

# GE Deliberately Violating Our Contract With Sorenson's Policy Of 'Bullish Boulwarism'!

Deliberately and with full knowledge of what it is doing, the General Electric Company is violating our Contract and our Local Supplement on seniority rights.

GE is violating our rights by insisting on a March 1, 1943 "ceiling" date for women workers.

That is wrong. GE knows it's wrong. But still it insists.

The Placement Committee is fighting this policy. It fought to knock it down when it met with the company immediately after GE announced the "policy".

Business Agent Leo Jandreau went into Bldg. 41 with the Committee last Wednesday, specifically for the purpose of beating the company down on this outright contract violation.

But Sorenson wouldn't budge. This guy, who is trying to out-Boulware Boulware, refused to modify the new "policy".

He even refused to give the Union the seniority list!

Unless GE changes its tune on this illegal "policy", hundreds of Schenectady GE workers will be unfairly and adversely affected.

What it means is this:

GE says 170 more women will be laid off in the next three months. Therefore, according to GE, a woman will have to have a seniority date of at least March 1, 1943, in order to hold a factory job!

This is the result of GE's announcement of its new run-away movement of A & O out of Schenectady to Johnson City. It is on top of the callous run-away movements of Industrial Control to Waynesboro and Roanoke, Virginia, and porcelain to Baltimore, and the other run-aways to low-wage areas.

GE's insistence on pursuing this policy spells disaster for many people.

Because of the seriousness of this policy, Mr. Jandreau put this problem on the agenda for discussion at the national level in New York this week. He took it up with the top GE officials and pressed them hard for satisfactory consideration.

A partial report of his New York meetings is contained on page 1. A full report will be made to the Executive Board meeting Monday, and to the membership meeting Oct. 15. The Board will take up this question and decide how to carry out the fight to protect our contract and our conditions.

## Roof Trusses Slow Building

Progress on our new Union Headquarters has been slowed up by the failure of a supplier in St. Paul, Minn., to provide the laminated trusses for the roof on time.

The trusses were supposed to be here by Oct. 1. Now we are informed they will not be here before Oct. 19.

This will retard the completion of the meeting hall by approximately a month. For the finishing on the inside cannot be done because there is no roof. And under the circumstances, the weather would ruin any finishing done as long as there is no roof.

Local 301 leaders have been in touch with the people in Minnesota to see what can be done to obtain the scheduled shipment as quickly as possible.

Otherwise the building is progressing in fine shape. 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. T5: The group under Shop Steward W. Stuczko feel that due to the skill and responsibilities required on the Milling Machine Key Shafts and Keyways for special shafts, the rate should be revised upward to compare with other rates in the plant. Milling of splines has also been added to this job.

Bldg. 11: Due to the added duties and responsibilities on the final inspection of wound stators, the group under Shop Steward R. Livingston are requesting that the job

can take a look at the work and readily see that when everything is completed, we will have one of the best Union Headquarters in the country, one that all the people of Schenectady can use and take pride in.

be reclassified for "B" inspection to "A".

Bldg. 69G: The group under Shop Steward F. Wilkinson are requesting that the practice allowing utility men to do marking be stopped. Marking is a higher rated job and they feel that the men in this classification should be utilized on this work.

Bldg. 273: Shop Steward William J. Kelly is requesting that responsible management investigate and correct the situation concerning the radial drill press in D-21 which is in hazardous condition.

Bldg. 273: The workers in Shop Steward E. Paige's group feel that the price for rough facing, 2nd operation, should be based on the same data as was the price for rough facing, 1st operation.

Bldg. 12: Due to lack of work Steward A. Durante are losing

time. They request that if there is not enough work in the large and small mold groups so the men have 40 hours work, there should be a reduction in forces as per contract.

Bldg. 18: Mark Burnham in Shop Steward R. Green's group feels that the duties and responsibilities of his job entitle him to Class B Stockkeeper's rate.

### 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.....Larry Gebro  
Asst. Recording Secretary.....Allen E. Townsend  
Chief Shop Steward.....William Mastriani  
Business Agent.....Leo Jandreau  
121 ERIE BLVD. SCHENECTADY, N. Y.

