

ELECTION COMMITTEE CONDUCTS SHOP STEWARD ELECTIONS

The 25-member Election Committee of Local 301 met on Tuesday, November 28th. The meeting was presided over by Chairman John Saccocio, Bldg. 52.

According to the Constitution of Local 301, the Election Committee is authorized to conduct and supervise and be responsible for the current elections.

The Committee members were instructed by Chairman Saccocio as to the rules of procedure. Individual assignments in connection with the election of Shop Stewards were also announced by the Chairman.

He pointed out to the Committee that members were assigned wherever feasible to groups in their particular area or to locations in which they were familiar. This was not possible in some cases because of the geographical location from which some Election Committee members were elected.

The Committee supervised the election of Shop Stewards held on Wednesday, November 29th, and Thursday, November 30th. They will also be in charge of the nominations and elections of Board Members. Nominations will take place on Wednesday, December 6th, and elections will be held on Wednesday, December 13th, 1961.

The term of office of Shop Stewards and Executive Board Members elected will commence on January 1, 1962 and will expire on December 31st, 1963.

During October the Executive Board conducted a survey for shop steward representation. The results disclosed that there are presently 364 Shop Stewards and 25 Executive Board Members including all shifts.

Next week's issue of the Local 301 News will carry further information regarding the elections.

INFORMATION ON PENSION AT TIME OF LAY OFF

by Allen E. Townsend

Due to the many people who come to Union Headquarters with this problem, it seems an appropriate time to issue a word of warning to people who go out on lack of work, on the subject of pensions.

Many Union members who are on lack of work make the very bad mistake of going in to the Company as soon as they are pinched for money and drawing out the pension money credited to their account. In order to get this money, the Company requires them to quit G.E. This means that the only way they can be re-employed would be as a new employee.

This step taken is irrevocable and represents a loss to an individual of many thousands of dollars in fringe benefits. This substantial loss is sustained by the individual for a temporary windfall of a few hundred dollars.

Remember a person on lack of work can always negotiate for up to \$300.00 on his pension without losing any rights. Also, in most cases pension contributions are sent to the individual at the end of one year with no loss of their rights.

The best advice that we can give a person contemplating a move of this nature is to check with your Union representative at Union Headquarters. He always is ready to give the proper advice on matters of this importance.

UNION CORRECTS INEQUITIES

Machine operators in Wire Mill Bldgs. 105 and 109 working on horizontal and vertical insulating machines receive paid lunch period plus personal time allowance.

Employees on all three shifts have, due to the manufacturing procedure in use, traditionally worked around the clock even during their normal lunch period.

This meant that the employees had been deprived of their personal time guaranteed under the IUE-GE Contract and also a lunch period.

A Union representative was made aware of this condition and he thereupon requested a meeting with management to discuss the situation as it existed. At this meeting it was mutually decided to conduct a joint investigation. The results of the investigation reaffirmed the Union's position.

Subsequent meetings were held and a final agreement was reached whereby the employees involved would be paid a 20 minute lunch period and would have at their disposal 24 minutes personal time within their 8 hour work day.

Union negotiators who argued the case were: President Shambo, Chief Shop Steward Mangino, Board Member Mastriani, Shop Steward Reed and Assistant Business Agent Bill Christman.

VIOLATION OF CONTRACT

Union charges Company with violation of contract because approximately 9 months ago management in Steam Turbine initiated a move in some sections to utilize salary workers on jobs which fall within the jurisdiction of our Bargaining Unit.

Union representatives have filed formal grievances wherever such practices are in evidence.

To cite two instances, Quality Control Personnel were taking over the duties of Inspectors and similarly, salary people assuming duties traditionally assigned to Production Followers.

The Company apparently is trying to make this a standing policy, one which they hope will eventually be used throughout the plant. They attempt to justify these changes by saying that this work does not come under the jurisdiction of the Bargaining Unit. To refute this weak argument, Union representatives have for months diligently gathered information and evidence proving the fallacy of their claims.

Many meetings were held between the Union and Company and this accumulated evidence was made a part of the record with the result that the Company has agreed to eliminate salary workers from one area and they have greatly curtailed the activities of salary people in the other groups. The Union is still in the process of negotiating for the complete removal of these individuals from the jobs.

WORKMEN'S COMPENSATION

In talking to members who have suffered industrial accidents, we find that many workers are confused about the scope of the protection and benefits which the Compensation Law provides. In this issue, we will briefly try to answer a few of the more common questions raised by members. Of course, it is impossible in these short articles to cover every situation which may arise when a worker is hurt on the job or suffers an occupational disease. If a member has a specific problem, he should contact his attorney or the Union Office.

1. Can the Company lay off a worker who sustained an industrial accident?

The Compensation law does not guarantee a job for an injured employee. The Company is free to terminate a worker while he is disabled, or to refuse to rehire him after the doctors report him able to resume work. Your employment rights are controlled by the Union Contract, which does have a provision for some additional protection of seniority rights if you are absent from work due to a compensable injury. Contact your Board Member or Assistant Business Agent if you have any questions about reemployment rights.

2. Are all scars left by injuries compensable?

No. The law provides compensation only for serious head and facial disfigurement. Scars on other parts of the body are not covered, no matter how ugly they may be. Even a professional model or bathing beauty may not be paid for scars on the arms, legs or back.

(Additional questions & answers will appear in future editions.)