

# PROPOSED CONTRACT CHANGES

Listed below are improvements in the Contract resulting from IUE-CIO proposals and secured by your Negotiating Committee. *No other changes in the Contract were made other than those listed.* This report on the Contract gives the lie to the wild and reckless charges made by UE concerning contract changes that would weaken it in any way. IUE-CIO succeeded in eliminating proposed changes by the Company that would in any way have weakened the Contract.

## Article II

This article has been renamed "Union Security". It provides for an irrevocable checkoff and for an assurance that revocation can take place only during a given 10-day period in a year and only by registered mail to both the Union and the Company.

## Article IV

To Section 3 is added the word "sex" after the word "color" in the non-discrimination clause.

## Article V

In Section 1 (a) it is provided that if a worker has a change of shift on Monday earlier than his starting time in the preceding week his old work day does not end unless he has 24 hours of rest.

In Section 2 (b) (3) double time is guaranteed for all work in excess of 12 hours in a single work day, and a worker working beyond that work day will be paid double time for all hours worked until he has been relieved from work.

In Section 4 (b) (4) the same will apply.

In Section 2 (d) there is added a new section which will provide that a worker transferred under certain conditions temporarily from his regular shift to another shift and returned to his original shift during the same week or the immediately succeeding week will be paid time-and-one-half for the first eight hours following the first transfer.

In Section 8 (c)—Report-in Time, it is applicable except where the inability to provide work is the result of "fire, flood, power failure or work stoppage by employees in the same Company location."

In Section 8 (d) payment will be made for time lost at dispensary for over 30 minutes instead of time lost exceeding 60 minutes.

## Article VI

Section 4 (d) has been amended to drop the first sentence, and the last sentence with the elimination of the word "justified."

Section 5 (b) (2) reduces the time to reach the top of the salary progression schedule for those in Grade 5 and under from 30 months to 18 months.

## Article VII

Section 1 (a) (3) is amended to pay workers if they lose time during the week in which the holiday occurs when it is the result of a rotating shift or a temporary layoff.

Section 1 (a) (4) is amended to provide payment if the worker failed to work his last scheduled work day prior to and the next scheduled work day after a holiday when it is the result of illness of not more than three months, layoff for any more than two weeks, or the person has worked for the Company within the 14 calendar days prior to the holiday and has justifiable absence.

Section 2 has been amended to provide guarantee of paid holidays for workers on continuous operation.

## Article VIII

The major change in this article is to extend the period in Section 2 to provide for recall after 18 months for those with more than five years service to 24 months for those with more than 10 years service. Also, there would be an exchange of letters to protect presently laidoff workers who have already lost their service but who would qualify for recall under the new contract.

## Article IX

The only major change in this article is that vacations are extended to have two weeks and one day for those with 11 years service up to two weeks and four days for those with 14 years service. There will also be provision to assure payment of unemployment compensation to workers during an annual plant shutdown when they receive no paid vacation.

## Article XII

Section 1 (b) is amended to assure a steward super seniority on his job rather than merely super seniority against lay-

offs. Whether this clause is used or not will be determined by the Union locally.

## Article XV

The arbitration clause will be amended to assure arbitration of discharges.

## Article XIX

In Section 2 the word "dependents" will be eliminated.

## Article XX

Payment for traveling time is changed from 7½c to 8c-a-mile.

## New Articles

### Jury Duty:

Guarantee is made for workers on all shifts of makeup between the jury fee and the straight time earnings lost. Salaried workers will be paid straight time salary in addition to the jury fee.

### Military Pay Differential:

Employees with 52 weeks of service attending military camps will get makeup for a period of two weeks and credited service. Those with less than 52 weeks of service will get service credit but no makeup pay.

### Death Leave:

Three days pay per year will be given to those having a death in the immediate family (parents, children, husband or wife, brothers or sisters).

### Responsibility of the Parties:

While not in any way changing the contract or operating to deprive employees of any wage or other benefits or safeguards to which they have been or will become entitled by virtue of an existing or future understanding of agreement between the parties or between the Company and the Local, this clause defines the rights and responsibilities of the parties during the life of the agreement. It does not in any way change the contract.

