

Union's Reply to General Electric Employment Security (Continued from Page 3)

Thus we could get to the heart of many problems that plague our relationship. Finally, we wish to state on behalf of the Conference Board, the feeling expressed at all the "grass roots meetings" that your attempt to divide us by contemptible attacks on our officers has only resulted in uniting us.

You have an opportunity offered in this letter, which we propose sincerely. We know the issue of Employment Security is foremost in the minds of our members and they expect in 1958 some solution to this problem. We all know the contract provides for the right to strike if a satisfactory solution is not reached. The Company has stated we are very far apart on reaching any solution.

Therefore, the Union's proposal to start early and make sure there is sufficient time allowed to bring about a meeting of minds on this question. If the Company is sincere in its public statements to the effect of having amicable relations and avoiding labor trouble, it should accept the Union's proposal to spend unlimited time in hopes to resolve this issue.

On behalf of the Conference Board we would appreciate an answer to this communication.

Very truly yours,
John H. Callahan, Chairman
IUE-GE Conference Board

- /s/ Frank Fiorillo, Sec.
- /s/ Cecil Owen, Pres. Local 901
- /s/ Austin Brewen, B. A. Local 201
- /s/ William L. Keating, Pres. Local 761
- /s/ Charles Ziegler, Pres. Local 442
- /s/ David V. Lyons, Pres. Local 119
- /s/ John Stanley, B. A. Local 320

- /s/ Jack Causey, Pres. Local 191
- /s/ Albert Litano, Pres. Local 255
- /s/ James Lawalin, Pres. Local 805
- /s/ David J. Fitzmaurice, Pres. Local 707
- /s/ Leo Jandreau, Business Agent Local 301

TYPICAL DAY IN COURT FOR INJURED UNION MEMBERS

Asked to describe a typical single day in court representing union members who were injured on the job, Leon Novak, the Union's lawyer stated that ten of the cases handled on Thursday, April 25th, 1957, could best illustrate a day in court. On that date, twenty cases of injured workers who were represented by the union's lawyer appeared on the calendar. The lawyer summarized only ten of these cases, for lack of space, and they are as follows:

Worker #1. Employed in Building 273 as an assembler, this worker fractured a leg when he stepped back into a pit. He received a total of \$1,303.33 for time lost from work and will have to attend one more hearing for further awards that may be due him for permanent damage to his leg.

Worker #2. Employed in Building 60 as a turret lathe operator, this worker sprained his wrist painfully when a chuck kicked back. The right to have an operation on the wrist in the future was established as the worker did not want to have the operation immediately. The question of how much loss in pay is to be paid to the worker will be decided at the next meeting.

Worker #3. While working in Building 40-B as an inspector, this worker was injured in the face when a crank slipped and struck him. The worker, fortunately, was left without scars. By filing this claim, the worker is now protected for 18 years from the date of the accident if something should develop.

Worker #4. This worker injured his back while working as an assembler in Building 285. This happened when she caught her foot in some metal stripping while leaving the building and was thrown to the ground. Having received approximately \$1,000.00 in lost time benefits, the company is now challenging her right to further compensation, although she is not working. Her case is being prepared for trial to prove her right to further compensation payments.

Worker #5. While working in Building 269 as a glass washer, this worker injured her thumb while washing bulbs. She lost two weeks from work from this injury but is now awaiting a trial to establish her right to be paid for additional lost time when she went to the hospital after fainting in the street from the effects of the accident to her thumb.

Worker #6. This worker injured his elbow when he struck it on a window frame. He lost no time or earnings but required considerable medical treatment which the company had to pay. In addition, the worker is now protected for anything which may develop in the future.

Worker #7. Since injuring her back when she was struck by a lift truck in Building 68, this worker who is employed at repairing porcelain has been losing time off and on. Now she is again losing time and is unable to attend hearings, where she is represented by the Union's lawyer. She is being paid weekly benefits and the question now to be determined is whether her condition will be one of a permanent disability so as to require payments for life.

