

JOBS WANTED

Qualifications: Fourteen and more years of factory experience at the GENERAL ELECTRIC COMPANY in Schenectady. Experienced in the following work: Bench Assembly, Panel Wiring, Inspection, Electrical Test, Packing, Shipping, Punch Press, Drill Press, Tapping Machine, and many other jobs, too numerous to mention.

During World War II we were called upon to do many types of jobs that are presently held by men. The record will show we performed our jobs in a satisfactory manner.

Cause of Unemployment: General Electric has transferred our work out of town. The INDUSTRIAL CONTROL DEPARTMENT that provided many hundreds of women with jobs has been transferred to Roanoke, Virginia, and Waynesboro, Virginia, and many other communities in the United States. The Porcelain Dept., which provided many jobs for us was transferred to Baltimore, Md.

We have been required to absorb changes on our job which the GENERAL ELECTRIC Management has called progress. These changes required us to have more knowledge and skill. This was happening repeatedly, but we did not object to this so-called "progress", even though the G.E. Co. did not increase our rates accordingly.

We have worked on jobs that require practically the same skill as men. But our jobs have been evaluated 10c to 20c an hour less than the comparable jobs performed by men. We have petitioned the New York STATE DEPARTMENT OF LABOR, under the EQUAL PAY FOR EQUAL WORK LAW, to investigate this matter. We met with no success because as soon as they hear that the violator is G.E., they back down.

The GENERAL ELECTRIC COMPANY, in their Community Relations Program, which is designed to win the people in this community to their point of view, has talked about stoppages as the problem affecting our community. WE CAN SAY THAT THERE HAVE NOT BEEN ANY STOPPAGES CAUSED BY DISCRIMINATION AGAINST WOMEN WORKERS — UP TO THIS TIME.

But the GENERAL ELECTRIC MANAGEMENT HAS GONE FURTHER THAN JUST DEPRIVING WOMEN OF THE RIGHT TO WORK IN SCHENECTADY. The Company has REFUSED to recognize our contract on SENIORITY RIGHTS. Under the Decentralization Program of G.E. the INDIVIDUAL 15 Managements are harboring shorter service women and laying off longer service women. This is a deliberate violation of the Union Contract.

At present the New Management of G.E. says that they are in accord with the present application of our contract.

The Union has processed the present violation of contract by the Company through the grievance procedure without success.

We are determined to force G.E. management to recognize its responsibilities under our contract.

Signed **WOMEN MEMBERS**
IUE Local 301 AFL-CIO

LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 8

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

April 19, 1957

No Compulsory Overtime Work Says National IUE-GE Committee

In a Signed Statement delivered to the G. E. Top Management last week the IUE-GE National Negotiations Committee unanimously said the IUE-CIO-GE National Agreement does not compel an employee to work overtime.

The Statement which was signed by all the members of the National Committee read as follows: "Through clumsy statements issued in Lynn and elsewhere, the General Electric Company has sought to convey the impression that it has the right under GE-IUE National Agreement to compel employees to work overtime. The Company contends that, even if this right does not appear in the written agreement, it was conceded by IUE negotiators in 1955.

"Management's assertions are absolutely untrue. The written agreement confers no such right on the Company, nor does anything which Union negotiators said in 1955. Never has the Union or any of its spokesmen agreed to the so-called right which the Company now claims it has."

The Statement went on to say that the Company submitted a proposal in the 1955 negotiations that would have drastically affected the present Provision in the Contract that establishes a 5 Day week and a forty hour week. The Company's proposal for a 168 hour week was turned down by the Union Committee and finally withdrawn by the Company.

The Union's statement said that the GE management has the right to ask an employee to work overtime but it cannot compel them to do so.

The Union pointed out that the voluntary system had yielded plenty of willing overtime workers in the past and there was no reason to shift to a scheme that would enable the Company to coerce employees into working overtime against their will.

The statement went on to say that in light of the serious layoffs that have taken place throughout the GE chain, the Union is fully convinced that their position in

Annual Spring Giveaway

The Activities Committee's annual Spring Giveaway Program is under way. The proceeds will be used to help finance the annual Children's Christmas Party which will be held next December. Tickets can be purchased from your shop steward at 3 for 25c.

The 14 prizes to be given away are listed below:

1. Power Mower.
2. Man or Woman's Clothing Outfit (\$100.00 value.)
3. Lawn Table, Umbrella and 4 Chairs.
4. Portable Radio.
5. Fishing Rod and Reel.
6. Lawn Chaise Lounge.
7. Flash Camera.
8. Electric Fry Pan.
9. Electric Coffee Maker.
10. Aluminum Picnic Table.
11. Coleman Camp Stove.
12. Outdoor Portable Cooler.
13. Travel Alarm Clock.
14. Kitchen Clock.

