

RESOLUTION

Adopted By G. E. Conference Board

Boulwarism is again exposing its crafty hand in GE. The ESSENCE OF BOULWARISM, is, as IUE knows it, first to FIGHT IUE with every weapon at its command to prevent IUE from becoming bargaining agent of GE employees; second, if that fails, to IGNORE IUE—to the fullest extent that the Taft-Hartley law so generously permits,—and third, NEVER TO GIVE IUE CREDIT for the contracts it negotiates and the improvements it obtains in GE working conditions.

In 1955, we became hopeful that GE had realized that Boulwarism was poison for good industrial relations. The 1955 contract negotiations were conducted in a spirit of mutual consideration and respect which seemed to indicate that future relations between IUE and GE would be more harmonious and productive than in previous years.

In recent months, however, GE has resorted to its old tactics. At new plants where campaigns are in progress, it is telling employees that a union is not needed. It is boasting about the working conditions which IUE negotiated, without giving IUE credit and arguing that such good conditions show that the IUE should be defeated! The growing number of incidents in which GE seeks to discredit IUE in plants where it is now the bargaining agent once again emphasizes the need for a union security clause in the national agreement.

Even as our Conference Board began its meeting in Louisville, Kentucky, on October 11, 1956, President Cordiner of GE was declaring in a speech in Virginia that GE should invest its shareholders money in states that have anti-union RIGHT-TO-WORK laws, and whose court decisions are right—for GE—and whose politicians have the right attitude—to GE. To add insult to injury, this speech was made in a place where GE will make automatic machines which will throw men OUT OF WORK.

A clear example of Boulwarism is the company's publicity on the recent wage increase. Under the contract negotiated by IUE with GE in August 1955, it was agreed, among many other things, that a 3% wage increase would be put into effect in September 1956. A 3% increase was put into effect—but in full page statements in GE News at all GE locations, NOT A WORD WAS MENTIONED ABOUT THE CONTRACT WITH IUE! Instead, GE attributes this increase to its Better Living Program.

This so-called program is no more than the contract IUE negotiated with GE. But GE seeks to make its employees believe that all this comes from the generosity of the company, and not from the struggle of IUE to improve the working conditions of GE employees. That is Boulwarism in action.

The pride that GE has shown in the terms of the agreement it negotiated with IUE should have an effect precisely opposite to that shown by GE. That agreement should be the basis of increased cooperation between the company and the union. Both parties should point to it as the reason why all new GE plants should be organized in IUE, and thereby go far to establish collective bargaining unity in the entire GE Chain.

There is an even more serious aspect of the matter. While beating their drums about their Better Living Program, GE is promoting a BETTER WAGE-CUTTING PROGRAM. Under the guise of "Teamwork Rewards" and other high-sounding plans, as well as by the usual reclassifications and rate adjustments, GE is not only trying to get more production without paying for it, but even trying to pay less for higher production than they are paying now! WE WILL NOT ALLOW SUCH THINGS TO HAPPEN! We are never unmindful of the fact that this wage-cutting program, in conjunction with the steady drive toward automation, is an ever-present threat to job security. It is becoming daily more evident that a sound plan for employment security must be made part of the IUE agreement with GE.

Solid unity of action among all IUE locals in the GE chain is required. The IUE-GE Conference Board therefore resolves:

1. That every IUE-GE Local will vigorously continue their efforts to close their ranks in their plants;
2. That every IUE-GE Local will continuously expose and attack every piece of propaganda by which GE seeks to undermine IUE and deny it credit for the improvements it has brought to GE employees;
3. That every IUE-GE Local will vigorously resist every effort of GE to cut wages in its campaign to get more work for less pay. When a local calls a strike against the company's wage-cutting campaign, the Chairman of the Conference Board is authorized, after consulting with the President of IUE and the negotiating committee of the Conference Board, to call a special meeting of the Board to consider action to be taken in support of the strike.
4. That conversations be held between President Carey and other representatives of IUE with President Cordiner and other representatives of GE to discuss measures not only for avoiding the worsening of relations between IUE and GE and preventing the increase of industrial conflict, but also for establishing a permanent basis for mutual acceptance and respect.

LOCAL 301 NEWS

IUE AFL-CIO

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November 2, 1956

City Council Committee Calls Union

The Union was called upon to be present at City Hall last Monday by the committee that was appointed by City Manager Arthur Blessing as the result of a resolution introduced by Councilman K. Sheldon and passed by the City Council. Representatives of the Company had been called in just prior to the Union appointment.

