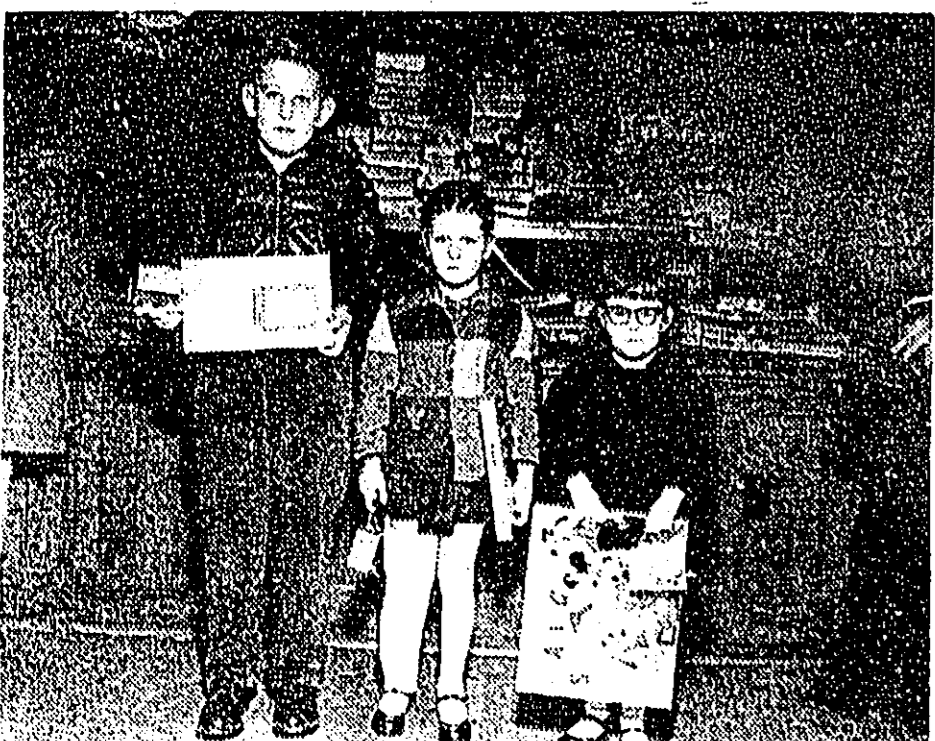


Santa With a Union Label

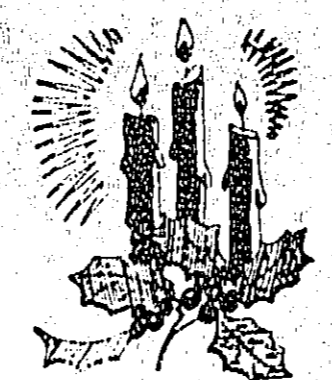
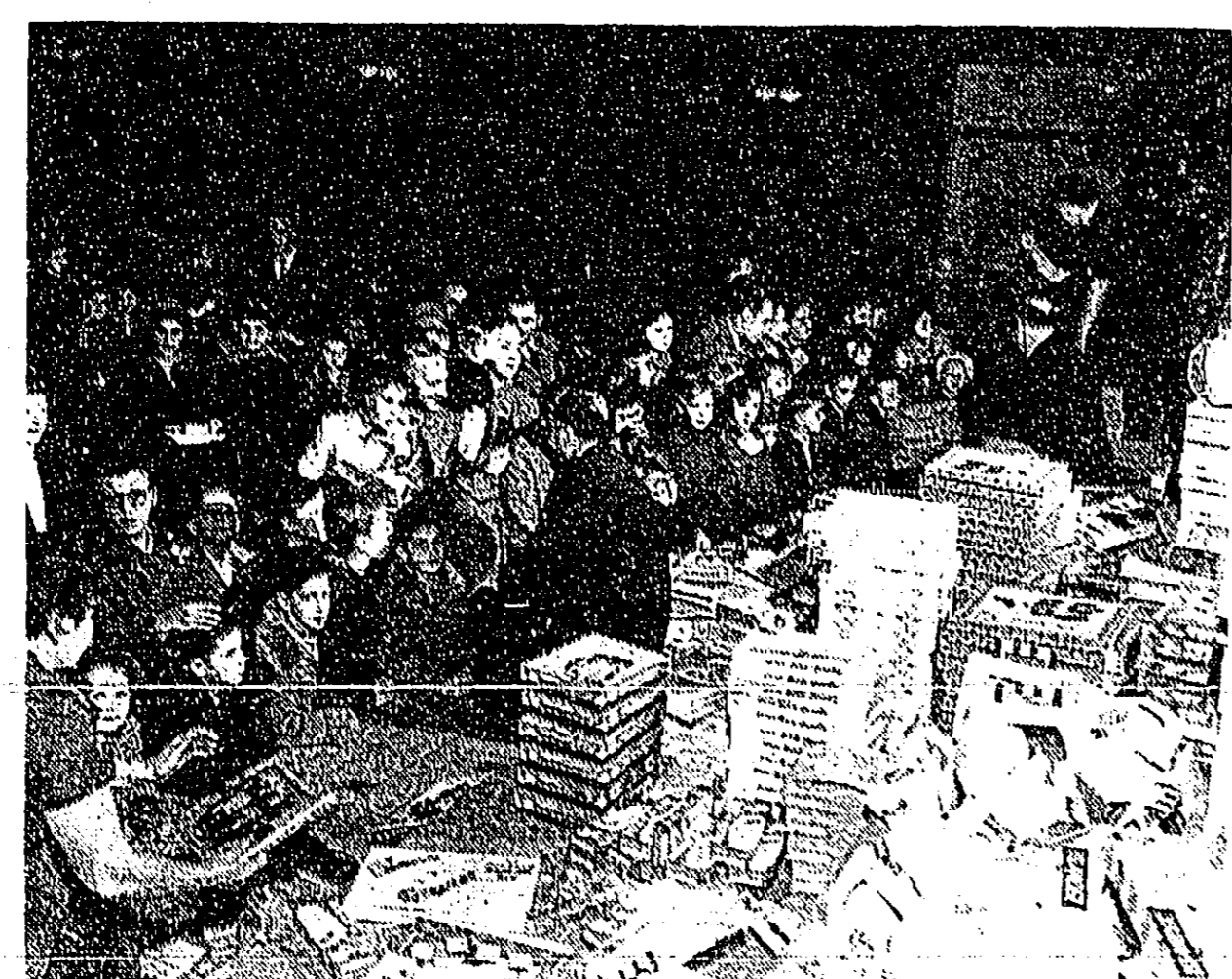
As IUE-CIO Local 301 Served Over 7,000 Kiddies



Merry Christmas....



Santa Claus took over the Mont Pleasant High School auditorium last Sunday, distributing over three tons of candy and gifts for the kiddies. Pictured on this page are some of the record crowd of over 7,000 children in attendance. Santa and his helpers on 301's Activities Committee were kept busy from 9:00 a.m. to 9:00 p.m. to carry out the affair successfully. Many members expressed their pride that Local 301 took this time spreading Christmas cheer, while engaged all year in the job of improving the living conditions of Schenectady workers and their families.



Happy New Year

to All Our Union Members and Their Families

LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 38 The Voice of GE Workers, Local 301, Schenectady, N. Y. December 31, 1954

"SOMETHING TO THINK ABOUT"

Taken from the last Verse of the "Boulware Bible" as to how Lemuel proposes to lead the poor working men and women out of the bulrushes and into the swamp, the G.E. Works News of Dec. 17 published an article entitled "Something to Think About".

The article attempted to cover up the real plans of General Electric by featuring the Union as the "Big Bad Wolf". The Works News article could have been given a more appropriate title, such as "Some Things We Don't Talk About".