The drawing for the prizes will be held at the June 17, 1957 Membership Meeting.

NOTICE Executive Board Meeting

Monday, April 22, 1957
7:30 P.M.

UNION HALL
121 Erie Blvd.

BE UNION — Demand the
BUY UNION — Union Label

1955 to reject a longer work week proposed by the Company has proven entirely right. The current employment situation calls not for extensive use of overtime but for adherence to the 40 hour week, and indeed a shorter work week.

Decentralization of G.E. a Threat To Satisfactory Labor Relations

At a meeting of the GE National Negotiations Committee with the General Electric National Management last Friday in New York City, Leo Jandreau said: "The Company's Decentralized Labor Relations policy has caused a considerable amount of ill will among the General Electric workers throughout the Company which has resulted in serious misunderstandings and work stoppages."

Pointing out the 17 Managements in the Schenectady Plant as an example, the Business Agent said that "in most of the old locations of the Company the same problem exists. New people with little experience trying to make a new record by scrapping all the rules that have been established in Labor Relations over the years, in an attempt to cut cost and be more efficient." Jandreau said that "the General Electric had willfully planned this change of Company representation, which has caused the Union a terrific added expense, and also made it near impossible to negotiate a uniform application of the National Agreement."

"There are serious implications of violations of the intent of the national agreement because", said the Business Agent, "when the provisions of the Agreement were signed it was based on the current status of procedure both on the Management and Union sides; when either party to the Contract makes radical changes in representation, it makes the application of the Contract entirely different than it was understood at the date of the signing. There is serious question as to whether there is a violation of law involved" said the Business Agent.

Citing Schenectady as an example, Jandreau said after serious labor dispute affecting upgrading of long-service employees, which resulted in a work stoppage in the Steam Turbine Dept., the application of the contract on upgrading was negotiated satisfactorily between the Union and the Steam Turbine Dept. Management. The agreement reached eliminated work stoppages on this same question in this Dept. However, when the Union attempted to negotiate the same Agreement in the remaining

(Continued on Page 2)

Proposed Changes In Unemployment Laws

The changes passed by the State Legislature and sent to the Governor include the following:

1. Benefit rates are raised to a maximum of \$45 per week on a graduated scale. For example, a person earning \$75.00 to \$77.00 per week would receive \$38.00 in benefits; earnings of \$85 to \$90 would mean \$42 in benefits and earnings of \$100 or more would give \$45 in benefits.

2. Eligibility requirements are made a little easier. Previously, to be eligible a worker had to show that he was employed for at least 20 weeks in the year before applying with average wages of at least \$15 per week. This requirement still stands but now a second alternative can be offered for eligibility; a person must show that he worked at least 15 weeks in the year before applying but that he worked at least 40 weeks in the two years before applying and that he averaged at least \$15 per week.

3. Eligibility for those on vacation where there is a vacation shut-down is practically completely eliminated.

Labor unions were opposed to some provisions of the new law and are protesting them. It awaits to be seen whether the Governor will sign this bill.

At a later date, more details will be furnished concerning this law, as up to now the complete bill has not been received at this office.

Current Events In My Section

By Assistant Business Agent Allen E. Townsend

This week we finally closed docket #6721-57 regarding upgrading in the decentralized trading groups. We have been negotiating on this grievance for the past three months and finally arrived at a settlement with the company that is satisfactory to the decentralized trading groups. In the future Class B and C journeymen in these groups who can do work of a higher classification will be upgraded on the basis of job seniority. During the next two weeks the company will review the various groups, namely—carpenters, steelworkers, millwrights, riggers and crane and elevator repair men with a view of possible upgrading in their own groups.

Upgrading from advanced helper to journeyman will continue to take place on a plant wide basis, considering first the advanced helper, who has been the longest on the trade and who has the necessary qualifications to learn the trade. This procedure will continue to be monitored by the central

employment office. In determining this occupational seniority, time off from the job for any reason in excess of two weeks is deducted. Upon request, information on the relative position of individual trade helpers for upgrading consideration will be made available to the individual or his steward through the foreman.

A recent placement case 7089-57 involved a Class C Inspector with 11/18/40 service who was having difficulty in getting placed on a job which would fit his physical limitations. While we were discussing the case, the company placed him on a job in turbine at a terrific cut in pay. After we pointed out to the Company that there was a shorter service Class C inspector on the job that his man could physically do, the Company realizing this man had been placed improperly, agreed to put him on the job that we pointed out. This is an example of where a man would have suffered a terrific cut in pay if we hadn't been policing seniority closely.

