

Comparison of Proposed Insurance Plans

EMPLOYEE CONTRIBUTIONS

For all personal benefits, employee contributions will be set at nine-tenths percent (.9%) of normal straight time earnings.

For all dependents benefits, the employee would contribute an additional 2% of the first \$5000 of normal straight time earnings.

All contributions will be discontinued after age 65 for men and women.

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For all dependents benefits, the employee would contribute an additional 2% of the first \$5000 of normal straight time earnings.

All contributions will be discontinued after age 65 for men and women. Employees who elect to purchase either the \$10 or \$16 per day hospital room and board benefit, in place of the \$13 amount provided by the plan, will have their contribution increased or decreased as follows:

Employee Coverage—Monthly decrease of \$.25 if \$10 benefit is elected and monthly increase of \$.25 if \$16 benefit is elected.

Employee and Dependent Coverage—Monthly decrease of \$.75 if \$10 benefit is elected and monthly increase of \$.75 if \$16 benefit is elected.

DEFINITIONS

Medical Expense Period

A period of 12 consecutive months commencing January 1st and ending on the next following December 31st. If any or all of the deductible amount is applied against covered medical expense incurred during the last three months of a calendar year by an employee or one of his insured dependents, then the deductible amount will be reduced for the next ensuing calendar year by the amount so applied.

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Dependent

A dependent will mean (1) an employee's spouse and (2) any unmarried child under 23 years of age of a male employee or a female employee unless she has a husband who is in the employ of the Company provided however, that if the child is 19 years of age or over, the child is not employed full time and is principally dependent upon the employee for maintenance and support. A child, wife, or husband will not be considered a dependent if he or she either (a) is insured under any group plan of the Company, (b) resides outside the United States and Canada, (c) is in the armed forces of any country, or (d) is required to submit evidence of good health and such evidence is not accepted as satisfactory by the insurance Company.

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The term "child" will include (1) the employee's own children and legally adopted children (2) step children who reside in the employee's household and (3) children supported solely by the employee and permanently residing in the household of which the employee is the head.

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Exceptions

No expenses incurred for any of the following will be considered covered medical expenses:

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a. Dental care, treatments, surgery, and appliances except to the extent necessary for correction of damage caused by accidental injury while insured.

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b. Eye glasses, hearing aids, and examination for the prescription or fitting thereof.

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c. Medical examinations or laboratory tests for check-up when not incident to treatment of injury or sickness.

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d. Cosmetic surgery or treatment except to the extent necessary for correction of damage caused by accidental injury while insured.

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e. Any services received because of illness or injury arising out of or in the course of employment and entitling the employee or dependent to benefits under workmen's compensation or occupational disease law.

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f. Services received in hospitals owned or operated by the U. S. Government.

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g. Services received for injury or sickness due to an act of war, declared or undeclared which act shall have occurred after the effective date of this insurance.

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h. Services for which the person receiving them is not required to make payment or expenses for which the individual receives payment as the result of a legal action or settlement.

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i. Expenses for which benefits are provided under any other group plan.

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STATE LAWS

Suitable modification of the benefits, employee contributions, and other provisions of this plan will be made by the Company if it deems it necessary or advisable because of the requirements of any State or Federal laws on non-occupational sickness, accident, hospital or surgical benefits.

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INSURANCE PLAN — SCHEDULE OF DIAGNOSIS X-RAY EXAMINATIONS

X-Ray Examinations	Maximum Payment	X-Ray Examinations	Maximum Payment
Abdominal region		Arm or leg	5.00
Gastro-intestinal series — barium meal	\$25.00	Chest region	
Colon — Barium enema	15.00	Heart and lungs	10.00
Gall bladder, dye method	15.00	Stereoscopic	15.00
Flat film	10.00	Head — skull, sinuses or lower jaw (except dental X-ray)	10.00
Kidney, ureter or bladder		Pelvis, hip, spine or shoulder	10.00
dye method — intravenous	10.00	Ribs — one side	10.00
dye method — retrograde pyelogram	20.00		

LOCAL 301 NEWS

IUE 301 CIO

Vol. 2 — No. 6

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

September 23, 1955

Starting October 1st . . .