## REGISTRATION DAYS

In Cities, Villages or Towns of 5000 or More Population:

Friday, Oct. 5— 10:00 a.m. to 10:00 p.m.  
Friday, Oct. 12— 10:00 a.m. to 10:00 p.m.  
Saturday, Oct. 6— 10:00 a.m. to 10:00 p.m.  
Saturday, Oct. 13— 7:00 a.m. to 10:00 p.m.

Villages or Towns Less Than 5000 Population:

Saturday, Oct. 6— 7:00 a.m. to 10:00 p.m.  
Saturday, Oct. 13— 1:00 p.m. to 10:00 p.m.

PLACE OF REGISTRATION—At Your Neighborhood Polling Place

Register Yourself and Family—A Big Registration Means Good Government

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 2 — No. 32

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

October 19, 1956

## GE's Program Is A Double-Edged Axe!

GE started its twin program of wage cuts and speed-up in Schenectady.

But the company has quickly expanded that program to other GE plants in the first all-out push of the company's Ten-Year Plan to double profits without adding a single employee!

But just like in Schenectady, the IUE Local Unions in other locations are resisting the company's attempts to use that double-edged axe on the people.

Just last week the company tried to chop the rates of employees in Fort Wayne, Indiana and Syracuse. In both locations the IUE Locals served notice on GE that: "If you do, brother you're in trouble!"

In Fort Wayne the company tried to put into effect what it calls a Standard Hour Plan. Local 901 told the company it had no objection to a new plan, but that under no circumstances could it be used to cut the people's pay. But GE tried it anyway against eight people in one department.

The people protested. After the grievance procedure was carried through and GE still would not budge, the Steward's body called a meeting. At the meeting the Stewards voted unanimously to call a full membership meeting and recommend, along with the local officers, that if GE insisted on cutting prices, they would strike the entire plant.

At 1 p.m. Tuesday the entire plant walked out to attend the meeting in the Armory. More than 2000 members jammed into the Armory and several hundred people who could not get into the over-crowded building, stood on the outside.

The Local Union officers made their reports and recommendations. IUE GE Conference Board Chairman John Callahan also spoke and urged the Local 901 members to support their Officers and Stewards.

But Callahan also suggested that the people return to work, and con-

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## Let's Make Xmas Party A Success

The returns from the Christmas Party Raffle will determine how much can be spent on this year's Children's Christmas Party. Therefore all Shop Stewards are notified to get the money and reports into Union Headquarters as soon as possible.

The Activities Committee has been working on the plans, and already has completed much of the work. However, the date and place for the party still must be arranged. An announcement of this will be made at the earliest possible moment.

Activities Committee Chairman Roy V. Schaffer has also notified the Stewards of other procedures for the party, and their cooperation will assure a successful party this year.

## Want Scab Laws Says G.E.

RICHMOND, VA.—"We believe that we should go to states that have right-to-work laws," President Ralph J. Cordiner of the giant General Electric Company said here.

"We carefully scrutinize a state before we move in—its court decisions, past and present... its laws... the attitude of its politicians, whether they say one thing and do something else.

"That's why we're in Virginia," Cordiner told a club gathering here.

Virginia is one of 11 states with scab laws, Louisiana having one covering farm and related workers. Unions strongly protest such compulsory open shop laws as being really aimed at undermining union security.

In the past three years, General Electric has put up multi-million

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## What Is General Electric's Real Attitude Towards Unions?

The local G.E. management representatives have proclaimed publicly that they do not have any intention of harming the Union. To read their public statements, you would think that G.E. has a policy, as a Company, to accept the fact that Unions are necessary and here to stay. But the real attitude of GE is exposed in the new locations when a Union petitions

for an N.L.R.B. election after a large majority of G.E. employees have signed application cards indicating their desire to have a Union in the plant. The IUE has petitioned the N.L.R.B. for an election at the new G.E. plant in Tyler, Texas. The plant manufactures air conditioners which formerly were made at Bloomfield. On Sept. 27, 1956, Mr. N. K. Eaton, Manager of Employee and Community Relations, sent a letter to all the Tyler G.E. employees which said in part:

"As we probably have many employees who feel as we do, that a Union is not needed here in Tyler,..."