### Reopener:

There will be a reopener between September 1 and October 1, 1958 on any questions relating directly to employment security with the right to strike.

# LOCAL 301 NEWS

IUE CIO

Vol. 2 — No. 5

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

September 9, 1955

## Vickers Strike In 10th Week In Detroit

More than 1750 members of IUE-CIO Local 945 have been on strike at the Vickers plant in Detroit for 10 weeks.

The main issues causing the strike are payment of wages equal to what is being paid in the Ford and General Motors companies who are located in the same area as the Vickers Company.

The management of Vickers had promised the Union prior to the auto workers settlement to grant wage and economic improvements equal to that which was gained by the auto workers. They broke their promise and a strike followed.

The picket lines are solid and the spirits are high. The strikers are determined to force the Company to live up to their promises.

The strikers are calling upon the membership of IUE-CIO for financial help. The Executive Board of Local 301 will consider the request at the next Board meeting which takes place Monday evening.

## Contract Signed; Organizing Drive Will Be Intensified

### Insurance Plan Outlined

In order that every member of IUE Local 301 may have a thorough understanding of the proposed Insurance plans, pages 2 and 3 of this issue of the Local 301 News have been devoted to an outlined comparison of the "Corridor" and the "Comprehensive" plans.

All IUE Local 301 Executive Board members have the comparison of plans including the present Insurance plans for further information of the membership.

The agreement with General Electric was approved August 25 by the IUE-CIO G.E. Conference Board by a vote of 76,217 against 18,586. The Contract was signed with the Company following the vote and it is now in effect for most purposes as of August 15. IUE Local 301 members had voted overwhelming approval earlier that week at meetings held in the plant.

One of IUE-CIO's most important tasks now is to not only consolidate but advance our organization and its gains. Our organizing drive will be intensified to bring into IUE-CIO all G.E. workers who are in unorganized or UE shops and all workers in IUE-CIO shops who are not now members.

Among the unorganized plants where IUE-CIO has already begun campaigns are: Waynesboro, Va.; Roanoke, Va.; Henderson, N.C.; Plainville, Conn.; Holland, Michigan; Burlington, Vt.; Ashboro, N. C.; Jonesboro, Ark., and Hickory, N. C.

Campaigns are also underway in UE plants involving about 15,500 employees in all. These plants include Scranton, Pa. (UE Local 125); San Jose, Cal. (UE Local 1412); Oakland, Cal. (UE Local 1412); Erie, Pa. (UE Local 506); Decatur, Ind. (UE Local 924); Cleveland, Ohio (UE Local 707); Tiffin, Ohio (UE Local 732) and Taunton, Mass. (UE Local 204).

**LOCAL 301 IUE - CIO  
Joint Members and Stewards  
MEETING**

2nd Shift  
**Monday, Sept. 19, 1955 — 1:00 P.M.**  
(Before Work)

1st and 3rd Shifts  
**Monday, Sept. 19, 1955 — 7:30 P.M.**

**KRUEGER'S HALL**  
Liberty and South Ferry Streets

Recommendations of Executive Board  
Report of Committees  
Regular Order of Business  
EXECUTIVE BOARD LOCAL 301 IUE-CIO

## Westinghouse Strike Vote!

In a fight to hold the Company's proposal to time study day workers, IUE Local 601, Westinghouse at E. Pittsburgh, Pa., has been forced to strike.

The IUE Westinghouse Conference Board has approved Local 601's stand and has called for a strike vote from the entire Westinghouse chain.

As we go to press, the reports of the strike vote show overwhelming support from all Westinghouse locals.

Because of the principle issue involved, this fight is of the utmost importance to all workers in the electrical industry and may require the financial support of IUE Local 301 and all IUE-GE Locals.

**UNION MEMBERSHIP  
IS A GOOD BUY**

- COLLECTIVE BARGAINING
- JOB SECURITY
- EQUAL PAY FOR EQUAL WORK
- PAID HOLIDAYS
- PAID VACATIONS
- BETTER WORKING CONDITIONS!