LOCAL 301 PREPARES FOR ORGANIZATIONAL DRIVE

The Officers and Executive Board are in the process of preparing for an organizational drive for new members which will be started by October 1st, and will continue until the 1st of November. There are approximately 2,000 non-Union employees within our bargaining unit who are eligible to join the

U.E. Cries Out In Desperation

After months of negotiations with G.E., National U.E. admits publicly through paid ads that they are not successful in obtaining the same concessions won this year by IUE-CIO.

U.E. points out in their newspaper ad that they have not been able as yet to win much of anything after months of negotiations with General Electric. Apparently, they have dropped most of their contract demands according to the advertisement and are pleading to G.E. to respect the old contract.

U.E. is on a spot with the General Electric workers located in the few G.E. plants which they still represent by causing a loss of wage increases since August 15th, and no improvement in contract protection.

As a matter of fact, they are saddled with company demands for compulsory overtime and management's rights provisions which IUE-CIO was successful in discarding in the early stages of negotiations. The U.E. is paddling in the same mud hole which they fell into back in 1950 and they are too weak to get out. Local 301 pointed out this to the U.E. National officers several years ago, and, because of this weakness, along with other factors, forced our local to leave and join with the majority of G.E. workers throughout the country in IUE-CIO.

The economic gains won this year by IUE-CIO represent a cost to the Company and a gain for G.E. workers of 18½¢ per hour. This is the largest gain since 1946 when the Union was forced to strike for 9 weeks.

If U.E. were sincere about their worry over G.E. workers' welfare, they would advise the minority group they still represent to join the majority in IUE-CIO and then the G.E. workers through their Union.

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Union, but for reasons unknown refuse to become members; however, they enjoy the economic gains and working conditions won through the efforts of IUE Local 301. Some of these non-members have found themselves in the position to need Union help when they were being deprived of their seniority rights and other contract protection and have called upon the Union to intercede in their behalf and at this point were very happy to join and pay their dues. The Union has been exceptionally kind and understanding in the past on these cases, protecting these rugged individualists who have thought their own personal ability and record would give them the protection needed. How-

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IUE Local 301's New Building to Get Under Way

With the new Contract settled for three years, last Monday's membership meeting passed a unanimous resolution instructing IUE Local 301's officers to proceed full speed ahead for construction of the Local's new headquarters.

The officers are now in the process of making arrangements for final blueprints of the new building. An engineering firm has already been contracted to make drillings for test samples of the under strata of the ground where the building is to be located, to determine the type of foundation required.

A time schedule has been agreed upon making it possible to break ground and install foundation work in the near future.

Progress reports will be made regularly in the IUE Local 301 News.

Exec. Board Recommends "Corridor" Insurance Plan

At the meeting last week of IUE Local 301's Executive Board it was voted to recommend acceptance of the "Corridor" Insurance Plan for coverage of Local 301 members.

It was the feeling of the Board that this plan was more acceptable since there are no deductions necessary in the average minor case whereas the comprehensive plan represents a new departure, requiring payment of the first \$25.00.

Local 301 members could vote to change plans if after 12 months they felt from their experience that it would offer better coverage by comparison.

Board members were instructed to hold in plant meetings so that all Local 301 members could have the opportunity to vote on the recommendation.

Comparison of New and Old Provisions of Pension Plan

CONTRIBUTIONS

OLD PLAN

2% of that portion of an employee's annual compensation which is subject to Social Security Tax (Presently \$4,200).
5% of the remainder of his annual compensation.

NEW PLAN

At effective date — 1% of that portion of an employee's annual compensation subject to Social Security Tax (Presently \$4,200).
4% of the remainder of his annual compensation.
3 years from effective date — None of that portion of an employee's annual compensation subject to Social Security Tax (Presently \$4,200).
3% of the remainder of his annual compensation.

PENSION CALCULATION

Based on employee's contributions as described above.

An employee's pension will be calculated as though he had contributed 2% of that portion of his annual earnings subject to Social Security Tax and 5% of the remainder of his annual earnings.

GUARANTEED MINIMUM PENSION — OPTIONAL RETIREMENT

An employee retiring with 15 or more years of full time credited service is guaranteed a minimum retirement income of \$125 per month reduced by 4% per year for each year of service less than 25 and further reduced by 4% a year for each year of age that the employee is from the normal retirement age of 65, (60 for women).

Example: 15 years of service, retirement at age 60 — guaranteed minimum retirement income is \$80 consisting of calculated pension, supplemental payment of \$45/month, and any required additional payment.