Five Years Delay, Two Company Appeals End When Injured Worker Wins Case

Peter Bajer, who had worked as a chipper for 12 years and was then transferred to Heat, Power & Light has waited five years and has helped to decide two important questions as to the rights of injured workers. Fortunately, Bajer, who is now on pension, has not waited in vain because both questions of law were decided in his favor and both questions will help workers in similar situations in the future. Bajer was represented by Leon Novak, the Union's lawyer.

The first of the two questions which was considered by the Workmen's Compensation Board can be stated as follows: Can a worker who is totally disabled by each of two separate work-connected causes (one by accident and the other by a lung disease resulting from his work) collect benefits at the same time from both of these disabilities? Bajer claimed, with the help of his lawyer that he was entitled to twice the usual rate of compensation benefits of \$32.00 per week (in 1952 the maximum rate was \$32.00, today it is \$36.00) or \$64.00 per week because he was disabled from two separate causes. The Company argued that no person should be entitled to more than \$32.00 per week at any one time. After a trial, legal briefs and legal argument this question was decided in Bajer's favor.

The second question arose from the fact that Bajer contracted silicosis of the lungs while he was working as a chipper but worked for six years after he was transferred to another job. The Company argued that even if Bajer was disabled by silicosis, he was not entitled to benefits because the law says that a worker, to be entitled to such benefits for this type of lung disease, must show that he was disabled within two years after the last exposure to the hazards which gave him the disease. Here, too, Bajer's lawyer argued that Bajer was exposed to such hazards for six years after he was transferred away from his job as a chipper because in Power, Heat & Light Bajer handled harmful dusts such as coal dust, ash dust, heat and carbon monoxide. The Workmen's Compensation Board agreed with the argument presented in Bajer's favor and rejected the Company's argument. Bajer now has a sizeable sum of money coming to him for retroactive compensation benefits which will be paid immediately if the Company does not take still a third appeal to the Courts. Throughout the proceedings handled by the lawyer, Bajer's son, Thaddeus, employed as a toolmaker in Building 17, took a close personal interest and attended all the trials and legal arguments.

Union Committee Questions Lack of Work for Women

The National Negotiations Committee of IUE-CIO proposed that General Electric take immediate steps to alleviate the critical unemployment condition affecting women workers with 14 years of service in the Schenectady and Pittsfield G. E. plants. The Union committee charged G. E. management with the responsibility of causing this unemployment situation by transferring work on which many of the women were employed to new locations throughout the country.

General Electric should train these long service women to do jobs that are being filled by short service men with a year or less of service. The committee pointed out that women were used on the jobs during war periods and did the work satisfactorily and there isn't any justified reason why they cannot fill some of these jobs again.

This question is scheduled to be on the agenda of the next General Electric Conference meeting.

Labor Relations

(Continued from Page 1)
sixteen Departments in Schenectady, there was a refusal on the part of the other Managements to accept the Turbine Agreement.

In citing the upgrading as an example of the impossible uniform application of our Contract within the bargaining unit which the Union represents, it can be said that the same problem applies to the application of the Union's Contract with the Company on Seniority, and other various basic provisions of the Agreement.

"There is no Central Management overall responsibility and authority," said Jandreau. "This applies even to the New York level of the Grievance Procedure so that when we have a grievance that implies a contract violation, or an injustice, the New York Management will not override the Local Dept. Management's unjust decision, even when it agrees with the Union. They refer it back locally for final disposition."

This method of operating has led towards contract violations on the part of management which have resulted in the present low level of Labor Relations and work stoppages.

Sch'dy School Dept. Offers Special Services

Assistance to any man or woman in the Schenectady area who has the job of planning programs for any adult organization is offered without charge as an educational service of the Adult Education Division of Schenectady Public Schools. The assistance comes in the form of moving pictures, filmstrips or slides, recordings, and similar aids as well as the loan of equipment needed to use them. If leaders outside the group are needed in order to build a satisfactory program, advice and help is also provided in this matter.

The materials which can be borrowed cover a wide range of current topics of local, national and international interest, and deal with such immediate topics as family life and local government; such controversial topics as racial segregation; and such long-range issues as the problems of international peace. For example, among available films are: "Waste Not, Want Not" on the Hoover report on efficiency in government; "Secure the Blessings" on public education in a democracy; and "Leaving it to the Experts" on the question of what decisions it is wise for citizens to turn over to the experts.