Representing the committee were: City Manager Blessing, Father Van Meter, Dr. Isabella, Mr. Gray of H. S. Barney Co., and Mr. S. Hesson, Pres. of Bar Association. Mr. Owen Begley, attorney and former mayor of Schenectady, was not present.

Representing the Union were: Pres. J. Cognetta, Vice-Pres. J. Alois, Treasurer J. Whitbeck, Chief Steward W. Mastriani, Trustee W. Garrison and Business Agent L. Jandreau.

The purpose of this meeting was to establish the scope of the committee's investigation. The Union committee took the position that if the causes of work stoppages were not eliminated, the work of the committee would not be effective insofar as reaching the goal of better labor relations in the future. The Union pointed out that General Electric, through Mr. Stevens, claimed that work stoppages would discourage top G.E. management from expanding in Schenectady and by inuendo inferred that Schenectady may become another Amsterdam, N. Y., if G.E. decided to move its work out of Schenectady. The Union committee pointed out that they were ready to prove the following:

1. That work stoppages have not been the reason that motivated G.E. to move work out of Schenectady,
2. That G.E. has as a reason for this community threat a well planned program of doubling their profits by speeding up workers and reducing piece work prices and job values,
3. That work stoppages should not impair the future of any communities where G.E. is located because the National Company has agreed that work stoppages are permissible.

The Union committee pointed out that the cause of work stoppages revolved around three basic issues:

1. Job Rates
2. Upgrading
3. Piece Work Prices

There must be a mutually satisfactory understanding on these 3 points, the Union committee claimed, or there is going to be a continuation of trouble. The Union representatives went on to say that if the City Manager's committee can recommend a mutually satisfactory solution to these issues, then the committee will have done a service to our community. On the other hand, if the committee deals only with generalities and platitudes, they will have served no purpose because the problem and causes of work stoppages will still exist and G.E. workers will continue to fight to preserve the gains they have made over the last 20 years through their Union.

The Union representatives said they did not think that anyone in our community should join in support of a program that was designed to lower the standard of living in Schenectady to that which exists in Roanoke, Virginia, or Jonesboro, Arkansas, or in many other small southern communities where G.E. has located in the past few years. The Union committee said they did not think the leaders of our community or our

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Stevens Blows Hot and Cold

Less than 5 weeks from the time Mr. Stevens sent a letter to Leo Jandreau, Business Agent of Local 301, threatening to fire workers and legally sue the Union, he sends a letter of congratulations that during the last 25 regular work days there has not been a work stoppage.

The Business Agent notified Mr. Stevens during a discussion this week that the content of his letter of October 26th, was based on flimsy reasoning because the causes of work stoppages are still predominately existing and the Company has resisted and rejected any proposals made by the Union to eliminate them. Jandreau pointed out that the Union and its leadership resented the methods and means referred to in the letter to express the feelings publicly of the vast majority of G.E. factory employees who are members of the

Japanese Unionists Visit Schenectady

We have been informed by the U. S. Dept. of Labor that three Japanese Trade Unionists will visit Schenectady in the near future and we have been invited to act as their host while explaining how Local 301 operates in the field of Collective Bargaining.

The Japanese are leading Trade Unionists in the labor movement of that country. They are in the United States on a three-month survey of American Trade Unions, Industrial Relations and American Life. Their visit to this country is under the auspices of the International Exchange Program of the U. S. Dept. of State. A State Dept. interpreter is accompanying the visitors.

The positions held in the Japanese Labor Movement by these visitors are:

Member of Central Committee of Japanese Federation of Trade Unions

President of Electric Power Workers Union and labor member of a State Labor Relations Board

Secretary General of the Metal Workers Union

Local 301 Officers have accepted the invitation to cooperate.

EXECUTIVE BOARD MEETING
Monday, Nov. 12, 1956
7:30 P.M.
UNION HEADQUARTERS

Union. Mr. Stevens says his "Grapevine" letters, his unofficial visits and other means of contact have convinced the local management that the employees are happy that the problems have been resolved. We may have a few members in our Union who speak out of two sides of their mouths for the designed purpose of bettering their own personal status or for other ulterior motives; however, these individuals number a few and certainly do not express the sentiments of the majority. It is strange why a very successful corporation such as G.E. would indulge in such hypocritical tactics that are motivated for the sole purpose of covering up the facts.