4,000 Jobs to Move Out

The article was very defensive and tried to show the community the G.E. was anxious to have Schenectady a prosperous town, because they plan to spend a sum of money over the next five years in improvement of sewage systems and expansion of their laboratories that will give very little, if any, work to local people. However, during the next two years, they will not tell the community the following:

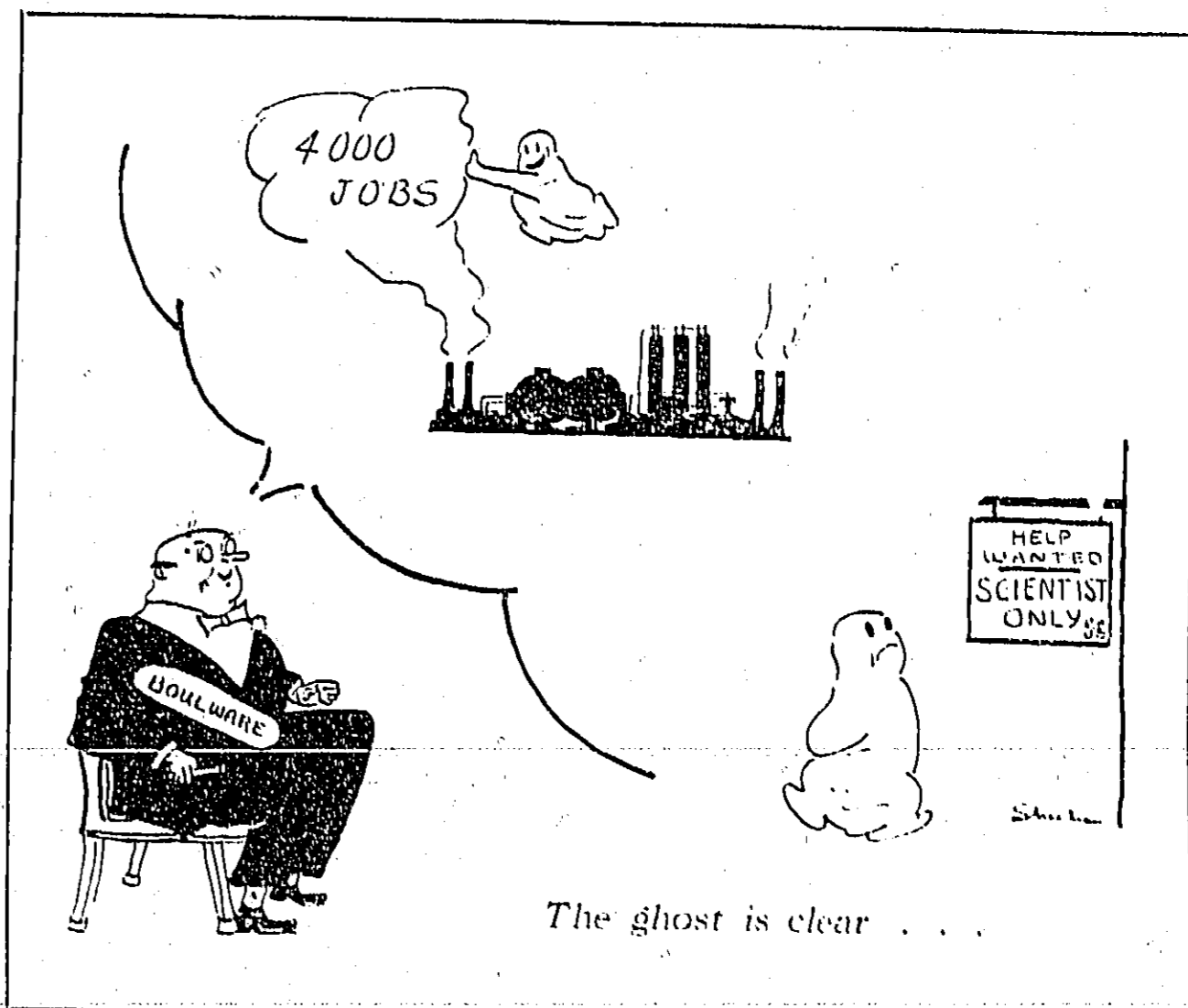
1. Pouring of foundations and erection of steel has begun for the Industry Control's large new plant at Roanoke, Virginia. (This means 1,500 jobs leaving Schenectady.)

ing Schenectady. (This means 60,000 man hours lost each week.)

