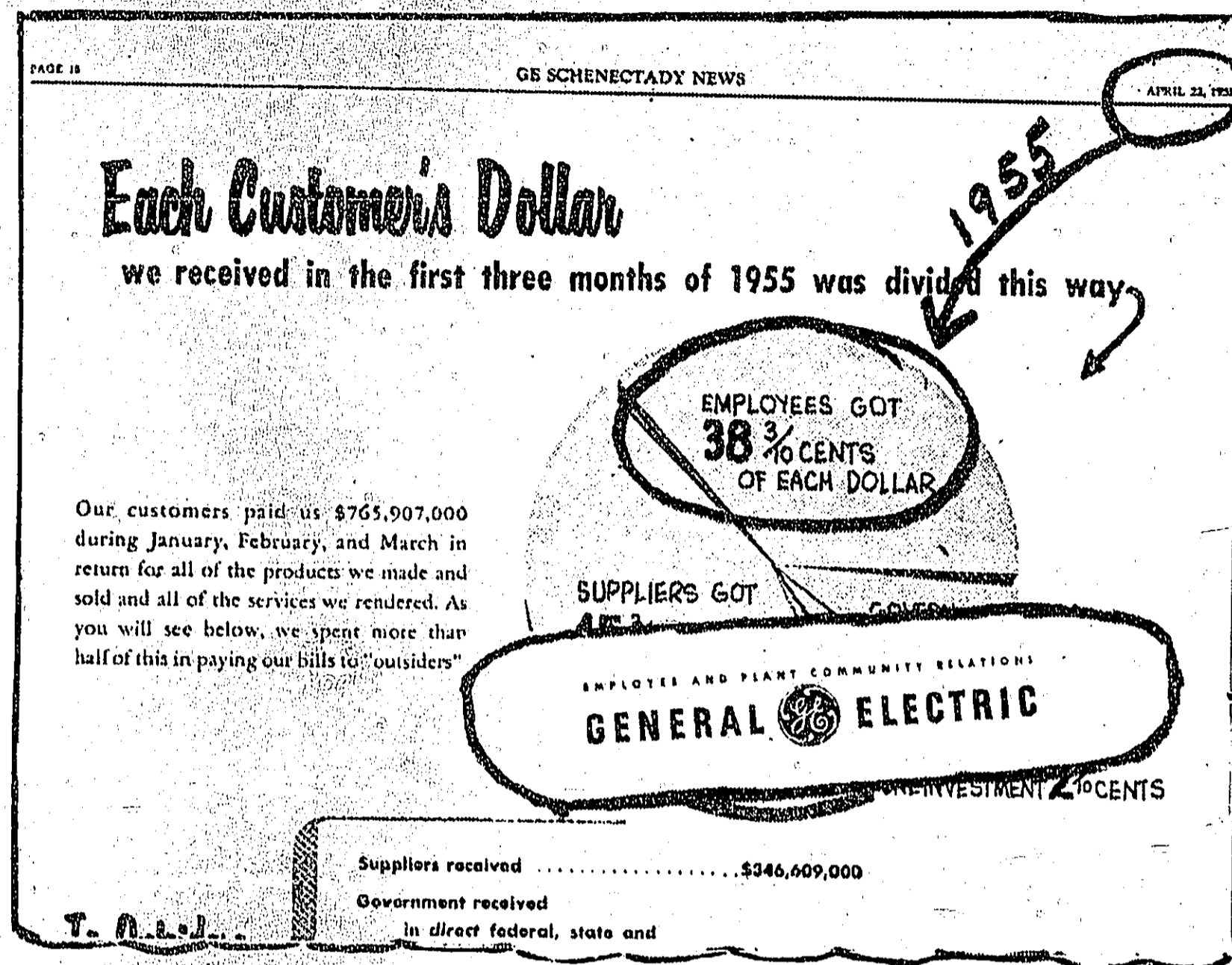


Boulware's Better Balanced Interests! Employees Share of Sales Dollar Shrinks



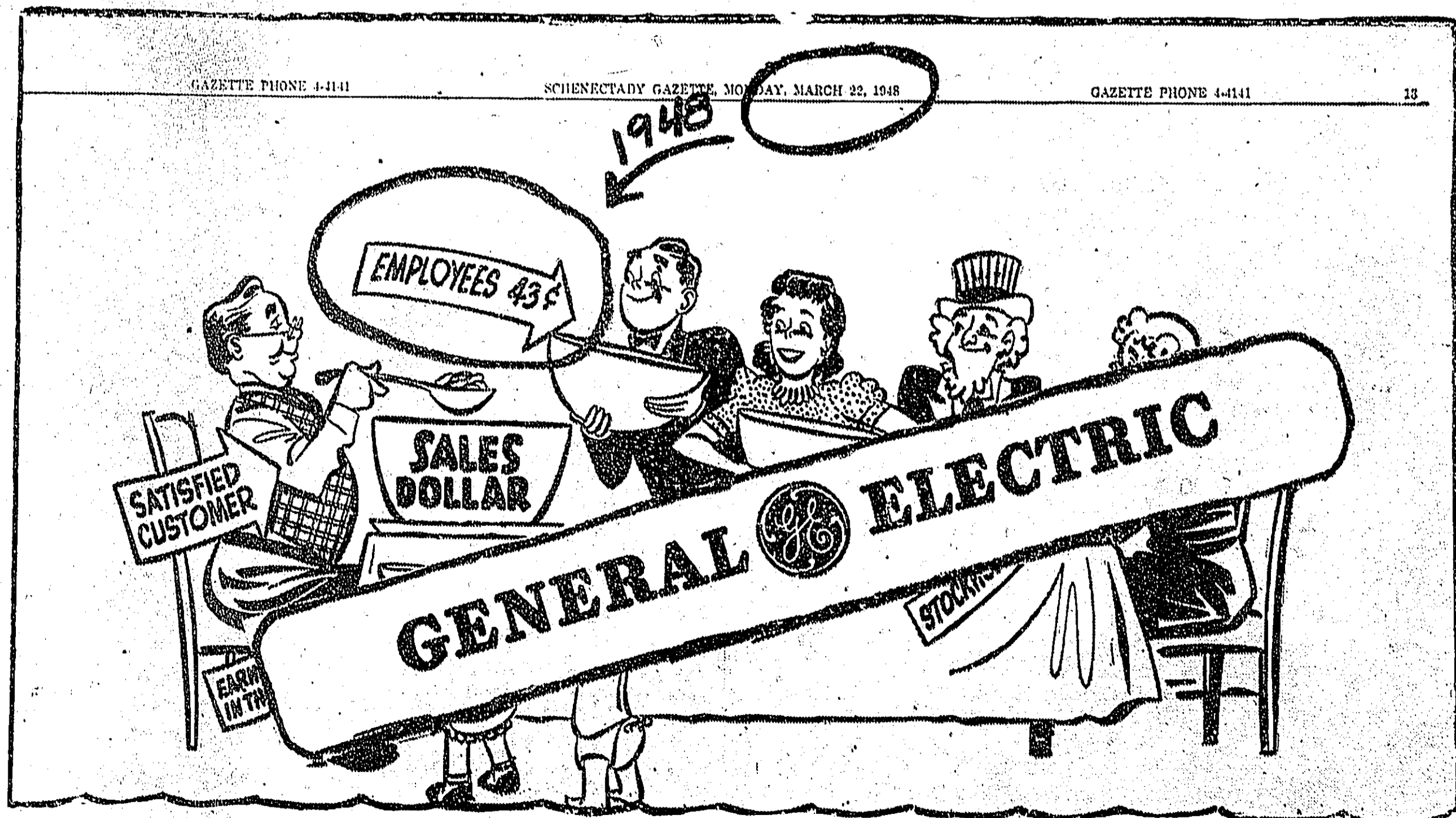
1948 — GE's Report
— 43c

1955 — GE's Report
— 38-3/10c

GE employees have lost 4-7/10c of their share of every sales dollar, as during the past 6 years "Boulwareism" has taken ruthless advantage of the split among GE workers. Less and less for the employee is obviously what Boulware means by "Better Balanced Interests".

