

LOCAL-301 NEWS

IUE-AFI-CIO

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EFFECT OF THE RECENT SOCIAL SECURITY CHANGES ON THE G.E. PENSION PLAN

Union Headquarters has received a number of inquiries about the effect on the G.E. Pension Plan of the new legislation passed which allows men to take a reduced Social Security pension at age 62.

WORKERS REQUEST FAIR PLAY!

Working people in the plant request that department managers come up with a uniform plan of taking inventory without costing them a day's pay.

The workers feel that management can use one of the two following proposals to take inventory without causing them to lose a day's pay:

1. Departments can revert back to the old system of taking inventory on Saturdays, or,

2. Departments can use the SAC Dept. approach to this problem, which is...bring all the workers in to take inventory, and, as soon as a group has their area done, they immediately go on their regular production work and no one has to lose any time.

The Union believes that this is a reasonable approach to this problem and feels that management should adopt one of these two proposals.

OLDTIMER RETIRES

The many friends of Ernest Grandy of the Gen. Eng. Lab attended a supper in his honor at 1001 Hall in Scotia on Wed., July 19th.

Ernie has 46 years of service with G.E., and has been a member of Local 301 since its inception.

Union representative Bill Malinowski MC'd the affair while Bob Wilson, who is also a Union Steward, was in charge of photography.

Frank Masterson, Executive Board Member for Gen. Eng. Lab, presented Ernie with an IUE-CIO life membership card in behalf of Local 301.

The answer is as follows: All men between ages 60 and 65 with 15 or more years of service are eligible for an early optional pension equal to a minimum of \$3.00 per month for each year of service plus a supplementary payment of \$65.00 per month. If their earned pension comes to more than \$3.00 per month, they would, of course, get the larger amount instead of the \$3.00 minimum.

The best way to show how the law would affect a pension can be explained by using an example, as follows: A man takes optional retirement at age 60 with 30 years service. His minimum pension would be figured in this way...30 times \$3.00 equals \$90.00 plus a supplementary payment of \$65.00 would make this man's minimum pension \$155.00 per month to age 65. When he gets to be age 62, he can do one of two things:

(1) He can continue to draw \$155.00 per month until age 65, at which point he would lose the \$65.00 supplementary payment and his pension would go to whatever he is entitled to under the G.E. Plan (no lower than \$2.40 per month for each year of service); in addition to this, he would get full Social Security.

(2) If he elects to take Social Security at age 62, he would lose his \$65.00 supplementary and his G.E. pension would revert back to the same figure as explained in (1) above. His Social Security would be reduced by 5/9 of 1% for each month of retirement prior to age 65. Thus, a man retiring at age 62 would receive 80% of full Social Security along with his normal G.E. pension.

Incidentally, the above facts work exactly the same for women who have been able to retire at age 62 under Social Security for some time now.

(cont'd. on reverse side)

THE DEBT, OUR ABILITY TO PAY
AND THE GENERAL WELFARE

Whenever a proposal is made to help elderly persons meet their doctors' bills, to help school children receive better instruction in adequate buildings, or to help poor people live in decent housing, the reactionary press and the right-wing politicians claim that the national debt is too high for such "fol-de-rol". (For some reason, they never make this claim when it comes to building an airport or dredging a harbor in their own districts with Uncle Sam's money.)

Sen. Wayne Morse (D., Ore.), told the Senate that "a good many of the 'fear' arguments" made to "frighten the American people into believing that we should not pass legislation necessary to promote the general welfare of the people" are an old reactionary technique.

"It is unsound economically," he said. "It is unsound from the standpoint of social welfare of our country. It is unsound from the standpoint of preserving the strength of this Republic. What we ought to be talking about in the Senate these days is the need for spending more to promote the general welfare of the people of this country, because by so doing we shall be able to produce greater wealth in the country, from which a greater supply of tax dollars will come.

"That is true whether one is dealing in the field of public works, in the field of education, in the field of health protection for the elderly, or with respect to any one of the very sound planks in the program of the President of the United States."

RATE INCREASED

The rate paid the Painter in the Tinsnop Area, Bldg. 60, was R-14. A grievance was filed by Shop Steward Haskell for Wilber Hayward who felt the rate was low for the work being performed.

After receiving an unsatisfactory answer to the grievance, it was signed by Board Member Donato to be processed to the 2nd level of the grievance procedure. A meeting was set up at the 2nd level; however, no agreement was reached. A joint investigation was held to show jobs which the Union felt were comparable.

A further meeting was held on July 26, 1961, and an agreement was reached to pay the employee R-15 for performing Painter Apparatus, M&G. This employee will also be

EFFECT OF RECENT S.S. CHANGES (Cont'd)

The only difference is that women can retire optionally at age 55 while a man cannot retire optionally until he is 60 under the G.E. Pension Plan. These facts as set forth above do not cover those who are out or are going out on disability pension. There is no loss of any supplementary benefits prior to age 65 if a person is retired on a disability pension and decides to draw early Social Security benefits.

Your representatives at Union Headquarters are ready to answer all questions on this important subject.
(by Allen E. Townsend)

THINGS SHOULD BE COOLER
NOW IN BLDG. 285!

Because of the low ceilings in Bldg. 285, and the lack of fresh air due to a faulty ventilation system, the heat has been terrific in this building. This, combined with the heat wave of the past week, made working in this area unbearable for the employees.

The shop stewards in Bldg. 285 complained, requesting that management install the necessary equipment to relieve this condition; however, the Company's answer on the 1st step was that they felt that everything possible had been done to correct the problem of excessive heat and poor ventilation. At this point, the stewards filed a grievance, protesting these bad conditions and made suggestions as to how the Company could correct same. Fans were mentioned as one solution to the problem.

After a series of discussions with the Union representatives and investigation of the areas involved, the Company finally agreed to install fans to alleviate the condition. As we go to press, the Company is in the process of installing the fans.

Credit for a successful conclusion to this grievance should go to the Union stewards in #285, and the workers in this area who made it clear that it was impossible to work under such adverse conditions.

We trust that this problem has been worked out to everybody's satisfaction.

given the increase retroactive to 12/26/60.

Shop Steward Haskell and Board Member Donato are to be commended for the manner in which they negotiated this case by obtaining the necessary facts and comparisons.