2. At Waynesboro, Virginia, Specialty Control Department plant construction progress is ahead of schedule. Both office and factory were substantially one month ahead of schedule to be completed December 1, 1954. (This means 500 jobs leaving Schenectady or another 20,000 man hours lost each week.)
3. Work is well under way for general grading and foundations for the proposed new plant and department headquarters of the Industrial Heating Department at Shelbyville, Indiana. Bids are under way presently for a super-structure which embraces approximately 171,000 sq. ft. of manufacturing space. (This means another 500 jobs leaving Schenectady or another 20,000 man hours lost each week.)
4. In Bloomington, Ill., the buildings are completed to house the General Purpose Control Department. (This means another 1,500 jobs leaving Schenectady or another 60,000 man hours each week.)

National U.E. Plans Campaign Of Disruption

U.E. announced last week that they will start a campaign of disruption by confusing the issues on any problems affecting G.E. workers. In a paper distributed at the Subway Gate on December 21 by National organizers, U.E. advised the G.E. workers to follow the plan to stop transfer of jobs that was used in the A.S.R. Safty Razor plant in Brooklyn, N. Y. They say, adopt a slogan: "Not one wheel will turn until company stops transfer of jobs." They called a strike in A.S.R. (Continued on Page 2)



The ghost is clear . . .

The Works News talked about spending 80 million dollars over a period of five years on improving the drainage system as an outstanding contribution to our community. The real problem of drainage can be better understood when you convert the lost jobs in terms of wages and loss of purchasing power in our community. 4,000 jobs equal a weekly payroll of approximately \$280,000 or a yearly payroll of 15 million.

In fact the millions of lost payroll and purchasing power to many communities can be charged to the General Electric decentralization program which is briefly explained in a statement made by a General Electric executive, A. F. Vinson, Vice-President of Manu- (Continued on Page 3)

These Boy Scouts Were Prepared

This story is based on an actual happening and the names have not been changed.

When Billy Scott went ice fishing Saturday, December 18th, no one knew that his training as a Cub Scout, coupled with two trained Boy Scouts, would play a part in saving his life.

Scoutmaster Caprara had taken some of his Scouts ice fishing also. Two of them, Peter Bernardi and James Davolio, Jr., were returning to shore for gear when they heard Billy's shouts. While Billy kept a level head, the Scouts rushed to form a human chain to reach him with one of their jackets. The water was about 7 feet deep when the ice had given way under his weight.

Bro. Caprara is Scoutmaster of Troop 61, sponsored by Our Lady of Mt. Carmel Church, and works in Bldg. 69. The boys' dads are also all members of IUE Local 301: Charles Scott, Bldg. 66; Peter Bernardi, Bldg. 273, and James Davolio, Sr., Bldg. 73.

Scoutmaster's Reward



Peter Bernardi, William Scott and James Davolio, Jr., who participated in the ice rescue December 18th are shown with Scoutmaster Elmer Caprara.

Motor Generator Contract Violation

Can a former Shop Steward and Executive Board Member forget the provisions of the Contract when the Company makes him a foreman? Apparently Joe Belak could. Mr. Belak has been a foreman for some time now in Bldg. 60, Large Motor-Generator Division.

When Shop Steward R. Ginac approached Mr. Belak for an answer to a written grievance, he was told to refer to the Contract. Article XIII, 2 (a) (2) requires that the foreman give his answer within one working day after presentation of the grievance, or advise that additional time is needed, in which case the answer must be given within one week thereafter. This had not been done.

This arbitrary attitude on the part of Large Motor-Generator Division toward grievances has been brought to the attention of plant management in the past. Inexperience is certainly not the excuse for the Company representative in this case. Obviously, it is a result of lack of authority through Decentralization as the Union has stated previously — it should be no mystery to Company officials as to the cause of the resulting labor trouble.

National U.E. Plans Campaign Of Disruption

(Continued from Page 1)

In another section of the same paper they plead—don't buy A.S.R. products, the company fired 1400 U.E. members with service ranging up to 40 years; closed their plant and moved South. The entire paper consisted of similar contradictions with some subtle political twists included.