Over 100,000 GE workers now united in IUE-CIO have decided to call a halt to this gross injustice by labelling 1955 The Year of Decision, by voting to strike if necessary to win the concessions from GE which they are entitled.

A proposal acceptable to GE workers, as stated in their 11 point program will prevent labor trouble.



1955 . . . The Year of Decision; Over 100,000 IUE-CIO Members Take Stand

LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 49

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

May 20, 1955

First Economic Policy Conference

The Bodas



The comedy trampoline act of the Bodas will be one of the feature attractions at IUE Local 301's Field Day on Sunday, June 19th. A veteran of many theater tours throughout the country, this act has also appeared on television.

At the first Economic Policy Conference, 400 delegates representing 400,000 members of the IUE-CIO met in Cincinnati, Ohio, last week to discuss and recommend to the union members how to consolidate our ranks for the 1955-56 wage and contract negotiations.

During the 3 days' sessions the delegates representing the Conference Boards of the large chain organizations, such as G.E., Westinghouse, Sylvania and General Motors (Electrical Division) held separate meetings and acted on reports from their respective national negotiations committees. (G.E. report in separate story).

President James Carey opened the conference and introduced Rev. Ellsworth Smith, minister of the Unitarian Church, who gave the invocation. Al Hartnett, Secretary-Treasurer, made the report for the General Officers, pointing out that the IUE-CIO had won 53 new bargaining units in NLRB elections in the past 7 months. The report further pointed out that 95% of the G.E. Locals had voted in favor of the "No Contract — No Work" up to the present date. The 5% balance had not voted as yet. No G.E. Local had voted against the recommendation as yet.

The Officers' report continued on to say that there is a developing trend in American industry today for increased production and accompanied with it is increasing unemployment. Automation, the General Officers say, is the major contributing factor to this dilemma. While organized labor

(Continued on Page 3)

Texas Tommy



Texas Tommy and his Huskies are sure to thrill the kiddies at Local 301's Field Day Sunday, June 19th. This feature has been on several TV shows including "Super Circus" and has toured many fairs and theaters in the nation.

Cincinnati Conference Recommends Strike Fund to Back Unions Position

Among the important actions taken by the delegates attending the Wage and Economic Policy Conference in Cincinnati last week was the recommendation for building an adequate Strike Fund.

The resolution, which was overwhelmingly passed, calls upon every IUE-CIO member to contribute one day's pay or \$15.00 per month should there be a strike called in either the G.E., Westinghouse or General Motors Corporation before a satisfactory agreement can be reached.

During the discussions on the solution it was pointed out that, for example, in the G.E. Chain, even though we have 100,000 members, we are not in a satisfactory negotiations position unless we have adequate finances that will help us conduct a strike if necessary. General Electric appreciates this fact better than anyone else. They have millions to back up the position of the Company and depend upon their financial backing to see them through. We, on the

(Continued on page 2)

G.E. Conference Board Approves Recommendations for Contract Changes

The G.E. Conference Board approved the recommendations of the National Negotiations Committee for changes in the IUE-GE Contract. John Callahan, Chairman of the Conference Board, reported that more than 100,000 G.E. workers

will be represented by IUE-CIO in the negotiations this year. The negotiations will formally open on July 19th, and will continue until September 15th, if necessary, which should be ample time to negotiate and arrive at a satisfactory agreement.

The recommendations laid stress on the question of employment, criticizing GE's present position that Unemployment Insurance is the answer to layoffs while at the same time G.E. is campaigning in the various State Legislatures against adequate Unemployment Insurance. A substantial wage increase is urgently needed. The report went on to say that G.E. workers' production has increased substantially higher than increases have in the past 5 years. Production increased per employee during

(Continued on Page 2)

FIELD DAY

SUNDAY, JUNE 19th, 1955

At Republican Park, Princetown Road

There will be a full day of activities, such as Vaudeville Acts, games, the drawing of a girl's and boy's gate award and the 21 other valuable prizes listed below:

1. Ladies Certified Diamond Ring
2. Aluminum Boat
3. Automatic Clothes Dryer
4. 5 H.P. Motor (Johnson Sea Horse)
5. Box Trailer
6. Golf Club Outfit
7. Reclining Chair and Stool
8. Three Piece Luggage
9. Power Lawn Mower
10. Swivel Top Cleaner
11. Lane Cedar Chest
12. Rotisserie (Black Angus)
13. Twin Brush Waxer
14. Portable Phonograph (4 speed)
15. Floor Circulating Fan
16. Clock Radio
17. Portable Radio
18. Martha Washington Bed-spread
19. Man's Electric Razor
20. Fishing Outfit
21. Steam Iron

Tickets at 3 for 50c available Monday, May 9th
SEE YOUR SHOP STEWARD

DOUBLE STANDARDS

Underpaid Congressmen voted to increase their salaries to a yearly \$25,000.!

ALL IN FAVOR OF ME GETTING A RAISE... SAY "AYE!"



IN ORDER TO CATCH UP WITH THE HIGH COST OF LIVING!

But are opposed to a \$1.25 an hour minimum wage for underpaid workers!

NOW... WHAT WOULD YOU DO WITH THAT MUCH MONEY?



IN ORDER TO KEEP THE HIGH COST OF LIVING DOWN!

Company Threatens Legal Action on Work Stoppages

The management has notified the Union that they may consider legal action against the Union if stoppages continue.

The charge by management is based on contract violation to the effect that stoppages are not permitted until all the grievance procedure has been exhausted. The Union believes that the contract should be adhered to and we will not condone deliberate violations. However, the Union is not in the same position as management when enforcing the agreement. The Union finds itself demanding the members to be patient with an unsatisfactory answer to a grievance until the case can be moved to a higher level. In the meantime supervision is not satisfied to maintain a status quo until the grievance procedure is exhausted. They put their proposals in effect pending a reversal at a higher level which generally does not develop. The workers are familiar with this procedure of management, asking for delay knowing the New York level of grievance procedure will necessitate several weeks. The management's position on processing cases through the full grievance procedure before a

"The Union men I have dealt with, I have found to be honorable men."—Defense Secretary Charles E. Wilson.

showdown comes about is as phony as a three dollar bill, because if the answer given at the New York level is the same as the foreman's answer, the contract permits the group to stop work without violation. So in this case the fight takes place later and all the mouning about stoppages being illegal and not good for the community goes up in smoke. The answer to the problem is to resolve the complaint made by the worker and not to depend on time and delays to heal the issue.

We cannot help pointing out the lie we find G.E. making publicly in the communities in which they are located in order to buy community support. "These are the reasons why General Electric believes that the honest, forthright, non-artful approach to negotiations is the best honorable method — because we are not a bunch of thieves haggling over some stolen trinket in a flea-bitten Eastern bazaar". If this were true, grievances would be settled in the shop between the foreman and the workers involved. They would not pass the buck to the New York level of the grievance procedure.

White, 301 Office Manager, Returns After Leave; Succeeded by Schaffer

Over 100 friends and fellow workers attended a testimonial dinner for Marshall White, Local 301 Office Manager, held at the Town Tavern last Wednesday night.

Brother White has held the post of Office Manager for 5 years and now returns to his former job in Bldg. 13 Powerhouse. Under the Contract, 5 years is the maximum amount allowed for leave of absence for local Union officials.

President James Cagnetta presented gifts and a sum of money on behalf of the group and commended Bro. White on his long and faithful service to Local 301 and the membership. During his 23 years of service with the Company, he has been active in many Union activities and is a former Executive Board Member and Treasurer of the Local.

He will be succeeded June 6th by Roy Schaffer, a former Executive



Marshall White

Board Member now serving as Assistant Business Agent. Schaffer has held office in the Local as Vice-President and Recording Secretary.