We notified G.E. management this week that there are unsettled grievances which have been through all levels of the grievance procedure and under our contract we would have the right to stop work. While we have not exercised this right, the reason is based solely on the fact that we are soliciting the united support of all IUE-GE Locals to join in the case to eliminate the causes of these grievances. We have said that until we have reached a satisfactory solution for resolving complaints involving the three basic issues: 1. Job Rates, 2. Upgrades and 3. Piece Work Prices, there will be labor disputes under our contract.

Mr. Stevens says 25 days with no trouble are gratifying. He, however, says there are many unsolved problems existing. At the same time he only pays lip service

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THE LEGAL CORNER—

Doctors' Dispute Delays Compensation Benefits in Shot Blast Operator's Death

By Leon Novak, of Novak and Diamond, Attorneys

More than a year and a half ago, on April 4th, 1955, John Jablonski, a shot blast operator in Building 57 was found dead in his shot blast room. Since that time, the widow has been represented by the union's lawyer in many long hearings in order to establish her right to compensation benefits as a result of her husband's death while at work.

As was pointed out in an article last week, most of the delays in a compensation case result from the fact that doctors sometimes differ with each other. In the Jablonski case, two specialists have testified. They do not agree over the cause of Jablonski's death. Their testimony is very important because depending upon whose opinion is accepted by the Judge, the claim for benefits for the widow will stand or fall.

Nine hearings already have been held in the Jablonski case. Many witnesses have testified, including fellow workers of the deceased as well as a general foreman and a foreman. Photographs of the shot blast room, and of equipment used there, were put into evidence. Even part of a shot blast operator's working clothes were brought into court to be shown to the referee. Then the doctors testified. Although their testimony took place over several hours, their medical opinions can be summarized in a few words. Both doctors agreed that Jablonski had a heart attack while working in the shot blast room. (This fact in itself would not be enough to prove the widow's right to benefits unless the death of her husband can be connected with his work.) One doctor, however, whose testimony is favorable to the widow's claim against the Company stated that although the man had a heart attack he probably would have survived the attack and would have lived if not for the constricting protective clothing which he was wearing and some injuries he sustained from the shot blast itself. The other doctor, whose testimony would defeat the widow's claim, testified that the man died instantly when he had his heart attack and that the injuries to his body came after his death. Upon cross-examination, this specialist admitted what we all know, namely, that persons who have heart attacks can survive and recover but that, in Jablonski's instance his chances of recovery were reduced by the fact that he was wearing clothing which prevented adequate supply of oxygen from reaching him.

One more hearing must be held in Jablonski's case before a decision is made by the Judge. This hearing is for the purpose of listening to the testimony of the coroner's physician. This hearing, it is expected will be the tenth and last hearing, and is to be held at the Court House on December 3rd, 1956. Throughout the hearings, members of the worker's family were present in the hearing room.

For Real Job Security
BECOME UNION



Stevens Blows Hot and Cold

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on the question of trying to eliminate the problems or their causes. The respect and understanding that Mr. Stevens talks about can be achieved only through actions and not words. We advised him this week that if he honestly believes in mutual cooperation for the amicable settlement of problems and a better future relationship with the Union, he should start by getting the Union's genuine opinion on matters affecting Union Relations through the recognized formal channels and not by back door methods, particularly before he propagandizes the public on such matters. We say to Mr. Stevens formally, don't be so satisfied with the present status of Labor Relations because it has not changed a bit—Mr. Stevens knows that better than anyone—the problems are still there.

The letter of threats to the Union on September 20, was "Hot", while the letter to the Union on October 26th, was "Cold".

IUE Petitions for Election at Roanoke, Virginia

The IUE has petitioned the NLRB for an election to determine whether the new General Electric plant in Roanoke, Virginia, will be covered by the IUE-GE contract.

This is the new plant which is now producing industrial control apparatus that was formerly done here in Schenectady. We have been informed that the election will be scheduled for Wednesday, November 14, 1956. The Union has over 50% of the employees who are eligible to vote signed up on application cards.

G.E. management in the Waynesboro, Virginia, location waged a terrific battle against the Union and influenced the majority of G.E. workers not to vote in favor of the Union. This type of campaigning is permitted under the Taft-Hartley Act but was considered illegal under the old Wagner Act. The G.E. management in Roanoke, Virginia, is expected to wage the same type of campaign prior to November 14th, to prevent a union from establishing union standards in the runaway G.E. plant.