The issue served notice to the Schenectady G.E. workers that National U.E. is again about to start spreading rumors, lies and distortions. While they will talk of saving jobs for G.E. workers, they are actually battling desperately to save their own jobs — to further their own interests.



SCENE AT CHRISTMAS: Part of the crowd that made a success of IUE Local 301's annual membership Christmas Party. Dominick Gentile and Allen Townsend collected the door prizes.

Retroactive Adjustment Won

On 11/30/54, Foreman Pugliese, Bldg. 77, demoted Robert Fuller from Class "A" Electrician to Accumulator for alleged incompetence.

When the matter came to the attention of the Union representative, a case was brought up to management to correct the injustice.

The case was investigated by Union representatives William Templeton, Charles Ferris, George Diemer and L. Galliger. The facts as they found them convinced management that Bro. Fuller should be returned to the job. Management agreed to restore the Class "A" Electrician rate to Bro. Fuller, effective 11/30/54, with full retroactive adjustment in rate.

IUE Organizes The Unorganized

In its persistent drive to organize the unorganized, IUE-CIO was victorious in three small shops within one week's period this month.

On December 16 at the Humphryes Manufacturing Co., Mansfield, Ohio, IUE won bargaining rights by a vote of 188 for IUE against 160 for no union. Three ballots were challenged. This shop had once been UE, but a no strike clause was used by the company to break the strike and the union by firing the leadership.

On December 17 IUE won its 62nd GE local, the GE Service Shop in St. Louis. Formerly UE Local 818, this shop is now chartered as IUE Local 818. UE pulled off the ballot there and the result was 47 for IUE, 1 no union and 2 void.

On December 21 another dent was made in the South with an IUE victory at Atlanta, Georgia, the Elliott Addressing Company. Here the vote was 40 for IUE against 27 for no union.

These examples of recent victories were in small shops, proving the thoroughness of IUE-CIO's drive on unorganized shops. Many of these plants are scheduled to employ thousands in the near future and are important in that respect.

Meanwhile UE continues its miserable failure in this most important job of trade unionism, while IUE-CIO continues to pile up victories, large and small shops regardless.

Alabama Paper Refuses CIO Ad

The CIO Textile Workers, conducting an organizing campaign at the Avondale Mills in Sylacauga, Ala., placed an ad in the town's paper, the Advance. The ad and the money were accepted, and then the publisher, W. A. Moody, Jr., cancelled the deal. His alibi: He "knew the mill owners' stand against unions, and did not want to mess with union advertising."

In protesting, Boyd E. Payton, the union's southern organizing director, wrote Moody that the latter evidently feared to let his readers know about unions even in the advertising columns.

Something to Think About . . .

(Continued from Page 1)

facturing, in a meeting held in Schenectady in April 1954. "As a matter of fact, 55 percent of our people are in only 7 plant cities where we employ 10,000 to 40,000 (Schenectady, Lynn, Erie, Pittsfield, Syracuse, and Fort Wayne). So far as decentralization of people we have merely scratched the surface. So we may expect to hear more of G.E. plants like Edmore, Michigan; Limerick, Maine; Jonesboro, Arkansas; Linton, Indiana and Waynesboro, Virginia."

The Works News article stated it wondered how business might consider Schenectady as a location for future jobs. We wonder too—why should small business locate in Schenectady when big business, such as G.E., moves out to take advantage of low wage communities,

Don't blame labor trouble—the record speaks for itself—one strike in 18 years.

The real attitude of G.E. on jobs and community interest is best expressed by another executive who attended the April 1954 meeting that was held in Schenectady. "Right here, suppose we bury a dangerous fallacy, which is being voiced by many business men and by many labor leaders and politicians, that it is the function of business to furnish JOBS. From the economic and from the engineering angle, such a statement is sheer nonsense. Rather it is the function of sound industrial management continually to DECREASE the number of man hours required to produce a given amount of output."