Workers #8 and 9. The cases of these two workers are considered together because of their similarity. Both these workers are chippers in

Building 52 and both developed a condition in their fingers showing a deficiency in blood circulation. Claims were filed by them through the union office and both were taken off their regular work for a while to be regularly watched. On their new jobs, these workers earned less than before this condition developed, so the company was required to pay each of them \$32.00 per week, in addition to their wages. Finally, it was agreed to try them back at their regular work. As a further precaution, the union arranged to have the men checked by a specialist in New York to certify whether it was safe for them to continue their work as chippers. This doctor stated that, in their present condition, they could continue as chippers unless something new developed. In the meantime their compensation cases are being continued to protect these men. One of the company's physicians is making periodic check-ups of these men.

Worker #10. A crane follower in Building 95, this worker received a serious injury to his leg when his thigh was punctured, through and through, when he was pinned against his job by a lift truck. The worker is not able to return to work. There is a serious dispute between doctors as to whether he has any capacity to work. The injured worker's doctor was brought to court as a witness to testify that the worker is totally incapacitated and entitled to maximum benefits. This is challenged by the company. The referee, after hearing the witness, ordered the worker to be examined by the Chief Medical Examiner of the Workmen's Compensation Board in Albany. The union's lawyer will appear there with the injured worker.



LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 10

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

May 17, 1957

TOOL CRIB SURVEY

There has been considerable confusion on job classifications within Tool Cribs because of overlapping duties and lack of clear cut lines of nomenclature. Grievances have been filed by the Union in an effort to rectify some of the classifications.

Finally the Management made a survey of all Tool Cribs in the plant and presented a proposal to a Union Committee on April 26, 1957. The Management proposed the following:

Dept.	Upgrade	Downgrade	Same
Steam Turbine	10	12	13
Motor Generator	1	2	13
Med. Motor (AC)	0	6	5
Small Motor (AC)	0	0	8
Power Tube	1	0	4
Gas Turbine	0	3	3
S.R.U.	0	0	4
Research Lab.	1	1	1
Chemical	0	1	0
Eng. Lab.	1	0	0
TOTAL	14	25	51

Management offered to transfer the 25 it proposed to downgrade to openings that paid a rate equal to their present rate when the opportunity presented itself. In the meantime, they would be left on the job at the present rate.

Employees filling the downgraded jobs would be hired at the proposed lower rate. The Executive Board voted to turn down the Company's proposal last Monday and instructed the Negotiations Committee to continue negotiating on the proposal.

Bldg. 46 Toolmaker Case Settled

The Company finally notified the Union that they would comply with the contract and place Moe Slotz, a class A Toolmaker, with 15 years of service, in Building 273 Toolroom.

Moe Slotz was affected by lack of work in Bldg. 46, along with a great many other Toolmakers. When his turn under the seniority procedure governing decreasing of forces came along, the Bldg. 46 Management decided that Slotz could be downgraded and transferred to a T.R.M.O. classification. A grievance was filed by the Union, objecting to the downgrading because Mr. Slotz had bump rights under the contract. Finally, the Company transferred Slotz to Bldg. 49 and gave him one job which he completed. He then was sent back to Bldg. 46 to await a decision as to whether he had been accepted as a qualified Class A Toolmaker. The Gas Turbine Supervision in Bldg. 49 decided he was too slow, and did not have enough output to qualify and refused to accept him.

MEMBERSHIP MEETING

Monday, May 20, 1957
1st and 3rd Shifts—7:30 p.m.
2nd Shift—1:00 p.m.

Union Auditorium
121 Erie Blvd.

- Election of Delegates to Sch'dy Area CIO Council
- Report of Constitution Committee
- Reports of Committees
- Regular Order of Business

The Union was obliged to discuss the merits of Mr. Slotz' performance while in Gas Turbine with the Management of the Aeronautics Dept., who admitted they could not intelligently discuss his performance while outside of their jurisdiction. This instance was an excellent example of Decentralized Management and how it affects the Grievance Procedure. However, the Union's negotiating committee insisted that Slotz be given his

Talking About Report Cards Via GE News

The last issue of the General Electric News tried a new pitch. This time it blames the Union if, in the future, there will not be full employment for all those seeking jobs. It is interesting to note, in this May 10th issue of the GE News, that on page one Mr. Cordiner, President of the Company, is justifying the transfer of jobs out of Schenectady by saying the Community is too small to support additional employment, and our Cultural Progress has lagged. On the last page of the same GE News, on page 16, the Schenectady GE Public Relations Propagandists are blaming the Union and stoppages as the cause for the present unemployment. All this is not surprising to those of us who are close enough to experience the operation of a decentralized management. Quite often, one end of Management does not know what the other end is doing, nor do they care.