Current Events In My Section

by ALLEN E. TOWNSEND

During the past two weeks there has been a distinct change in the Company's attitude on seniority. The Union has been able to raise the ceiling date of women in the plant to 9/1/43 from 3/1/43. This means that women with 9/1/43 or more service on layoff will get an offer in the plant on a 40-hr. factory job. The Company takes the position that this date will be wiped out in a short time, but we feel after much investigation that women's jobs should level off and hold at this date until at least the early part of 1957. In addition to this, we are hoping that the Company will get some jobs into the plant that will absorb the many women with long service who are out on lack of work. We are sure that if they are honestly interested in the welfare of Schenectady, as they have said so often, they will do something to achieve this end.

I want to take this opportunity to point out that our Placement Committee is doing an outstanding job in getting these people on lay-off placed. In the past few months we have processed many placement cases and the committee, which is composed of: Tom Smith, Joe Sickinger and John DeGraff, has been very successful in getting these people placed.

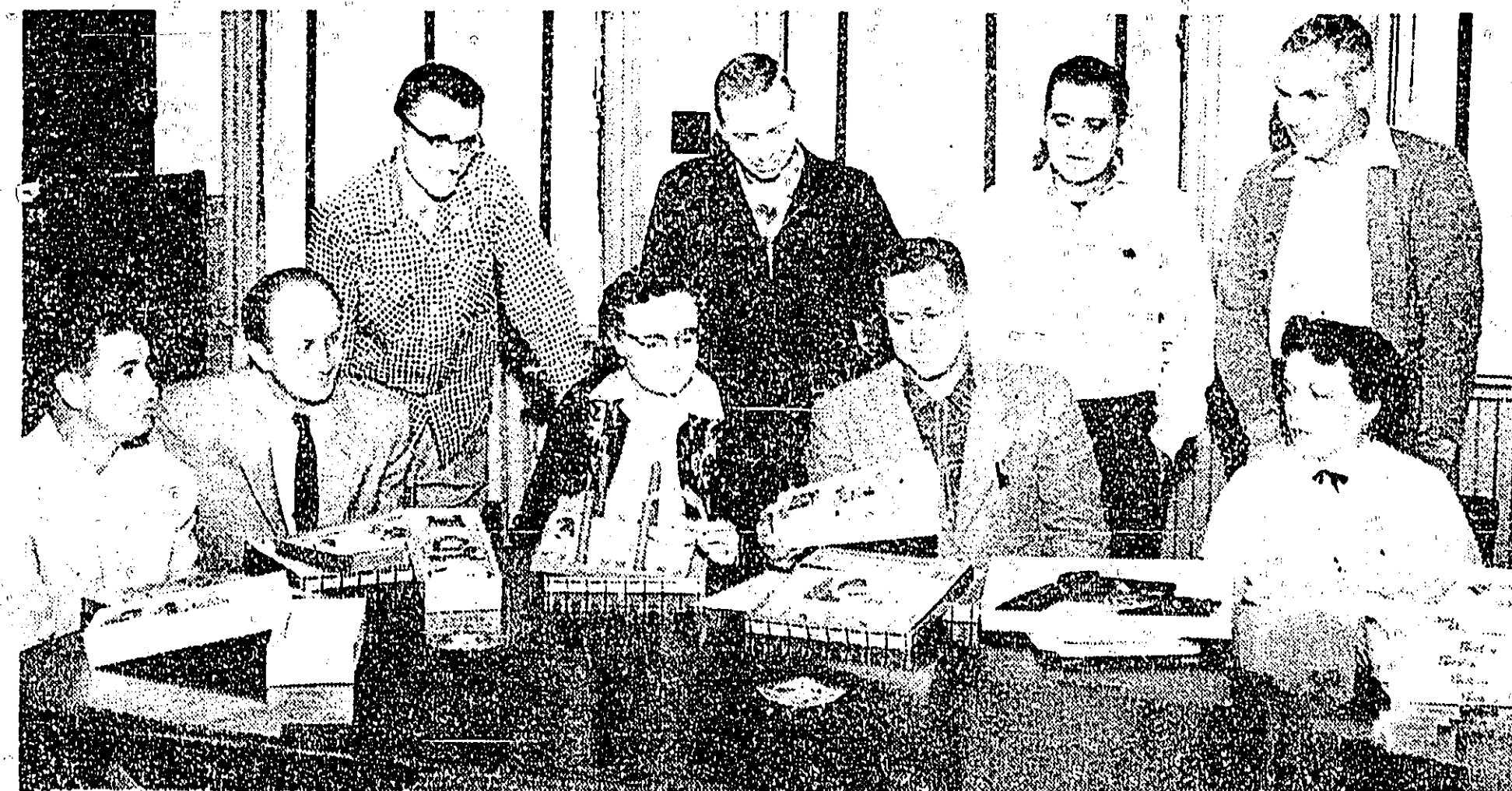
In closing I want to touch on the placement cases of two long service men, one with 36 years of service and one with 24 years service, who has been laid off due to their department moving out of town. The Company takes the position that those men cannot even take jobs servicing men's wash rooms due to the fact that these men have limitations. The fact is the jobs that they formerly had were just as hard as the wash room jobs. As we go to press, we are doing our utmost to get these men placed.