The only requirement for using the materials is that at least 12 adults be expected at the meeting; that at least 45 minutes be available for the program; and that some provision be made for formal or informal group discussion of the topic presented in movies, slides, etc.

There is no maximum size of the group for which aid will be provided, and some of the materials are perfectly useful in large meetings. However, the emphasis in selection of materials is on the needs of groups of small or intermediate size.

The service also includes instruction and suggestions by a member of the adult education staff in the use of the materials and equipment, and consultations on details of any program. Information can be secured by phoning FR 7-6486, the Adult Education office, which is open every business day except school holidays from 8:30 to 4:30. Arrangements for borrowing materials and appointments for consultations about programs may be made at this same office. The address is 108 Union Street.

\$5,592 Annual Wage Needed by Family of 4

The University of California's Heller Committee in preparing a Budget for a Family of Four, husband and wife and two children called for an annual wage of \$5,592.59 in order to enjoy a reasonable standard of living. The Heller Committee has been preparing budgets since 1920, and their reports are accepted standards for many parts of our country.

The budget provides for only modest living standards such as \$58.50 a month for rent of a five room dwelling. Under the clothing allotment the husband must make his topcoat go 10 years, while the wife's coat estimated to cost \$30.19, must go for five years.

For recreation the budget provided for one week's vacation and

G.E. Record Profits For 1st Quarter

General Electric has announced record-breaking profits for the first three months of 1957.

The profits for first quarter of over 64 million was 16% greater than last year during the same period.

The Company also reported that it expected to invest 200 million in new plants and equipment during 1957.

the renting of a camp for \$36.29.

For the wage earner that owns his home another budget is recommended by the Committee. The annual wage for the home owner is \$5,849.67.

Widow Gets Benefits After Long Trial

Mrs. Eva Jablonski, the widow of John M. Jablonski, a shot blast operator, who died while at work in his shot blast room in Building 57 on April 4, 1955, has finally won her compensation benefits after a long trial conducted by the union's lawyer in her behalf. The Company has been required to pay Mrs. Jablonski benefits at the rate of \$24.00 a week from the date of death and also \$400.00 towards funeral expenses. It is estimated that, based on the life expectancy of the widow, the Company will pay approximately \$16,000.00 in benefits to the widow as a result of the help furnished through the Union's legal division.

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. 49: The group under Shop Steward S. Lupi are charging the Company with violating the contract under Art. VI, Sect. 5, Part. 4, Para. C-4, when the Company upgrades a shorter service employee.

Bldg. 49: An agreement was reached between supervision and Union representatives to pay additional for off-station work. The complainant, William Martin, who works in Shop Steward J. Mangino's group, feels that the Company is not living up to this agreement in regards to work being done on dry machines that was planned for wet machines.

Bldg. 60: The group under Shop Steward P. Briggs feels that the price of job 529E106 does not include scaffolding as the job is 9'7" high. They are requesting proper payment for scaffolding.

Bldg. 60: The group under Shop Steward P. Briggs is protesting the assigning of stator frames and rotor spiders normally done by the Chippers in the Main Bay in #60 to other groups.

Bldg. 81: The group under Shop Steward J. Oberon feels that the "Development, Wire and Connect" job in Bldg. 81, which has been rated as \$1,895 D.W., is as good or better than the same type of job in Bldg. 50-2, which has been rated as \$2,125 D.W. They are asking that management immediately correct this inequity in rate.

Bldg. 273: The group under Shop Steward J. Grabo feels that the Company is taking excessive time in returning vouchers from the piece rate men and planners. They request that supervision investigate and be able to return vouchers in as short a time as possible.

Bldg. 18: James Cain, a Utilityman, who works in Shop Steward P. Russell's group, is requesting that he be reclassified to Material Handling due to the contents of his job.

Bldg. 227: The group under Shop Steward C. Bascom are protesting the fact that patrolmen and internes are driving vehicles which the men in Transportation should drive. They feel this practice should be stopped and the work given to the men in the transportation group.

Bldg. 49: Vincent J. Van Hoesen, who works in Shop Steward W. Gage's group, is protesting statement by supervision that the job to which he is assigned, classified as Eng. Lathe Dup., will be lower rated than originally stated.

Bldg. 273: Lawrence Sonecalb, who works in Shop Steward C. Brothers' group, is requesting that management investigate the lack of cutters available for the Slotters and correct this situation.