"In all probability the paid organizer will be very careful not to tell you that continuing strikes and work stoppages in other locations helped lead to the establishing of plants like we have here in Tyler,..."

"Let's face it, he's a paid organizer, paid to do just this—get as many people signed up as possible—by saying or promising just about anything to get the card signed."

"What's behind it all? Your dues money and political power for the Union leaders. Unions today are big business.

"Once they get in power and order such strikes (and we've yet to see the rank and file having much to say in such matters—for when the union is in control you will find that for all practical purposes you have turned all your individual personal bargaining rights over to the union leaders)—then comes the awakening that they can't produce all their promises, that they don't pay your bills and your family is in need.

"Wouldn't it be much simpler to stick with reality? After all you can see our working conditions are as good or better than any in the area; there is opportunity for

advancement as our production gets rolling; you have the same annual increases, overtime, holidays, medical insurance, pensions and all such things that G.E. employees have that are in unions; you have a procedure to settle your gripes without turning over

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## Dist. No. 3 Delegates Elected

The October membership meeting elected five delegates to the IUE Dist. #3 Council.

Elected by the 1st and 3rd shifts were: William Stewart, Bldg. 273; William Mastriani, Bldg. 69; Phil Cognetta, Bldg. 52 and Larry Gebro, Bldg. 273. The 2nd shift elected Arthur Miklowitz, Bldg. 273.

In the 2nd shift election there were three candidates: Joe Alois, Bldg. 273; Fred Pacelli, Bldg. 46 and the winner, Arthur Miklowitz. At the 1st and 3rd shifts' meeting there were seven candidates; namely, William Stewart, William Mastriani, Phil Cognetta, Larry Gebro, Joseph Whitbeck, John De Graff and Henry Kaminski. Marshall White, former delegate to the Council, declined to run.

Dist. #3 IUE Council represents all IUE local unions in New York State except those in the Metropolitan Area of New York City.

## NOTICE Executive Board Meeting

Union Headquarters  
Monday, Oct. 22, 1956  
7:30 P.M.

## AS I SEE IT

by CHARLES SCOTT

Here is a sample of a case that could have been easily settled at the first level of the grievance procedure but had to be moved to the second level because of unsatisfactory consideration by the foreman.

In Docket #5985-56 we have a case of supervision not wanting to pay operators a rate comparable to the work they were performing.

Two operators were on break-in and the week that the operators came off break-in the group was working for average earnings. As these men didn't have an opportunity to establish an average earning rate, they were paid only break-in rate.

Steward Nichols filed a grievance protesting this action taken

by supervision. Upon receiving the usual unsatisfactory answer from the foreman, he took the grievance and answer to Board Member Smith for further processing.

Smith recommended that the case be moved to second level where it was discussed by supervision, Steward Nichols, Coordinator Vitallo and Smith. The case was settled and the men received the A.E.R. of their job retroactive to the day that they came off breaking in.

## GE's Program Is A Double-Edged Axe!

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time to fight the case, with the company fully aware of what would happen if it still tried the price-cutting scheme. Then, if the company refused to change its position, the entire plant would be closed down.

A secret ballot was taken and the employees voted by a tremendously overwhelming majority in favor of that recommendation.

The following day the people returned to work. But GE knows full well what will happen if it still tries the wage-cutting program.

At the same time in Syracuse, 200 people walked out of the Television Receiver Department because the heat was so terrific they couldn't stand it.

Two days later IUE Local 320 met with the company and tried to improve the conditions in the department. All the company could harp about was that the 200 people had participated in an "illegal stoppage". But Local 320 leaders made it clear that GE could not force employees to work under conditions that were dangerous to their health and physical well-being. GE couldn't answer that.

But later the Local Union officers found out that during the very time they had been meeting with the company, foremen on the floor in the TR Department had been telling the people they would be "punished" with a 1-day layoff the following Monday.