**SIGN UP TODAY!**

**ATTEND YOUR  
UNION  
MEETINGS  
Regularly!**

# Comparison of Proposed Insurance Plans

## Proposed Comprehensive Medical Plan — (Non-Occupational)

## Proposed Standard Hospital-Surgical Plan with Extended Medical Expense Benefits — (Non-Occupational)

### GROUP LIFE INSURANCE

#### Amount

Two times the employee's normal straight time annual earnings.

Two times the employee's normal straight time annual earnings.

#### Paid-Up

Plan does not require increased contribution for the purchase of paid-up insurance.

Plan does not require increased contribution for the purchase of paid-up insurance.

#### After Age 65

Amount reduces by 2½% a month until it reaches an ultimate amount as described in plan. No further payment of premium.

Amount reduces by 2½% a month until it reaches an ultimate amount as described in plan. No further payment of premium.

### ACCIDENTAL DEATH AND DISMEMBERMENT

#### Accidental Death

One year's normal straight time earnings up to \$20,000.

One year's normal straight time earnings up to \$20,000.

#### Dismemberment

One-half year's normal straight time earnings for accidental loss of one hand, one foot, or sight of one eye up to \$10,000.  
One year's normal straight time earnings up to \$20,000.

One-half year's normal straight time earnings for accidental loss of one hand, one foot, or sight of one eye up to \$10,000.  
One year's normal straight time earnings up to \$20,000.

### WEEKLY SICKNESS AND ACCIDENT BENEFITS

#### Amount

An amount equal to one-half normal straight time weekly earnings, but not less than \$32.50 (\$35. a week for any one with annual earnings of \$3000 or more) up to a maximum of \$85. a week for total disability as a result of non-occupational sickness or accident for up to 26 weeks.

An amount equal to one-half normal straight time weekly earnings, but not less than \$32.50 (\$35. a week for any one with annual earnings of \$3000 or more) up to a maximum of \$85. a week for total disability as a result of non-occupational sickness or accident for up to 26 weeks.

### MEDICAL AND HOSPITAL EXPENSE

#### Employee and Dependent Maximum Payments

\$7500 for each individual during any medical expense period and \$15,000 during lifetime of such individual. When individual has received benefits of at least \$1000, he may be reinstated for lifetime benefit of \$15,000 by submitting satisfactory evidence of insurability.

Hospital Room and Board.....\$ 910 Surgical Benefit ..... 25  
Hospital Special Serv.....1600 Diagnostic X-Ray ..... 50

In addition, catastrophe type benefits for covered medical expenses up to \$5000 in any one medical expense period and up to \$10,000 in all medical expense periods combined. When individual has received benefits of at least \$1000 he may be reinstated for lifetime benefit of \$10,000 by submitting satisfactory evidence of insurability.

#### Benefits

##### Hospital Expenses

a. **Room and Board**—plan will provide reimbursement up to the semi-private room rate (up to \$13 per day) for a maximum of 70 days. Plan also offers employees an option of electing a room and board benefit of up to \$16 or of up to \$10 per day.

b. **Special Hospital Services**—Plan will pay first \$100 in full plus 75% of next \$2000 (in three years)—first \$150 in full plus 75% of next \$2000.

c. **Hospital Care for Infants**—Plan will provide for nursery charges up to \$5 per day while the mother remains in the hospital. Regular benefits are provided in case of complications or for expenses incurred after the mother leaves the hospital.

**Surgical Operation Insurance**—For an operation performed either in or out of a hospital for a non-occupational disability the plan will provide reimbursement equal to the doctor's charge for the operation, up to the maximum listed for that operation in accordance with a new \$250 schedule.

**Diagnostic X-ray**—Reimbursement for charges for diagnostic X-rays made outside a hospital, or on a hospital out-patient basis in accordance with a schedule attached. Maximum payment for X-rays due to any one accident, or for all X-rays during any 12 consecutive months due to sickness will be \$50.