An employee retiring with 15 or more years of full time credited service would be guaranteed a minimum monthly pension consisting of \$3 per month for each year of full time credited service up to a maximum of 25 years. This minimum would be in addition to whatever supplemental payment the employee may receive.

Example: 15 years of service at age 60 — guaranteed pension would be \$45. In addition the employee would receive the new \$55 supplemental payment or a retirement income of \$100.

NORMAL RETIREMENT

An employee retiring with 15 or more years of full time credited service is guaranteed a minimum retirement income of \$125 per month reduced by 4% for each year of service less than 25.

Example 25 years of service, retirement at normal retirement age—guaranteed minimum retirement income is \$125 consisting of calculated pension, supplemental payment, and any required additional payment.

An employee retiring with 15 or more years of full time credited service would be guaranteed a minimum monthly pension consisting of \$2 per month for each year of service up to a maximum of 25 years. (In three years the minimum would be \$2.25 per month.)

Example 25 years of service, retirement at normal retirement age—guaranteed minimum pension would be \$50. In addition, the employee would receive social security of \$98.50 (present maximum or total retirement income of \$148.50).

DISABILITY PENSION

An employee retiring on a disability pension with 15 or more years of credited service is guaranteed a monthly retirement income of \$80. This amount is made up of the calculated pension and supplemental payment or social security benefits for which the employee may be eligible.

An employee retiring on a disability pension with 15 or more years of service will be guaranteed a minimum monthly-disability pension of \$3 per month for each year of credited service up to 25, up to the month when Social Security normally starts. From the first month, when Social Security normally starts the retired employee would receive a guaranteed minimum monthly disability pension of \$2 per month for each year of credited service up to 25 years. (In three years, the minimum would be \$2.25 per month.) The new supplemental payment of \$55 will be payable in addition to the pension until the age when Social Security normally starts.

SUPPLEMENTAL PAYMENT

An employee who has 15 or more years of credited service and who retires prior to age 65 receives a supplemental payment of \$45 a month in addition to his pension until he reaches the age of eligibility for Social Security (at present, age 65).

An employee who retires on or after age 60 or on a disability pension, and who has 15 or more years of credited service will receive a supplemental payment of \$55 a month in addition to his pension until he reaches the age of eligibility for Social Security (presently, age 65).

CREDIT FOR FIRST YEAR OF SERVICE

Under the old Plan, any one employed after September 1, 1946, must wait one year to become eligible to join the Plan and this year is not counted as credited service.

In the future, the first year of service with the Company will be credited automatically for any employee who joins the Plan within three months of the time he becomes eligible. Any presently participating employee who was hired after September 1, 1946, would also receive credit for his first year of service.

5 - YEAR CERTAIN

Under the old Plan, pension payments are guaranteed for 5 years, if the employee has applied for retirement or has reached optional retirement age.

Pension payments for 5 years in every case of a participant having 15 or more years of credited service would be guaranteed. Thus, whether or not such an employee who dies before optional retirement age has applied for a disability pension, pension payments would be made for the full 5 years.

VESTED RIGHTS

A participating employee who leaves the service of the Company upon completion of 20 years of credited service has a vested right to his pension. He may elect to receive his pension at a reduced pension at any time up to 5 years earlier.

A participating employee can become eligible for vested rights to his G.E. Pension with as little as ten years of credited service under certain conditions. An employee hired earlier than at age 26, would acquire vested rights as at present, with 20 years of credited service. Commencing with a hiring age of 26, in order to acquire vested rights, one less year of credited service would be required for each year of age at time of hiring in excess of 25, up to age 35. For employees hired at age 35 or over, only ten years of credited service thereafter would be required to obtain vested rights.

The following table illustrates credited service requirements for vesting for various representative ages of employment:

Age at Employment	Required Years of Credited Service	Age When Pension Vests
18	20	38
23	20	43
27	18	45
32	13	45
35	10	45
45	10	55

NORMAL RETIREMENT AGE OF WOMEN

The normal retirement date of women employees participating in the Plan shall be the first day of the month following attainment of age 60. Any participating woman employee who has reached the age of 55, may elect to retire on the first day of any month.

The normal retirement age of a woman employee participating in the Plan is age 65, and the optional retirement age is 60 year of age. Any woman now participating in the Plan will continue to be eligible to retire as early as age 55.

