share should be in the fruits of Technological advance and to enable the projection of a program for full employment and a stable economy.

FURTHER RESOLVED,

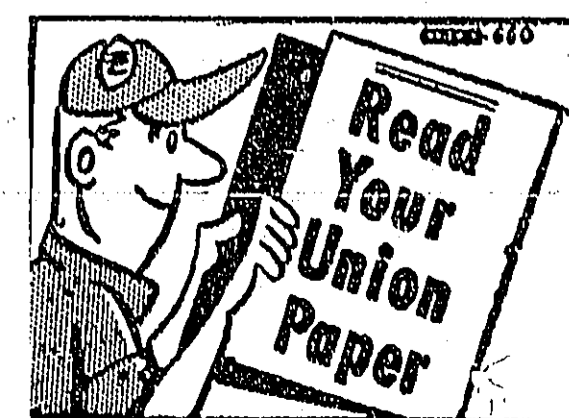
That we called upon the leadership of the AFL-CIO to mobilize support in the entire labor movement and the public at large for this resolution.

FINALLY RESOLVED,

That copies of this resolution be sent to the President of the United States, members of Congress and other appropriate government officials.



Copyrighted: Labor Features



Resolutions Against Natural Gas Bill

Local 301 sent letters to Mayor Stratton and the Board of Supervisors urging that they go on record as against the Natural Gas Bill. Subsequently, Local 301 has received copies of the following resolutions against the Natural Gas Bill from the Board of Supervisors and the City Council:

Resolution from Board of Supervisors

"Supervisor Egan offered and moved the adoption of the following resolution; seconded by Supervisor Osbonlighter:

WHEREAS, The approval by Congress of H.R. bill No. 8525, known as the Natural Gas Act, would in effect result in substantial rate increases in the cost of natural gas for thousands of families in our community; now therefore be it

RESOLVED, That the Schenectady County Board of Supervisors go on record as opposing said legislation as being discriminatory as well as inflationary; and be it further

RESOLVED, That copies of this resolution be forwarded to Congressman Bernard W. Kearney and to United States Senators Irving M. Ives and Jacob K. Javits."

Resolution from City Council

"Councilman Isabella offered the following:

WHEREAS, Congress currently is considering H.R. 8525, the so-called Harris-O'Hara Natural Gas Bill, which would exclude producers of natural gas from control and regulations by the Federal Power Commission; and

WHEREAS, Passage of the Harris-O'Hara bill would result in increased rates for natural gas users, increases which have been estimated to be as great as \$40.00 to \$50.00 per year per family; and

WHEREAS, Such increase would be contrary to the public interest, especially in view of the hardships currently being imposed on many families in Schenectady and elsewhere in the country as a result of the present business decline; Now, therefore, be it

RESOLVED, That this Council hereby opposes the passage of H.R. 8525, the so-called Harris-O'Hara Natural Gas Bill and all similar bills, and urges the Congress not to approve such legislation, because of the hardship which it would entail for millions of natural gas consumers in the major cities of our nation; and be it further

RESOLVED, That copies of this resolution be forwarded to Congressman Bernard W. Kearney, House Speaker Sam Rayburn, Senators Irving M. Ives and Jacob K. Javits, and to the United States Mayors' Committee vs. Natural Gas Legislation at 730 Jackson Place, Washington 6, D. C."

The Natural Gas Bill is a bill to make the consumers pay up to \$40. to \$50.00 more a year per family. This bill would make the rich RICHER and the poor POORER.



A grievance was filed in Gas Turbine by Steward Paniecia protesting the action taken by Gas Turbine management in regards to Production Followers. Gas Turbine management took the position and answered the grievance with the statement that "The work of Production Followers is no longer required". With this type of attitude and answer to the grievance facing him, Steward Paniecia brought the case and the unsatisfactory answer to Board Member Mangino. After discussing the case, Board Member Mangino sent the grievance to Union Headquarters to be processed for discussion at the second level.

The grievance was written up as a violation of contract under Article I, Section 1, pointing out to supervision that they could not use employees from the salary unit to do work which was put into the bargaining unit by a National La-

borRelations Board decision. At the second step level of the grievance procedure, Board Member Mangino, Assistant Recording Secretary Rakvica, Chief Steward Di Lorenzo and Shop Steward Paniecia met with Company representatives, and, after much discussion the Company finally agreed to have the work done by the Production Followers as in the past and the only issue still in dispute is the number of Production Followers to be used in this particular area.