BE UNION BUY UNION Demand the Union Label

Workmen's Compensation Benefits Not Taxable

The Union lawyer has received several calls asking whether compensation benefits are subject to income tax. Workers are informed that not only are compensation benefits protected against being taxed by either the Federal or State Governments but that they are protected even against creditors and judgments. Compensation benefits need not be included in income tax reports.

Activities Committee Inspect Christmas Gifts



Left to right: William Noone, Bldg. 273; Joseph Drozdowski, Bldg. 24; Reba Herrington, Bldg. 24; Roy Schaffer, Chairman, and Angie Palmer, Bldg. 24. Back row: Walter Martin, Bldg. 60; Paul Briggs, Bldg. 52; Joseph Saccocio, Bldg. 60, and Marshall White, Bldg. 60.

Activities Committee Busy

The above members of the committee were present at a meeting of Local 301's Activities Committee Thursday, October 4, to discuss the program and plans for the children's Christmas Party which will be held at Union Headquarters on December 16, 1956.

The gifts that will be given to the children of Local 301 members will be segregated according to age groups, as follows: up to 3 yrs., 4 to 6 yrs., 7 to 9 yrs. and 10 to 12 yrs. About one-third of the gifts have arrived at Union Hall and the committee has been meeting once

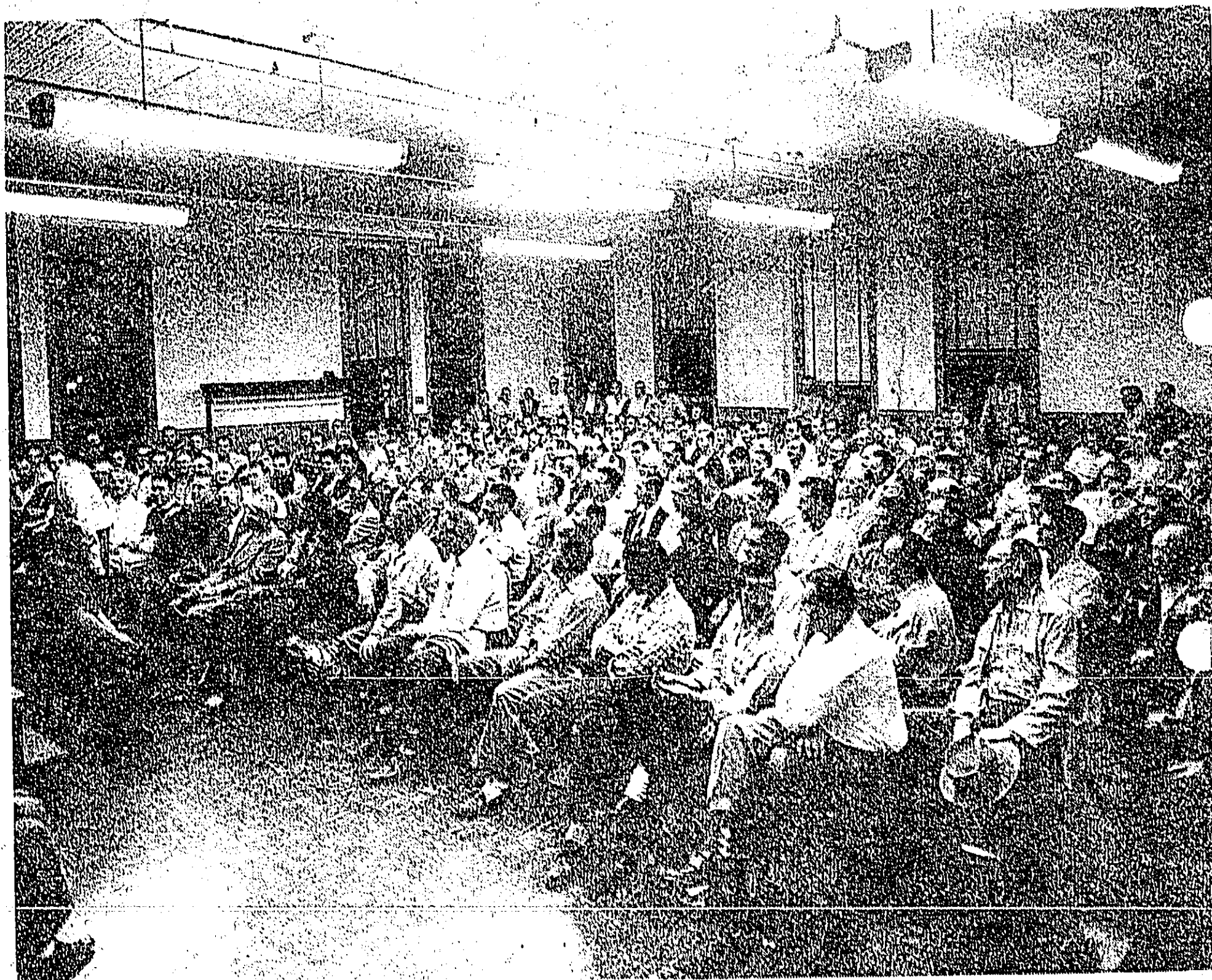
a week to segregate the gifts according to age bracket. They also have been writing out invitation cards which will be required in order to receive a gift.