At that the Local called an emergency meeting of the Executive Board and Stewards. 300 Stewards and 23 Board Members then voted that if GE carried through with its one-day layoff of the TR Department, they would each take the following Monday off.

When the company heard of that it flew into a rage and started a vicious propaganda attack against the union.

On Thursday, Oct. 11 the Local held a full membership meeting and voted practically unanimously (there were only 10 dissenting votes) that the entire plant would take Monday the 15th off if GE tried to punish the TR employees.

### DEPT. MEETING AND SOCIAL NITE

Wed., Oct. 24, 1956

7:30 p.m.

BLDGS.: 8, 57, 69, 73, 93, 97, 101, 105, 109, 99 Pattern Storage, 95, 91, 68, 72, 76, 84, 227

Bldgs. are under Board Members Henry Kaminski and Billy Mastriani

Principal Speaker: LEO JANDREAU

## GE's Real Attitude Toward Unions?

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your birthright of personal free bargaining for yourself to some union leader—and our rates are the average rates of your community, which will be increased as the community rates increase—all without union dues, assessments, strikes, slowdown or work stoppages.

"Something to really think about isn't it!"

"We think it is important that you and your family are left in the lurch on all issues so from time to time we will be bringing the facts to you. To those employees who have a mutual concern in seeing that the best interests of all are maintained, but are not directly involved as are the production employees, we will forward such material on an informative basis."

Similar publications were used at the G.E. plants in Shelbyville, Indiana, and Waynesboro, Virginia.

## Current Events In My Section

by ALLEN E. TOWNSEND

This year we have had many layoffs of women workers. This has had a bad effect on women's employment in this area. The Company's shortsightedness in moving women's jobs to the low wage areas of the country has had a severe impact on the economy of the community.

We have the spectacle of women with as much as 13 years service kicked out of the plant without a job. Is this what the Company means when they say: "We are interested in the welfare of Schenectady."

To rub more salt in these wounds, the Company persists in violating the Seniority Supplement. They state that they will not give bumping rights on a 40-hour factory job to any woman with less than 3/1/43 service.

This creates a situation where women with 1944-1945 and 1946 service are still working on 40-hour factory jobs while women with 1943 service have no jobs.

The Company's position is that in a few months there will be no women with less than 3/1/43 service working on 40-hour jobs; therefore, at this time they cannot allow women with less than this service to bump.

The simple facts are that the Company doesn't want to spend the money to train these women for jobs which they could only hold for a few months. The Union feels that this is a shabby way to treat these employees who have faithfully worked for the G.E. for many years.

### THE LEGAL CORNER

## Compensation Benefits Delayed When Doctors In Dispute

By Leon Novak, of Novak and Diamond, Attorneys

One of the chief causes for delays in court proceedings in a claim for Workmen's Compensation benefits is dispute and conflict between doctors over medical questions. Where doctors are not in disagreement over such medical questions there is usually no delay and a recognized

time schedule for the handling of a compensation case is maintained. Even then the injured worker sometimes wonders why the disposition of his claim takes so long a time but the explanation for the time schedule can be understood easily. A case cannot be completed and settled until a proper healing period has been allowed for. Of course, if a worker is entitled to an interim benefit, such as special type of medical treatment, a hearing is asked for and obtained almost immediately.

The situation is somewhat different, however, when doctors themselves cannot agree over a medical question. For instance, an injured worker's doctor may report to the Union lawyer that the injured

worker is temporarily totally disabled and hence is entitled to maximum weekly benefits. On the other hand a state-employed doctor or a physician chosen by the Company may feel that the worker has a considerable working capacity thus entitling the injured worker only to a partial benefit while he is not working. This type of dispute will cause delay because the referee who has to make a decision is himself not a doctor and in order to make an intelligent decision he must listen to the testimony of the physicians who are differing with each other. This means adjournments to bring in the doctors as witnesses and even further adjournments if on the day the doctors are supposed to appear to testify they suddenly leave word that they will not be able to show up in Court because of some medical emergency. Disputes between doctors over a diagnosis or need for an operation are equally serious and because the outcome affects the injured worker most vitally, careful consideration has to be given to the medical questions before a decision is made.