This is an example of how far the Company will go in their campaign to do away with jobs. The employees in the shops know well this side of General Electric which is in direct opposition to the side shown to the public wherein they use all mediums of publicity, saying how good the Company is and how they always have the welfare of their employees at heart. Contrary to the local papers, which to

The Facts About the Amended Unemployment Insurance Bill

The headlines of the Schenectady Works News on February 20th, 1958, were: "Crawford Urges Jobless Pay Increase". Local 301 and its members also urge an increase in unemployment benefits but we are certainly not in favor of the Ashbery Hatch Bill.

Spokesmen for dynamic managed industry and some local politicians will have you believe that the revised bill is the best thing that has ever happened to the worker.

There have been many queries as to why in the world organized labor is against an increase in benefits from \$36.00 a week to \$45.00 a week.

Under the revised bill a worker will receive \$45.00 a week providing his average earnings are \$100 a week in the qualifying period. Benefits run as low as \$10.00 a week. Now, what is the qualifying period? All claimants with 20 weeks of employment in the base period would qualify. Claimants with less than 20 weeks of employment in the base period (preceding 52 weeks) could qualify if they had 15 weeks or more during the base period and a total of not less than 40 weeks of employment during the two years (104 weeks) preceding the date the claim was filed.

An appeal provisions of the bill could be used as a vicious strike breaking weapon. For each claim protested an employer (now) must post \$10.00. For each case appealed (now) he must post \$25.00. The new bill would permit the posting of a single \$10.00 and \$25.00 for any number of similar cases. This obviously makes it easier and cheaper, thereby providing an incentive for unscrupulous employers to block payments of legitimate benefits for many months.

ASSEMBLY	FOR	AGAINST
Saratoga — John Ostrander (R).....	X	
Schoharie — Davcid Enders (R).....	X	
Schenectady — Oswald D. Heck (R) (chairman, was for bill)		
Montgomery — Donald A. Campbell (R) X		
Rensselaer — Thomas H. BBrown (R)....		X
Albany — Edwin Corning (D).....		X
SENATE	FOR	AGAINST
Saratoga — Gilbert F. Seelye (R).....	X	
Schoharie — Owen D. Begley (D).....		X
Schenectady — Owen D. Begley (D).....		X
Montgomery — Van Wiggeren (R).....	X	
Rensselaer — Berkowitz (R).....	X	
Albany — Julian B. Erway (D).....		X

Governor Harriman has proved once again he is in favor of a better Unemployment Insurance Bill but a bill that is good for the people and not one that will hurt them. He proved this by vetoing the Ashbery Hatch Bill. We the people of 301 are in full agreement with the veto.



date have not said anything about the loss of jobs in the Schenectady plant, the employees who work there see fellow employees laid off and downgraded through the Company's program of higher profits and the community and employees be damned!

In addition, a worker who may be fired for cause or who refuses a suitable job offer or who quits a job cannot collect Unemployment Insurance for the first 6 weeks. Under the present law, a worker can wipe out that penalty by obtaining bonafide employment. This new bill would not permit the wiping out the penalty at all. In other words the new bill would make the already harsh penalties even harsher.

Organized labor feels that the time is long overdue for an improved unemployment insurance program. The workers of New York State are entitled to receive an honest merit rating increase in benefits and are opposed to the present amended bill which is loaded with gimmicks, riders and booby traps.

Lastly, labor, capital and brains should all unite for the common good (in these days of increasing unemployment) and to ask which is the most important leg of a three-cornered stool.

How did our local representatives vote?

NOTICE EXECUTIVE BOARD MEETING
Monday, Mar. 10, 1958
7:30 P.M.
UNION HEADQUARTERS
121 Erie Blvd.

S.U.B. And Its Effects on Communities

Many employers in the past years disagreed with the S.U.B. Plan of the steel and auto workers. Today in Donora, Pa., there is a story for all working people to hear.

The Wall St. Journal of December 23, 1957, carried a front page story on S.U.B. and unemployment. Union officials estimate about 25% of the remainder are working less than 40 hours per week. The S.U.B. Plan negotiated by the United Steel Workers of America has been getting major credit along with state U.C. for preventing a local depression.

The chairman of the Merchants Division of the C. of C., said that "SUB's a Godsend. I think it's the finest thing the steel workers ever negotiated and it's helping considerably". On January 27th, 1958, the "Times" (N.Y.) also carried a story on S.U.B. In the report by its chief labor reporter, A. Raskin, the American Can Co. has notified the U.S.W. of America that it feels the program has helped promote greater job stability. In a report to the union, the first year of benefit distribution, the company set forth its belief that the plan could be considered a success.