Injured Workers Win Awards for Injuries

The law firm of Novak and Diamond which represents Local 301 in compensation claims reports that since January 1, 1955, 121 injured workers received awards in cash from the General Electric Company for injuries as a result of accidents at the plant. The biggest award during the first part of 1955 was for an injury to an eye. The total amount paid to this worker came to over \$5,000. Other workers received awards ranging as high as \$2,186 for an injury to a leg; one worker was paid \$1,996 for an injury to an arm, another \$1,843 for a leg injury and 18 other injured workers received sums of over \$1,000 each for their injuries. In one case a worker settled his case with the help of the union lawyers for \$3,500 when he decided to move to Florida.

Many of the cases in which workers received benefits are still pending. These workers continue to receive compensation while they are unable to work due to their injuries.

Workers who are injured can report their injuries to the union at the Union Hall.

Cincinnati Conference Recommends Strike Fund to Back Unions Position

(Continued from Page 1)

other hand, as members of organized labor, do not have this rich coffer to dip into; however, if each one of us contributes a few dollars each month, if needed, we can organize the necessary finances to see us through.

The financial position of the Union will play a very important role at the negotiations table this year. Mr. Boulware must be convinced that the G.E. workers are not kidding this year in order for him to make an offer that will be acceptable to the G.E. I.U.E. members. Mr. Boulware knows very well that a Union regardless of its numerical strength must have financial backing to be effective. He knows an army of soldiers cannot win a war without equipment to use which

costs money. The present strike fund of the National Union is approximately \$250,000, which is not adequate if a chain is in trouble. However, if 400,000 members stand by to contribute on a monthly basis regularly, our financial reservoir of strength will be unlimited. Therefore, every member must assume a moral obligation that if and when one of our brother and sister members have been forced to take on the fight in any one of the 3 chains, we will support them until the fight is won. Whether the fight is conducted in GE, Westinghouse or General Motors (Electrical Division), the issues are the same and the results of the negotiations in any of these companies will have a direct bearing on all of us.

First Economic Policy Conference

(Continued from Page 1)

does not oppose automation, we think it should have some social and economic controls. Organized labor cannot, and will not, condone the introduction of automation if it means the cold-blooded displacement of thousands of workers with no provision for their transfer or reemployment. The progress through automation must be distributed for the benefit of the workers as well as the companies by:

1. Raising wages thus increasing the purchasing power of workers.
2. Reducing hours of work without reducing wages.
3. Cushioning layoffs through guaranteed employment programs.
4. Cutting prices of commodities thereby stimulating greater markets.

The report went on to say that the prospect for the Electrical Industry for 1955 will be record-breaking production and profits with 108,000 less people employed as compared to last year. The report claimed that the average hourly rate for the Electrical Industry is approximately \$1.80 per hour.

The various Conference Board chairmen made their reports to the conference and they were accepted unanimously.

A lengthy report was made on pension plans in our industry, health, insurance and hospitalization programs, legislation, etc. All reports were discussed at length and motions were passed adopting these reports.

A recommendation was unanimously passed calling for the building of an adequate Strike Fund that will place the respective national negotiations committees in a more favorable bargaining position. (Separate story on this question).

The conference received a congratulatory message from President George Meany of the American Federation of Labor who pointed out "that the forthcoming merger of the CIO and the AFL was certain to strengthen the Trade Union Movement in many ways — but particularly in the collective bargaining power of all affiliated Unions". President Walter Reuther addressed the conference, reviewing the growth of the CIO and the coming amalgamation of the AFL and the CIO.

The 3 day conference was held in an atmosphere of unity, solidarity and determination. The delegates during their deliberations expressed themselves repeatedly along the lines of "This is the year of decision".

G.E. Conference Board Approves Recommendations for Contract Changes

(Continued from Page 1)

this period by 4.50 per hour while wages increased 43c per hour. Profits for the same period increased 64c per hour.

There will be approximately 25 changes proposed in the present Contract, over and above the 11 basic issues that will be up for negotiations.

The Contract changes briefly include:

Article I
Recognition without elections.

Article II
Company to pay for check-off.

Article III
Union Security.

Article IV
No sex discrimination.

Article V
Pay continuous process operators same overtime and holiday premium pay as production operators. Report-in time to be 8 hours at average earnings.