## You Work 40 Years, And Whaddya Git? 40 Years Older, and The Same Old Bunk!

Remember what A. C. Stevens had to say about GE old-timers at the Quarter Century outing. Remember how he talked about how long-service employees are "the back-bone of GE" . . . about how GE needs them "to train new men" . . . and about how much GE "owes" to them.

It was a mighty pretty speech.

And "A. C." did a good job on it. So good in fact, that a person who didn't know the facts would believe that GE really meant it, and that the company would take every opportunity to show the old-time employees how much their long service is appreciated.

But as usual, what GE tells the public is one thing, and what GE does is an altogether different thing.

Take the case of a man who recently completed 40 years at GE.

Forty years. That's some record. So you'd think GE would go all out to show the employee its appreciation. Especially in view of Stevens' speech.

What'd the company do?

Well, for one thing it didn't even give him his 40-year button in person. It sent it through plant mail.

Not even his own foreman took the courtesy to present the pin. Another foreman saw it in the mail and took it down to hand it to the 40-year-man.

The employee was hurt—deeply. He had thought GE really meant what it said. But this indicated that GE didn't give a tinker.

The IUE Local 301 Board Member in the employee's section complained about the shoddy treatment the old-timer had gotten.

Then there was a great scurrying-around, and some of the supervisors even came down to pat him on the back and tell him what a great thing he had accomplished.

Then GE set up the usual testimonial dinner and invited the 40-year-man and his wife. It was to take place at Parkway Inn.

But the night before the dinner the company called the man and told him: He couldn't invite his wife. That would be "too expensive."

Can you imagine that? This company that made \$200,924,000 in profits last year didn't even have the decency to let this man who had devoted 40 years to GE bring his wife to a testimonial dinner at Parkway Inn!!!

## Investigate Hospital and Doctors Fees

SAN DIEGO, Calif.—Alarmed by soaring physicians' fees and hospital rates charged workers covered by union health and welfare plans, the Central Labor Council has set up a special committee to protect the income of the funds.

The committee has held one meeting and has scheduled others. Chairman of the group, named the Committee on Health and Welfare Programs, is John W. Quimby, secretary of the Central Labor Council.

Quimby said "the majority of physicians are ethical and honest and make no attempt to chisel just because their patient can pay his way through a health and welfare fund. On the other hand, there are some chiseling doctors who want to know how much insurance coverage the patient has before setting a fee, and they usually set the highest sum allowable under the plan."

He charged, "The hospitals also take advantage of the health and welfare plans and hike their rates accordingly."

With the increase in doctor and hospital bills, coverage is soon priced out of existence, Quimby said, making necessary increased insurance rates paid by workers and employers covered by plans.

Members of the committee to protect insurance funds are drawn from union officials, officers of health and welfare funds, insurance executives and employers' representatives. Welfare funds are administered jointly by unions and employers.

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 121 ERIE BLVD. SCHENECTADY, N. Y.

## It Pays to Belong to the Union

## AS I SEE IT

by CHARLES SCOTT

Docket #6173-56 is an example of a steward following the grievance procedure, applying the contract and finally securing the proper settlement.

Stephen Bazan was instructed by his foreman to replace the job that was on his machine with another. This required a complete tear down of the job and when Bazan had finished the new job, he was instructed to reset the original job back on the machine. Bazan then requested payment for the extra work involved and the foreman refused to pay the amount requested so Bazan contacted his steward.

Steward Murphy turned in a grievance requesting proper payment for the work performed and after receiving the usual unsatisfactory foreman's answer, took the grievance and answer to Board Member Alois. Steward Murphy explained the case to the board member, who approved moving the grievance to the next step of the grievance procedure.

A meeting was held between

Steward Murphy, Board Member Alois, Coordinator Vitallo and supervision where the docket was satisfactorily settled.

## Want Scab Laws

(Continued from Page 1)

dollar plants at Roanoke and Waynesboro and has another under way at Lynchburg.

Cordiner, on a tour of GE plants, recited statistics which say the workers' fear of unemployment because of automation are groundless. All three GE plants in this state will make automation equipment.