Each shop steward has been provided with a form for listing the member's name and the names of his children and their ages. Invitation cards are being made out from these forms as they are returned to the Union office. Every shop steward has been urged to canvas his or her group and return the information to the Union office as quickly as possible.

The Activities Committee also urges the shop stewards to step up the sales on the Christmas Party Giveaway tickets and make their returns to the office as soon as

possible. Monday, November 12, is the deadline for making returns on ticket sales. The drawings for the prizes will be at the November Membership Meeting which will take place on Monday, November 19th.

NOTICE
Activities Committee Meeting
Wednesday, Nov. 7, 1956
7:30 P.M.
UNION HALL
121 Erie Blvd.



Business Agent Leo Jandreau explaining to Union members the facts on "What is behind the Stevens letter which threatens the community and the Union members".

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. 273—The group under Shop Steward E. Chichester feels that seniority should be the major contributing factor when upgrading a Class AA Crane-follower to Leader. They feel that this was not followed in a recent upgrading and request responsible management investigate and correct this situation.

Bldg. 16—Management of LM&G made an agreement to furnish 2 copies of personnel analysis sheets when a group suffered a layoff. In Foreman Brown's group this agreement was not kept. Shop Steward H. Williams is requesting that management investigate and correct this matter.

Bldg. 12—E. Zampella and R. Dwyer in Shop Steward J. Korin's group are requesting that the repair work on tri-clad and special motors be put on P.W. These same motors are assembled on a P.W. basis. In view of this, they feel that this work should also be done by piece workers at a P.W. rate.

Bldg. 60—The Union feels that Raymond Ginnac is being treated unfairly by being placed on a smaller boring mill while there is work available on his own larger mill.

Bldg. 273—Richard F. Manell who works in Shop Steward C. Ekstrom's group feels that the offered price on 7186E44/45 (170-3911) is inadequate and he requests proper payment for work performed.

Bldg. 49—The Union feels that if a new job must be developed by the operator for production reasons and for the Company's convenience, the operator, Walter Hooker, should be paid average earnings for the time spent.

Bldg. 60—The group under Shop Steward W. Martin feel that a painter should be hired to do the painting in the west main bay in Bldg. 60 and the Assembler Painters in Group #260 be permitted to remain in their own group doing their own work.

Bldg. 16—The group under Shop Steward G. Johnson is protesting the assigning of a Lathe Operator to work on a serow machine while the group is rotating because of a lack of work situation.

Bldg. 269—The group under Shop Steward C. Salinski feel that due to the added duties and responsibilities on the Seal On and Exhaust Class B job, an upward revision in rate is justified.

Bldg. 273—Harold Gathen who works in Shop Steward G. Rose's group feels that the price for welding Pt. 9 Nipple on 7217E10/11 is inadequate. He is requesting proper payment for welding performed.

General—The Union feels that the Technical Trainees on Test in the plant should be included in the bargaining unit. We feel that their job is similar to an Apprentice's job in relation to test and should be included in the bargaining unit as other Apprentices are. One specific instance in the plant is in A&OS.