The local Public Relations boys must be scraping the bottom of the barrel, when they are forced to the adolescent level in their attempt to get their point of view across to the Community. We could suggest they take a page from the cereal manufacturers' book, and encourage the GE workers to eat more "Wheaties", and develop more muscles, or become supermen. These qualifications are also expected by some individuals among GE supervision. The disappointing and serious angle of the father and son discussion over a report card was the omission of any discussion on the need for more job security, or why there is unemployment, and who is responsible, and how it can be eliminated. GE limits itself only to three types of reports:

- 1—Become well educated.
- 2—Put forth your best effort to strengthen our business.
- 3—Use the Community to help further GE's profit program.

What about a report card on General Electric on the following subjects:

- 1—Are you planning to provide more work for the citizens of an expanding Community?
- 2—Are you guaranteeing wage levels for those thousands who are shifting from one job to another due to lack of work?
- 3—Are you allowing employees to move with the work that is being transferred out of town?

The answers to these types of report cards would place GE below the passing mark.

The healthy economic future which we hope our children will enjoy will not be realized until some of the present practices of large corporations such as General Electric will be changed from a cold profit basis to a more humanitarian basis.

American history is rich with Report Cards of Industry and its leaders, and the exploitation of working men and women. They have

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ACTIVITIES COMMITTEE MEETING

WEDNESDAY,
MAY 22, 1957
7:30 P.M.

UNION HEADQUARTERS
121 ERIE BLVD.

rights under the Contract. The Aeronautics Management, finally agreed to leave Slotz on a Class A Toolmakers rate until the grievance could be processed to the New York Level.

The case went to New York and being such a flagrant violation of Contract the Company suggested it be referred back to Schenectady for further discussions.

The Schenectady Management (Continued on Page 3)

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. 53: The group under Shop Steward W. Gage feel that they should do their own work as Toolmakers and that the salaried help should not be assigned any of this work.

Bldg. 49: The group under Shop Steward A. Cadger are charging the Company with violation of the Contract under Article VI, Sect. 5C, Para. 4. The answer received from the foreman clearly shows the attitude of Company when he deliberately misquotes the Contract.

Bldg. 49: The group under Shop Steward J. Rockefeller feel that Class A cranes should be run by Class A Crane Operators and do not feel that a foreman should order a Class B operator to run a Class A crane.

Bldg. 273: The group under Shop Steward M. Orbaez feel that the Company by instructing the employees to leave the cutter grinder running without an operator is an unsafe practice and request that management investigate and correct this condition.

Bldg. 16: The Brush Fitter group under Shop Steward J. Corless protest the addition of so many men to their group, as they know from past experience that the work load will not carry so many men.

Bldg. 49: Ralph V. Greco who works in Shop Steward J. O'Gorman's group feels that he should have been started at a higher rate because of his background. The Company is also in violation of the Contract under Article VI, Sect. 3.

Bldg. 49: The group under Shop Steward J. Mangino feel that when an operator has to have a Welder work on the job he is machining, he should be paid average earnings as this will be much cheaper than taking the job off the machine and then resetting.

Bldg. 273: Daniel J. Gerardi who works in Shop Steward C. Cichy's group feels that he should be given an upgrading in line with his service and background.

Bldg. 273: The group under Shop Steward A. Merendo feel that when there is an opening to a higher classification, the longer service employee should be the employee who is upgraded.

Bldg. 49: The groups under Shop Stewards W. Garrison and B. Sharmose feel that supervision's proposed plan to have one operator run both Excello Grinders is an attempt to have the operator perform at a rate that would be far above any performance asked of any employee in the plant. The Union, therefore, requests that one operator be assigned to one Excello Grinder as in the past.

Bldg. 49: The group under Shop Steward Sharmose feel that when an agreement is reached, it should be kept. The agreement they have reference to is the one reached on the wording of vouchers concerning the Center Vane Tip.