**Other Medical Expenses**—

- a. The plan will pay 75% of the amount by which the total of all covered medical expenses exceeds the sum of all benefits otherwise payable under the plan plus \$100 up to the specified maximum.
- b. Covered medical expenses are defined as reasonable and necessary charges incurred for the following types of medical services performed or prescribed by a physician.
  1. Services of physicians and surgeons including specialists.
  2. Semi-private room and board expenses incurred after the 70th day up to the rate elected under the basic plan.
  3. Special hospital services in excess of \$2,100.
  4. Anesthetics and administration thereof.
  5. X-rays and diagnostic laboratory procedures.\*
  6. X-Rays or radium treatments.
  7. Oxygen and its administration.
  8. Blood transfusions.\*
  9. Services of registered nurses.
  10. Drugs and medicines.
  11. Local professional ambulance service.\*
  12. Rental of equipment required for temporary therapeutic use.
  13. Prosthetic appliances except replacements.

\*—Applicable only to the extent not included in "special hospital services" mentioned in 3 above.

1. After individual pays first \$25 of type A expenses (listed below) plan will pay up to \$225 in full, plus 85% of any other such expenses in excess of \$250.

#### Type A Expenses—Hospital

Surgical and Diagnostic X-rays.

- 1—Full semi-private room and board.
- 2—all other special hospital services.
- 3—Anesthetics and administration thereof.
- 4—blood transfusion.
- 5—Oxygen (in hospital)
- 6—services of surgeons and surgical assistants.
- 7—diagnostic X-rays.
- 8—local professional ambulance service.

2. After employee pays first \$50 of type B expenses (listed below) plan will pay 75% of the excess. The first \$25 of type A expenses will be included in determining the first \$50 of type B expenses.

#### Type B expenses—Other medical Expenses.

- 1—services for physicians other than for surgery including specialists.
- 2—diagnostic laboratory procedures.
- 2—X-ray and radium treatments.
- 4—oxygen (out of hospital)
- 5—blood transfusion
- 6—Services of registered nurses.
- 7—drugs and medicines prescribed by a physician
- 8—Rental of equipment required for temporary therapeutic use.
- 9—Prosthetic appliances, except replacements.

### LIMITATION ON PSYCHIATRIC CARE

For employees, when totally disabled and prevented from working, benefits would be payable for covered medical expenses as outlined above; otherwise benefits for psychiatric treatments and consultations will be reimbursed at the rate of 50% instead of the 85% or 75% rate. For dependents, benefits for covered medical expenses for psychiatric and consultations received during required hospitalization will be payable on the same basis as other disabilities as outlined above; otherwise reimbursement will be at the 50% instead of the 85 or 75% rate stated above.

For employees, when totally disabled and prevented from working, benefits would be payable for covered medical expenses as outlined above; otherwise benefits for psychiatric treatments and consultations will be reimbursed at the rate of 50% instead of the 75% rate. For dependents, benefits for covered expenses for psychiatric treatments and consultations received during required hospitalization will be payable on the same basis as other disabilities as outlined above; otherwise reimbursement will be at the rate of 50% instead of the 75% rate stated above.

### MATERNITY BENEFITS

#### Female employees and Dependent Wives

Normal Delivery (flat payment)	\$150
Caesarian Section or Ectopic Pregnancy (flat payment)	\$225
Miscarriage — Up to	\$ 75

In addition, if because of complications, a female employee or dependent wife incurs Type A or Type B expenses of more than \$150 in addition to those listed above, the plan will pay 75% of the amount by which the total of such medical expenses exceeds the sum of the applicable benefit listed above plus \$150, up to a maximum of \$5000.

#### Female employees and Dependent Wives

Normal Delivery (flat payment)	\$150
Caesarian Section or Ectopic Pregnancy (flat payment)	\$225
Miscarriage — Up to	\$ 75

In addition, if because of complications, a female employee or dependent wife incurs covered expenses of more than \$150 in addition to those listed above, the plan will pay 75% of the amount by which the total of such medical expenses exceeds the sum of the applicable benefit listed above plus \$150 up to a maximum of \$5000.