If S.U.B. is considered a success and G.E. is as concerned with unemployment as they say they are, but until now have done nothing about it but move jobs out of the city, they should sit down at the bargaining table in September or before and work out a GAW Plan for G.E. workers.

Disabled Workers and Federal Benefits; Social Security Allows Wage "Freeze"

There have been a lot of questions at the Union Hall as to why and when a worker should "freeze" his wages with the Social Security office. The purpose of "freezing" wages is to protect a worker's benefits if he expects to be eligible for disability insurance benefits.

Workers will recall that the Social Security Law was recently amended to make it possible for a worker, at the age of 50 or over, but before the age of 65, to receive disability insurance benefits.

A worker is eligible for such benefits if he:

- Has attained the age of 50.
- Has had enough coverage under the Social Security Law.
- Has been disabled for at least 6 months and is not expected to be able to return to work.
- Is so badly disabled as to be unable to do any work.

Such a worker must also show that he worked at least 5 years in the 10 years which start immediately before the beginning of his disability. In addition, the worker must show that in the last 3 years before he became disabled he worked at least 1½ years out of the five years required above.

The benefit of a wage "freeze" is given to those workers who became disabled before they reach the age of 50. Such a worker can protect his rights to future benefits (and his family's rights, too) by "freezing" his wages at the Social Security office.

- To do this he must show that:
- He worked in covered employment 5 out of the 10 years before his disability began and that
 - 1½ of these 5 years were in the 3 year period before the disability began.
 - He is disabled from being able to work.

ARE YOU A MEMBER?

Join COPE

NOTICE
Shop Stewards Meeting
Monday, March 3, 1958
2nd Shift—1:00 p.m.
1st and 3rd Shifts—7:30 p.m.
Union Auditorium
121 Erie Blvd.

Placement Committee Report . . .

The Placement Committee would like to report that on last Wednesday, February 12, at the weekly placement meeting with the company in Building 41, Mr. Hughes, head of Union Relations on placement cases, was so unbearable in his attitude to the members of the Placement Committee that it was impossible for them to continue to carry on negotiations in such an atmosphere of ill-will. As a result of this treatment, the Placement Committee felt it utterly impossible to continue with the meeting at the present time and returned to the Union Hall.

We want the membership to know that the placement cases that were not discussed at that meeting have been written up and are in the process of being referred to the New York level.

Mr. Hughes refused to discuss any case with the Placement Committee because: (1) a Placement Committee member checked with one of the seventeen (17) department managers and found that a release date given to the Placement Committee on a test man was not so. Mr. Hughes maintains that when a member of the placement committee checks with one of the seventeen (17) department heads, he refuses to discuss this case any further. Mr. Hughes seems to think that when he makes a statement no one has the right to do any further investigation on it. This, in spite of the difference of opinion between Mr. Hughes and one of the seventeen (17) department heads relating to the case of this test man; (2) Mr. Hughes takes the position that if the business agent or the assistant business agent should request information or ask a question from one of the seventeen (17) department managers on a placement case, he will no longer discuss any of these cases with the Placement Committee.

tee. Once you're buried by Mr. Hughes, you stay buried and no one has the right to see if you're alive.

We want the membership to fully realize that when the placement cases that are now being processed at the New York level have been cleared, the Union has fulfilled its contract obligations to the fullest extent of the grievance procedure.

This is a matter of grave importance to all concerned and could lead to serious trouble. Therefore, the membership is being made aware of a situation which can affect everyone.



Sign of The Times?

Operation Apprentice Machinist

In answer to "Works News" article entitled, "Men, Jobs and G.E. (Transforming apprentice boys into skilled workers)".

We can't for the world understand where an apprentice can learn anything about toolmaking or critical machine work when he spends most of his time on repetitious production work which actually belongs to a pieceworker or production worker. Most of this production work was found to be from Bldg. 49, a department where milling production work is at a very low ebb.

We feel that central management should do something about this situation. We don't believe that central management should pass the buck on to the decentralized manager, this goes in this case or any other case including farm-out. We don't feel it is right for the company to use apprentices to scab on workers in the plant or use outside scab outfits to do our farm-out work.

PUBLIC LIBRARY

Open House

The Schenectady County Public Library invites all members of Local 301 to an

Open House

at the CENTRAL LIBRARY
 Union Street and Seward Place
Wed., Mar. 19, 1958

All departments of the library will be open to visitors. Guided tours will be conducted at frequent intervals from 10 A.M. to 9 P.M.

Your neighborhood branch will also welcome you between the hours of 2 P.M. and 9 P.M.