The Works News says misrepresentation of issues — to this we reply, the above is a matter of record taken from G.E. publications, and on the question of misrepresentation we suggest the article directed at a Union official in the December 17 issue of the Works News be awarded the prize of the year for distortion of fact. Make it a bouquet of scallions.

IUE-CIO LOCAL 301 NEWS
OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

Published by the Editorial Committee
President.....James J. Cognetta
Vice President.....Joseph Alois
Treasurer.....Joseph Whitbeck
Recording Secretary.....Miles Moon
Ass't Recording Secretary.....Rudy Risland
Chief Shop Steward.....William Mastriani
Business Agent.....Leo Landreco
301 LIBERTY ST. SCHENECTADY 5, N. Y.

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: Ivan Barnes has been refused payment for Thanksgiving holiday in violation of Contract, Article VII-4-(1). Shop Steward R. Scraftord has filed a case for proper payment.

Bldg. 273: William Vetter, Large Layout, has not been offered proper bump when reached on lack of work. Union demands proper placement.

Bldg. 273: Shop Steward A. Kolarski has filed a grievance protesting the improper displacement of Louis Pannone, Lathe Operator with 31 years of service.

Bldg. 273: Shop Steward J. Alois has filed a grievance to secure proper bump for William Powers, Planer Operator, reached on lack of work.

Bldg. 60: Group under Shop Steward C. McCabe demand equal distribution of work among all three shifts.

Bldg. 49: Group under Shop Steward G. Smith protest foreman doing production work. Union demands this practice be corrected at once.

Bldg. 269: Shop Steward L. King has filed a grievance to secure upgrading for the longest service employee on recent opening on Exhaust job in Camera Tube Section.

Bldg. 269: Group under Shop Steward R. Nedvidek protest supervision's attempt to have handyman perform painting, drilling and grinding. Union demands management investigate and correct situation immediately.

Local 301 IUE-CIO SHOP STEWARDS MEETING

Monday, Jan. 3, 1955

2nd Shift

1:00 P.M.

(Before Work)

1st and 3rd Shifts

7:30 P.M.

LOCAL 301 HALL

Reports of Committees

Regular Order of Business

EXECUTIVE BOARD

LOCAL 301 IUE-CIO

Greedy NAM Plans To Seek More Tax Cuts — For the Rich

More tax cuts — for the rich. That's the program of the National Association of Manufacturers, as revealed by Fred Maytag, the washing machine man, who heads a special NAM committee on taxation.

Maytag told the 1954 Congress of American Industry, and NAM whizzbang, that now is the time to "make a direct frontal assault" on the present tax system, which he said "was taken out of the book of Karl Marx."

Plastic Consumers

Discussing the incredible automation in a new auto plant in Cleveland, CIO President Walter Reuther told the IUE-CIO District 8 subregion meeting that he was shown how an engine block was bored and shaped in 13 1/2 minutes, whereas before it used to take 12 hours. When the plant manager boasted of this efficiency Reuther commented: "Now what you need is a parallel line producing plastic consumers to buy the products of the first line."

The NAM is now beating the drum for a five-year plan to place a ceiling of 35 percent on federal income taxes. Under present tax rates, this would mean a loss to Uncle Sam of about \$8.4 billion. That loss will have to be made up somewhere. A national sales tax? Well, Maytag didn't spell that out, but that's what the NAM has been advocating for some time now. And whom does a sales tax hit? You guessed it. It's you.

Jerry Lumia, Bldg. 56



Our Local's record of responsibility, one strike in 18 years, is one the members are proud of. Letter writing won't solve labor troubles, negotiations in good faith and authority to carry out settlements are needed.

Your Letter Received and . . .

Membership Meeting Dec. 20

John J. Murray, Bldg. 107



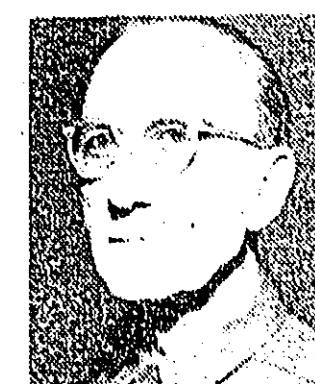
No Contract—No Work in 1955, will be the members' answer to Boulware propaganda letters. No letters can cover up Company plans to double production with the same number of workers, or even less.