### COMMON ACCIDENT CLAUSE

If two or more insured members of a family incur covered medical expenses as a result of the same accident, the deductible amount of \$25 of Type A expenses and the deductible amount of \$50 of Type B expenses will be applied only once against the covered medical expenses of all such members resulting from such accident.

### CONTINUATION OF MEDICAL EXPENSE BENEFITS AFTER RETIREMENT

#### Retirement Prior to Age 65

An employee who retires on pension prior to age 65 may continue his medical expense benefits for himself and his dependents in full force up to age 65 by making regular contributions.

An employee who retires on pension prior to age 65 may continue his hospital expense, surgical operation insurance, diagnostic X-ray and extended medical expense insurance, for himself and his dependents in full force up to age 65 provided he makes the regular contributions.

#### Retirement at Age 65

If an employee has had 10 years continuous service and has contributed to the plan for as many of the 10 immediately preceding years as he was eligible, the comprehensive medical coverage—Type A expenses only—will be continued in force after age 65 on the following basis—for both the retired employee and his dependent wife.

The total amount payable to any retired employee and his dependent wife for all Type A expenses combined for the entire period after age 65 will be limited to \$1000 for retired employees with 10 to 15 years of service and \$1500 for retired employees with 15 or more years of service. The first \$500 for employees with 10 to 15 years of service and the first \$1000 for those with 15 or more years of service will be payable from the G.E. Pensioners Hospitalization Trust and the remaining \$500 in each case will be payable through the life insurance portion of this plan as an advance payment of the employee's life insurance which will be reduced by the amount so paid.

These benefits will be provided without contribution by the retired employee or his dependent wife after reaching age 65.

If an employee has had 10 years continuous service and has contributed to the plan for as many of the 10 preceding years as he was eligible, the hospital and surgical operation benefits will be continued in force after age 65, on the following basis, for both the retired employee and his dependent wife.

Benefits for the retired employee and his dependent wife will be room and board benefits, at the semi-private room rate in the amount for which he was insured as an active employee but not more than \$13 a day; special services up to \$100 for each disability; and a surgical operation, operation benefit on the same \$250 schedule applicable to active employees. The total amount payable to any retired employee and his dependent wife for the entire period after the retired employee reaches age 65 will be limited to a combined total of \$1000 for retired employees with 10 to 15 years of service and \$1500 for retired employees with 15 or more years of service.

The first \$500 for employees with 10 to 15 years service and the first \$1000 for those with 15 or more years of service will be payable from the G.E. Pensioners Hospitalization Trust. The remaining \$500 in each case will be payable through the life insurance portion of this plan as an advance payment of the employees life insurance which will be reduced the amount so paid.

These benefits will be provided without contributions by the retired employee or his dependent wife after reaching age 65.

#### Retirement at Age 65 with Less Than 10 Years of Service

An employee retiring with less than 10 years of service may, after age 65, if he wishes, continue hospital and surgical coverages by converting his group hospital and surgical coverages to an individual policy by applying for an individual policy himself and/or his dependent wife and paying the Insurance Company the entire cost. The maximum which may be converted will be:

**Hospital room and board**—The amount for which he is insured but not more than \$13 per day.

**Maximum room and board period**—31 days.

**Hospital Special Services**—5 times daily room and board benefit.

**Surgical Benefits**—In accordance with \$200 Schedule.

An employee retiring with less than 10 years of service may, after age 65, if he wishes, continue hospital and surgical coverages by converting his group hospital and surgical benefits to an individual policy by applying for an individual policy himself and/or his dependent wife and paying the Insurance Company the entire cost. The maximum which may be converted will be:

**Hospital room and board**—The amount for which he is insured but not more than \$13 per day.

**Maximum room and board period**—31 days.

**Hospital Special Services**—5 times daily room and board benefit.

**Surgical Benefits**—In accordance with \$200 Schedule.