The rights of women employees who join the Plan after the effective date of the change in retirement age, will be governed by the provisions of the Plan as it relates to men employees.

After the effective date of the proposal, any woman participant who retires optionally prior to age 60 with 15 years or more of credited service.

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ORIGINAL TORN

forces their...
ruption and misrepresentation. Their claims are as phony as a "three dollar bill". Their program demands on G.E. is the same today as it was 19 years ago. When U.E. had the strength, prior to 1950, they were not able to resolve these problems completely. Certainly in their present state of affairs they don't have the same opportunity because of weakness, and, moreover, they refuse to make the G.E. union members any stronger by keeping them divided and continually spending time and money distributing propaganda, designed for the purpose of disunity. A challenge was laid at the door of the National officers of U.E. this year by a committee from IUE-CIO, to the effect that if U.E. were sincere in their lip service to G.E. workers, they should advise their followers publicly to join the vast majority of G.E. workers in IUE-CIO, and this action could lead to real unity among G.E. workers. This challenge was turned down by National U.E. officials because there were no provisions for their own job security.

We think it is a little late and demagogic for U.E. to be asking G.E. why they have not offered a better economic package this year. We in IUE-CIO ask U.E. why they did not choose to strengthen the G.E. organized ranks by offering organic unity at the time when it could have helped in these past negotiations.

	A.E.R.	Productive D.W.	Idle Time
	1.53	1.53	1.44
	1.565	1.53	1.47
	1.60	1.53	1.50
	1.635	1.53	1.53
	1.68	1.565	1.565
	1.735	1.60	1.60
	1.79	1.635	1.635
	1.835	1.68	1.68

DAY WORK RATES

Labor Grade	Old Rate	New Rate	Labor Grade	Old Rate	New Rate
6	1.455	1.50	19	2.14	2.24
7	1.485	1.53	20	2.22	2.33
8	1.52	1.565	21	2.30	2.415
9	1.555	1.60	22	2.36	2.48
10	1.585	1.635	23	2.42	2.555
11	1.635	1.68	24	2.485	2.625
12	1.685	1.735	25	2.545	2.695
13	1.735	1.79	26	2.61	2.765
14	1.785	1.84	27	2.67	2.83
15	1.835	1.90	28	2.73	2.90
16	1.91	1.985			
17	1.98	2.06			
18	2.06	2.15			

PIECE WORK RATES

Labor Grade	T.R.	Old AER	New AER	P.W. D.W. Rate
7	.54	1.485	1.53	1.53
8	.57	1.52	1.565	1.53
9	.60	1.555	1.60	1.53
10	.63	1.585	1.635	1.53
11	.67	1.635	1.68	1.565
12	.70	1.685	1.735	1.60
13	.74	1.735	1.79	1.635
14	.78	1.785	1.835	1.68
15	.82	1.835	1.89	1.735
16	.87	1.90	1.955	1.79
17	.92	1.955	2.015	1.84
18	.97	2.02	2.08	1.90
19	1.02	2.095	2.155	1.985
20	1.08	2.17	2.235	2.06
21	1.145	2.25	2.315	2.15
22	1.21	2.325	2.395	2.24
23	1.275	2.405	2.475	2.33
24	1.34	2.485	2.56	2.415
25	1.39	2.545	2.625	2.48
26	1.43	2.61	2.69	2.555
27	1.48	2.67	2.75	2.625
28	1.53	2.73	2.815	2.695
29	1.58	2.795	2.88	2.765

or minor, the custom in this country is to recognize the will of the majority and abide by their decisions and carry your gripe through the democratic channels which are provided for, and, if you can persuade the majority to your thinking, you win your case.

Let's join the Union, say the Officers of Local 301. The Company knows our strength today and our weakness and where it lies, because the check-off of Union dues proves this beyond any question of a doubt.

Union strength reflects in the settlement of grievances and the application of our contract. We are strong locally with approximately 90% of the eligible G.E. workers members of IUE Local 301. We want 100% if possible.

We are proud of the record of achievements our Union has made in the G.E. plant by providing a constant means through our Shop Steward machinery of giving service to our members when they are in trouble. We are proud of the contribution we have made to our community through civic activity and representation as an organization. We take great pride in boasting of our democratic procedures which are provided to our members for voice and vote in making our policies and programs.

If you're out, ask for an application from the Union Shop Steward and join and participate in this great organization.