Bldgs. 18, 40B, 42: The Union feels that the division management is unjust and unfair when they allocate nameplate stamping work to male test workers in Bldgs. 18 and 40B when they know how critical the female employment situation is in the Schenectady plant. Also, in Bldg. 42 and other sections women are only allowed to do part of the job. The Union is requesting a meeting to discuss this whole situation.

Bldg. 49: M. Dillenbeck who works in Shop Steward J. Mangino's group feels that when he is working under direct orders from his supervisor and tears down a job for production reasons, he should be compensated for time lost.

Bldg. 46: D. Cozzolino who works in Shop Steward N. Levine's group and is classified as a Radial Drill Press Operator at a \$2,075 A.E.R., feels that he has been improperly placed in Bldg. 46 on a job at \$1.73 D.W. He is requesting, therefore, that he revert to his original lack of work so that he can find a more suitable job plantwide.

Bldg. 23: Shop Steward J. Lumia, who represents office service workers, feels that the present practice in regards to window washers is unsafe. He believes that they should always work as a team to eliminate the hazards of this particular job.

Bldg. 49: The group under Shop Steward A. Paniccia feel that qualified Welders should be called in and used to weld defects and the foreman should not weld jobs himself.

Bldg. 49: The group under Shop Steward A. Burditt feel that employees not classified as Stockroom workers should not be allowed to go into the Stockroom and do that type of work.

Bldg. 49: M. Subik who works in Shop Steward W. Gage's group feels that he should be paid the job rate of the job he is now on. His background consists of Boring Mill Operator and C1 B Machinist which should qualify him for the job rate.

Bldg. 12: George Lehman who works in Shop Steward S. Gaida's group feels that the prices on engraving are inadequate and requests an adjustment.

Bldg. 16: Michael Polikowski who works in Shop Steward C. Munier's group feels that he was paid the correct rate for the classification he held, and, when the Company reclassified him and changed his rate, they should not go back and deduct money they say they have overpaid.

Bldg. 46: D. Cozzolino who works in Shop Steward N. Levine's group and is classified as a Radial Drill Press Operator at a \$2,075 A.E.R., feels that he has been improperly placed in Bldg. 46 on a job at \$1.73 D.W. He is requesting, therefore, that he revert to his original lack of work so that he can find a more suitable job plantwide.

Bldg. 23: Shop Steward J. Lumia, who represents office service workers, feels that the present practice in regards to window washers is unsafe. He believes that they should always work as a team to eliminate the hazards of this particular job.

Bldg. 285: The group under Shop Steward J. De Georgia are requesting a change in starting time from 7:30 - 4:00 to 7:00 - 3:30.

AS I SEE IT

by CHARLES SCOTT

Docket #6735-57 was a case where management tried to force Inspectors to work out of their classification.

A grievance was turned in by Steward Cadger, #49, who protested the assigning of mechanical inspection to a Welding Inspector. After receiving the usual unsatisfactory answer from the foreman, who stated he saw nothing wrong with giving a Welding Inspector mechanical inspection to do so that he would have a full day's work, Steward Cadger brought the grievance to Board Member Mangino. They discussed the case and subsequently the grievance was forwarded to the Union Office for further processing.

A meeting with management at the 2nd level was held and Steward Cadger and Board Member Mangino were able to settle the case with the understanding that the Welding Inspector would not do mechanical inspection.

Docket #7119-57 clearly shows the value in dollars and cents to a Union member as to what can be accomplished through the grievance procedure.

An Assembler in #273 requested

a merit raise to the top of his rate. The supervisor told him that he felt the man was not qualified. The Assembler went to his Shop Steward, A. Merendo, who filed a grievance. After receiving an unsatisfactory answer from the foreman, Shop Steward Merendo brought the grievance to Board Member Collis who forwarded it to the Union office for further processing.

At a second level meeting with management, Shop Steward Merendo, Board Member Collis and Coordinator Vitallo were able to settle the case with the understanding that the man would be given the top rate of the job.

DON'T LET HIM MAKE IT GET AWAY... 100% UNION



SIGN UP THAT NON-MEMBER SIGN UP THAT NON-MEMBER

90% ARE MEMBERS LET'S MAKE IT 100%

IUE-CIO LOCAL 301 NEWS
OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS
Published by the Editorial Committee
President.....Harry Williams
Vice President.....Julius Thomas
Treasurer.....Gerald O'Brien
Asst. Recording Secretary.....Earl Coons
Recording Secretary.....Michael Rakwicko
Chief Shop Steward.....Vincent DiLorenzo
Business Agent.....Leo Jandreau
121 ERIE BLVD. SCHENECTADY, N. Y.