Bldg. 60: The group under Shop Steward R. Morris protest the foreman's attitude in refusing to pay legitimate extra work on jobs which have excessive oil on them and must be cleaned before painting.

Bldg. 273: Joseph Dennis and Michael McAuliffe who work in Shop Steward J. Smith's group feel that they should have been placed on a machine with as close a comparable rate as possible instead of keeping short service employees on the machines.

Bldg. 273: The group under Shop Steward D. Bray feel that demagnetization of cutters is a production job and should be assigned to production workers. They also feel that men should be brought in on overtime to service cutters for the production workers who are brought in.

Bldg. 273: The group under Shop Steward D. Bray feel that the timing rate on the grinding of drills, taps and web thinning was not properly rated on the changeover from day work to piece work.

Bldg. 60: Robert J. Clements who works in Shop Steward Z. Sevinsky's group feels that he should be adequately paid for doing job 5321547-2, 442-419A Cover.

Bldg. 81: Shop Steward Allan Morrow who works as a Tallyman, Outside Vendor Material, is requesting that his job be reevaluated to Class B Stockroom Keeper.

Bldg. 49: The group under Shop Steward B. Sharmose feel that when openings occur on higher rated jobs, the longer service employee should be allowed to fill the opening.

Bldg. 273: The group under Shop Steward A. Tessitore are protesting employees who are not production followers doing the production followers' work. They feel that production followers should be brought in on overtime to service the production workers whom they service during the week.

Bldg. 13: The group under Shop Steward R. Schriber protest that in their group four of eight men classified as maintenance men have been assigned to new specialized duties. This puts the burden on the duties on the remaining men to the extent that the quality of maintenance work performed is questioned.

Bldg. 273: The group under Shop Steward P. Maletta are protesting the shipping out of jobs from the lathe area, as the work load in the Lathe Section is low.

Bldg. 273: The group under Shop Steward P. Olechnowicz feel that the conditions under which the nozzle ring job was time-studied were not normal and request that the job be completely developed before an attempt is made to price it.

Bldg. 16: The group under Shop Steward W. Kangas feel that the crane service is inadequate on the 3rd shift and it is reflected in a loss of earnings. They also feel that supervision has given orders to the crane operators giving preference to certain machines over others. They request that responsible management investigate and correct this matter.

AS I SEE IT

by CHARLES SCOTT

Case 7191-57 was a dispute over a price for milling nozzle rings in bucket diaphragm section in #273. The Company's proposal, the operators felt, was inadequate. Steward Olechnowicz, Board Members Collis, Peterson and Linka turned in a three shift grievance protesting the offer made. Through the joint efforts of three shifts and meetings held at the second level of the grievance procedure the following settlement was reached and closed the case. The nozzle ring job will now pay \$6.15 a port, \$1.35 for set up including arbor change, \$.60 for moving turntable and fixture from one machine to another using crane. Any further machining to be done on these parts will be paid for proportionally.

Case 7205-57 was a dispute that

came up concerning the amount of cleaning that should be done by the chippers of group #260. A grievance was filed by Board Member Martin who represents the group. After receiving the usual unsatisfactory answer from the foreman, Martin processed the case at Union Headquarters. At a second level meeting with management the case was closed with the following settlement: that the cleaning now being done, will be included into the piece rate table of the painting operation, and will result in an increase in price.

These cases clearly show how cases which should be settled at the first step of the grievance procedure often require more than one meeting at the second step to resolve the problem.

Current Events In My Section

By Allen E. Townsend

Some very troublesome cases have developed recently. They are as follows: Docket 7182-57 from Bldg. 81 requests a rate increase for the test people in this group. A good share of this test work in question was recently done in Bldg. 18 at a higher rate. It was moved to Bldg. 81 and in the process of moving it the company conveniently set up rates lower than the ones paid in Bldg. 18. After a step two meeting and a joint investigation the Union committee feels that we have more than proved our case. The company answer to this one is that they feel the rate is proper and will not increase it at this time. This case has been referred to the N. Y. level and if the company maintains their position, there could be serious repercussions from this case.