Anthony Maddalone, Bldg. 52



Predicting doom and gloom for Schenectady because some members take an hour off to vote seems pretty ridiculous. Mr. Stevens should answer the question of what is to happen to the 4,000 workers the Company has slated to lose their jobs.

Al Cadger, Bldg. 49



Decentralization in Schenectady G.E. has pretty obviously made the "Plant Manager" a figurehead in labor relations. Our financial reports show thousands of dollars paid in lost time to bring cases to his attention. He should have the authority to make settlements.

Dominick Frescatore, Bldg. 56



With the stock market soaring to new heights, Union contracts guaranteeing wage levels, are one bulwark against depression. Yet G.E. tells people they don't need a union — what's the Company's object?

Executive Board Election Jan. 5th

Notice went out in the mails this week to all Shop Stewards of the coming election for Executive Board members on January 5th.

The elections will be held at Union Hall on Erie Blvd. and Liberty St., under the supervision of the IUE Local 301 Election Committee. The letters notify each steward at the time the election will be held for Board Member of his section.

Candidates for Board Member must be a Shop Steward with a total experience as a steward of at least six months. The successful candidates will serve a one year term until January 1, 1956.

Each steward will be paid lost time by the Union for the time involved in coming to the Union Hall to cast his ballot. The Local's Constitution does not permit proxies or substitute stewards to cast ballots. Results of the election will be published in the IUE-CIO Local 301 News.

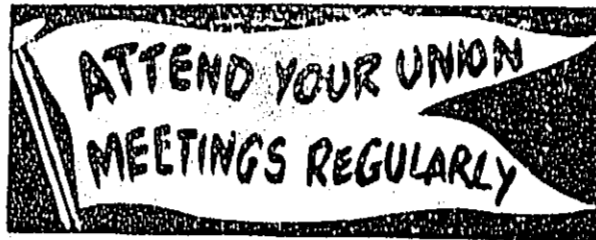
Injured Workers Must Report All Accidents Promptly

This article deals with an aspect of compensation which is so important that it can make the difference between having full protection under the law after an accident has taken place or of having no protection at all. The subject is that of notifying your foreman or the GE Hospital about an accident immediately after the accident has taken place.

It makes no difference how small the accident may be. Everyone knows that serious consequences can result from even small accidents. If you fail to report a small accident and then claim a year or two later that you have a serious condition from an unreported accident, it is natural for even honest men to find it hard to believe that you had an accident at all. On the other hand, no one is hurt if you report every accident promptly even if you do not need treatment immediately or even at all. At

least you have made a record that the accident has taken place and no one can say later that you are trying to make up a set of facts to suit a compensation claim.

Do not forget this rule. Report every accident promptly when it occurs!



Support Strikes, Cardinal Tells Wives

When a worker is on strike, the wife's place is to back him up. Cardinal Bernard Griffin told a Young Christian Workers' rally in London.

"Families must stand together and the wife must share the burden with her husband," he told a girls' meeting.

Balloting in Shops Elects Stewards

John Saccocio, Chairman of IUE Local 301's Election Committee, reported to the Executive Board last Monday night on the results of the Shop Stewards elections held in the plant December 13 and 14.

Approximately 90% of the Local's Shop Stewards were reelected, an indication of the membership's confidence in their IUE Stewards' handling of their grievances this past year. These members, along with Stewards of other IUE Locals throughout the country, will continue to enforce the Contract, and in 1955 will carry out the policies set by the membership and their elected leaders.

The 25-man Election Committee with only a few exceptions, succeeded in carrying out the plant elections in the two days designated for over 600 Shop Stewards. Preparations are already underway to conduct the Executive Board election on January 5th.



HAPPY HOLIDAYS: Some of the groups are shown here that attended IUE Local 301's Christmas Party December 18th. Music was furnished by Tony Villano's orchestra. Congratulations to the Committee on an excellent job.