In a press conference in Washington, Cordiner said GE is looking 10 years ahead and is going forward with its \$500 million expansion plans in the next three years.

## 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 F. Newkirk feels that seniority should be the major contributing factor and not a verbal examination in upgrading from C1 B to C1 A Stator Frame Assembly.

Bldg. 273: Charles H. Lewis who works in Shop Steward R. Rissland's group feels that the price for machining stub shafts is inadequate. The Union requests proper payment for work performed.

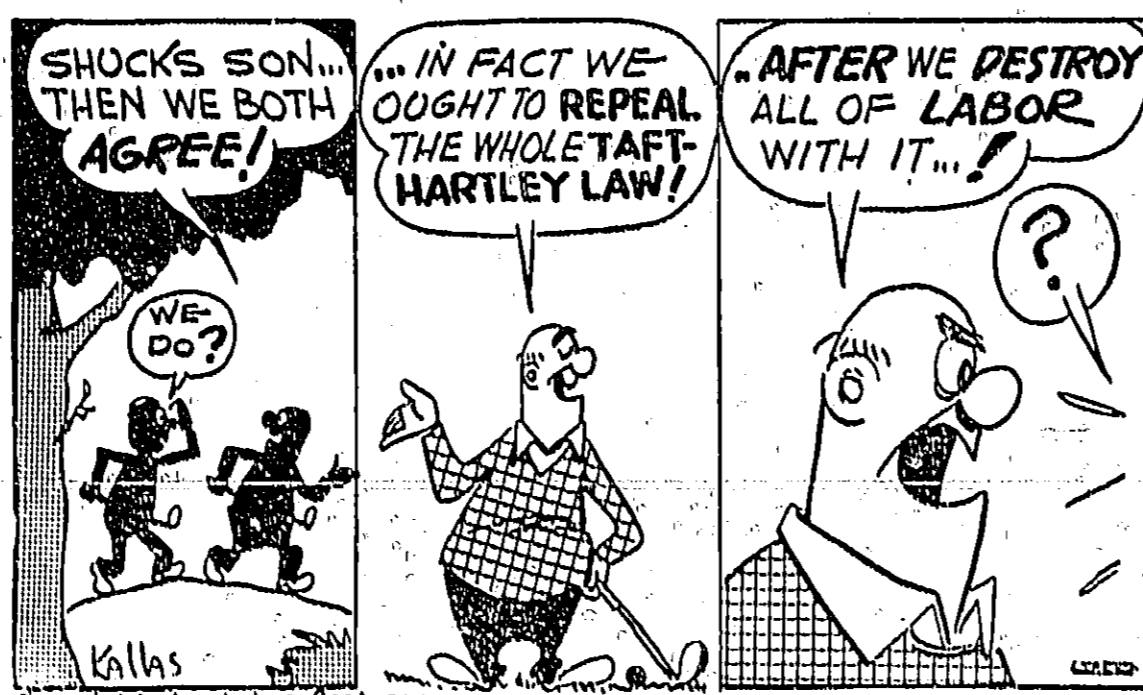
Knolls: Due to the nature of Robert McMullen's work, the Union is requesting an upgrading from C1 B to C1 A Painter. Mr. McMullen works in Shop Steward J. Du Bois' group.

Bldg. 95: The group under Shop Steward R. Luft feel that the price on 525E521-A Pit Moulding is inadequate. They request proper payment for work performed.

Bldg. 85: The group under Shop Steward E. Neiman request that the practice of using the operator on the Heald Machine to check jobs and make out tags cease at once. This is work that should be done by the Inspection Department.

Bldg. 60: Joseph O'Rourke who works in Shop Steward C. McCabe's group has a written agreement with supervision that he was to be on the 3rd shift temporarily and then returned to the 2nd shift. Supervision now refuses to do this. We request that Company representatives keep the agreements that they make.

Bldg. 273: The Union is protesting the payment for P.W. D.W. to Leo Surdam and Donald Otten in Shop Steward B. Peterson's group as they were put on P.W. D.W. and were paid breaking-in rate. Their first average earnings report came out a day after they were put on P.W. D.W.



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