Docket 7213-57 is an example of a flagrant disregard for seniority on upgrading. In Bldg. 69 the company recently upgraded two men to higher rated work. These two men had much less than a year's service. At the same time the company did not even offer these jobs to the much longer service men in the department, who are well qualified to do the job. At a step two meeting the company maintained this position of absolute disregard for seniority. This case has also been referred to New York for further discussion.

Docket 7215-57 is a case concerning two packers who were recently transferred from Bldg. 50 to Bldg. 81; at the same time some of the

work formerly done in Bld. 50 was transferred with them. The company put a new price on some of this work using a method change as an excuse for the new price. Under this cut in price these men are unable to maintain their average earnings which they formerly made on this job. The contract states that on any new price arrived at by a method change that under the new price the worker should be able to maintain his former average earnings. The company refuses to give any more money on this job even though the men are suffering serious loss in earnings. This case has been referred to New York and could cause serious trouble.

Docket 7276-57 involves another violation of the contract in Bldg. 269. Here the company had a lack of work in a group of three people, all classified the same. Two of the group had to be removed for lack of work. In this case the company laid off the two longest service in the group and kept the shortest service man, who incidentally only has 1956 service. At a step two meeting they absolutely refused to lay off the shortest service men as provided for in the contract. This case also will be referred to the New York Level.

Your Union Dues Is Good Job Insurance

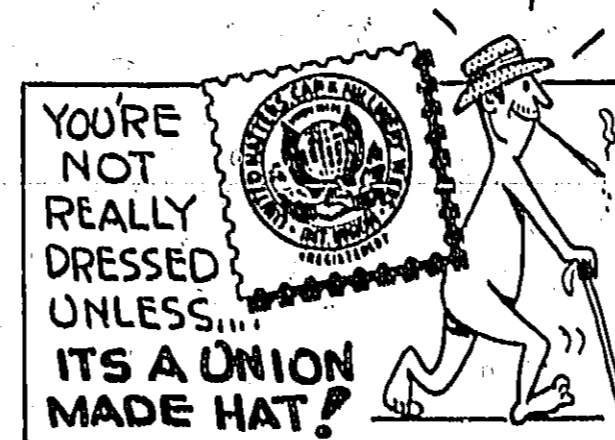
GE Stockholders' Annual Meeting

The General Electric Company gave the Stockholders their annual Box Luncheon at the Schenectady Armory last week, along with the report by the officers of the Company, to the effect that GE had made a substantial profit for 1956 with sales billed of over 4 billion.

While the Stockholders' Meeting is required, and gives the appearance of democracy in action, the 3726 shareholders who attended the meeting out of a total of 376,195, could not possibly change any of GE's policies or program even if they were unanimously for a change. This is because proxy ballots are permissible if needed, and the proxies which are generally in favor of Management could out-vote all of the ballots cast by the few stockholders attending the meeting.

Mr. Cordiner, whose wages are reported to be \$259,988 a year plus other incentive bonus, made a speech on the prosperous and lucrative future the officers of GE had planned for the Company. After the nominations of the officers, without opposition, the shareholders were permitted to say what they had on their mind. One stockholder criticized the Stock Grab incentive plan for a few officials at cut prices. His objections were as effective as the echoes in the State Armory made by the shareholder's voice. He was informed by Mr. Reed that if he lacked confidence in the officers of the Company, he could sell his shares. At least one answer of assurance was made by the chairman of the meeting to a question asked by an executive board member of IUE Local 301, to the effect—did the Company intend to make Schenectady a ghost town by transferring work out. The answer was "No".

A number of friends of top Management were present, and made themselves quite vocal with gratuitous remarks and nice things to say about GE Management. They said the GE stockholders were getting excellent leadership at very low cost. The picnic lunch, with a half of a chicken and the fixings, was served to all present. And so ended the annual demonstration by the world's largest electrical equipment manufacturer of "Democracy in Action".



Spring Raffle To Be in by June 10

The Local 301 Activities Committee urges all shop stewards to return all the proceeds for the Spring Giveaway as soon as possible. The deadline for all returns is June 10, 1957, which is one week before the drawing to be held at the June 17, 1957, Membership Meeting.

We urge every shop steward to put special effort into selling all of his tickets so we can make our Christmas Party for the children of Union members a huge success this year. It will be the first Christmas Party to be held in our newly completed Union Auditorium.