Article VI
Change present step rates to current rates. Include automatic progression in semi-skilled operations. Upgrading by service as main factor.

Article VII
Remove strings on holidays.

Article VIII
Liberalize continuity of service.

Article IX
Liberalize vacations.

Article X
Shift preference for long service.

Article XI
More protection for shop stewards. Increase number of local union members for leave of absence.

Article XIII
Company pay all lost time on grievances.

Article XV
Stronger arbitration provision.

The Conference Board recommended that job posting and pay for jury duty for employees on second and third shifts be also included.

A sub-committee of the Conference Board was approved to handle any meetings between the Union and the Company prior to July 19.

The sub-committee is made up of the following:

Dave Fitzmaurice, Local 707
Hugh McManus, Local 201
Leo Jandreau, Local 301.

"We (the steel union) are not asking a free ride with anyone. We want some kind of arrangement so that on their idle days our members will not be on bread lines". —Otis Brubaker, United Steelworkers' economist.

1955 Amendments — New York State Unemployment Insurance Law

EXTENSION OF COVERAGE

(Amends Subdivision 1 of Section 560 and Subdivision 1 of Section 562, effective January 1, 1956 and January 1, 1957)

This amendment brings about the first broad increase in coverage since the law was enacted in 1935.

At present the law covers (in general) employees of firms that have four or more employees on 15 different days in a year, and covers household employees if the employer has four or more household employees on 15 different days in the year.

INCREASE IN EARNINGS LIMIT FOR PARTIALLY UNEMPLOYED CLAIMANTS

(Amends Section 523, effective April 25, 1955)

The weekly earnings limit for partially unemployed benefit claimants has been increased from \$30 to \$36. Claimants employed one, two or three days a week will receive a benefit of three-quarters, one-half or one-quarter of their usual benefit rate. Claimants who have less than four days work a week can now qualify for partial unemployment benefit if they earn \$36 or less.

EXAMPLES: 1. Claimant during a week works one day for which he is paid \$12.00. He is entitled to 3/4 of his regular weekly benefit plus the \$12.00 which he received as wages.

2. Claimant during a week works two days for which he is paid \$24.00. He is entitled to 1/2 of his regular weekly benefit plus the \$24.00 which he received as wages.

3. Claimant during a week works three days for which he is paid \$36.00. He is entitled to 1/4 of his regular weekly benefit plus the \$36.00 which he received as wages.

MAXIMUM BENEFIT RATE INCREASE

(Amends Subdivision 7, Section 590, effective for benefit years beginning on or after July 4, 1955)

The maximum weekly benefit has been increased to \$36 for claimants whose average wage is \$70 or more a week. Previously the maximum benefit was \$30. The change is made by adding six new classes (at dollar intervals) to the benefit rate structure.

The new benefit rate schedule follows:

Average weekly wage	"A"	"B"
Less than \$16.00		\$10
\$16 or more but less than \$17		11
\$17 or more but less than \$19		12
\$19 or more but less than \$21		13
\$21 or more but less than \$23		14
\$23 or more but less than \$24		15
\$24 or more but less than \$26		16
\$26 or more but less than \$28		17
\$28 or more but less than \$30		18
\$30 or more but less than \$32		19
\$32 or more but less than \$34		20
\$34 or more but less than \$36		21
\$36 or more but less than \$38		22
\$38 or more but less than \$40		23
\$40 or more but less than \$42		24
\$42 or more but less than \$45		25
\$45 or more but less than \$47		26
\$47 or more but less than \$49		27
\$49 or more but less than \$52		28
\$52 or more but less than \$54		29
\$54 or more but less than \$57		30
\$57 or more but less than \$59		31
\$59 or more but less than \$62		32
\$62 or more but less than \$64		33
\$64 or more but less than \$67		34
\$67 or more but less than \$70		35
\$70.00 or more		36

Correction

\$550.00 is the retail value of the lady's certified diamond ring to be awarded as first prize at the Field Day, Sunday, June 19th. It is a blue-white and perfect 60 pt. diamond. The value was previously stated in error as \$200.00.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

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