Roy Schaffer,
Chairman, Activities
Committee.

From An Enlightened Member

I used to think the Union was a way to get your dough. However I have smartened up. And now I'm in the know.

The Company with all its thrills Dangled before your eyes. Then when you think you need them most They spring the big surprise.

They push you here and push you there And hammer down your pride Until you reach the conclusion Of committing suicide.

That's when the Union goes to bat After they hear your case And when the matter is ironed out A returned smile takes its place.

So instead of blaming the Union Don't stand around and moan Go to CIO Headquarters And make your grievance known.

More power to Allen Townsend And to old Bill Christman, too Take care of your Union duties And they'll take care of you. grateful,

Red Nichols.

Employers Pressure for New Workmen's Compensation Law "For Good of Workers" Suspicious

When employers beg for the chance to "help" their workers the suspicion arises, naturally, as to whom the employers are really trying to help. G.E., like other employers in New York State, are publicizing their surprise that labor unions are opposed to the bill passed by the New York State Legislature raising Workmen's Compensation Benefits from a maximum of \$36.00 to \$45.00 a week. G.E. repeats its desire to "help the worker" by "improving the law."

For G.E.'s information, let it be said that labor unions, including Local 301, are not opposed to the increase in benefits. In fact, even in 1954 when the rates were raised from \$32.00 to \$36.00 per week, Local 301's Legislative Committee was busy in Albany trying to have the ceiling raised to \$45.00 per week. This increase is, therefore, long overdue.

What G.E. and other employers conveniently forget is that the opposition to the amendments, which were vetoed by the Governor, were based upon a provision which sneaked its way into the bill at the request of the employers. This provision makes it possible for employers to take cases through several years of litigation to the high courts of the State by a device which was not open to employers before this amendment. It can readily be seen that what employers, and their insurance companies would lose by paying higher rates they would more than make up by bringing cases into the courts.

This Local was interested in the arguments of a large employer association, Associated Industries of which G.E. is a member, in favor of the right to appeal to the courts. Associated Industries has been repeating over and over again that they cannot see why labor unions should object to having the courts review compensation cases in fairness to "both sides." In view of this argument, Local 301 asked its attorney, Mr. Leon Novak, to give his opinion as to the employers' position as to court review. Mr. Novak stated that the courts can be brought into a case by an employer even without a change of law but that under the present law this can be done only on interpretation of law and not on interpretation of facts. Mr. Novak pointed out that many matters involving labor and labor unions are so highly technical that the courts would be bogged down in no time with endless litigation. To avoid this, the legislatures have been setting up bodies of experts, like the Workmen's Compensation Board, to decide on the facts involving accidents, injuries and occupational diseases. The Board is then the final word on the facts and its decisions can be reviewed by a court only when an employer believes that the Board has made a mistake in law and not as to the facts. Mr. Novak is of the opinion that employers would be tempted to drag many cases into the courts, on questions of fact, if given the right to do so, with consequent needless and painful delays to injured claimants.

A Special Session of the State Legislature will convene next month. It is expected that the undesirable change is so dear to employer groups that again they will try to force through the appeal to the courts on question of fact. Labor unions will be there to try to prevent the laws from being rolled back to the days when workers' rights were held in mockery.

Talking About Report Cards

(Continued from Page 1)

taken advantage where there has been no legislation to prevent them from so doing, and where there was not strong resistance from organized workers, through their Unions.

Industry has fought any type of Social Security or pro-labor legislation. They have resisted with everything at their command any legitimate attempt on the part of workers to organize themselves into beneficial unions. The Company's interest in the coming generation, and in the Communities where their plants are located, is shallow and limited to the extent to which it helps the Company.

Bldg. 46 Toolmaker Case Settled

(Continued from Page 1)

proposed that the Union waive the contract, and Slotz would be retained in Bldg. 46 as a Class A Toolmaker, out of seniority. The Union refused to waive the Contract, and insisted that Mr. Slotz be given his transfer in accordance with his seniority. FINALLY THE COMPANY CONCEDED and Slotz was placed in Bldg. 273 Steam Turbine Tool Room as a Class A Toolmaker.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

Published by the Editorial Committee

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