

Placement Com. Has Problems

The Placement Committee of Local 301 has run into the problem that occurs every time there has been a reduction of forces in the past, namely, prying loose a few short service employees (mainly women) whereby certain foremen make the claim their jobs are so complicated they cannot be replaced. The contradiction to this claim is that in most cases the job rate is \$1.69 per hour or below. If a request was made for an increase in the job rates for these jobs, the same foreman would tell you how simple the job is, and that it was not worth any more.

Another problem facing the committee is that supervision will claim a job is winding up, and the short service people will be laid off within two to four weeks, therefore it does not pay to bump and break in a longer service employee. This would, normally, be a reasonable excuse. However, in some cases the 4 weeks run into 6 months and longer!

Another problem is to force some departments to accept longer service employees on suitable jobs, by laying off shorter service people. There is always a reluctance on the part of some department personnel managers to do this.

The Union committee is in the process of negotiating, in order to resolve these problems.

Grievance Procedure

In line with a previous article in last week's issue relating to grievances referred to management, which require the Executive Board member's signature before continuing the case to management, some Shop Stewards have adopted a policy, possibly a hangover from the NLRB campaign period, of not making much attempt to settle a case at the foreman's level.

We find some Shop Stewards carrying on a correspondence relationship with the foreman to whom they are assigned . . . that is, a grievance is filed by the steward in writing, whereby he requests a written answer from the foreman. If the answer is not satisfactory, the case is referred to the Union office with hardly a word transpiring between the steward and the foreman. We don't think that this sort of procedure will be satisfactory in the long run, because when an answer is reduced to writing immediately with no discussion first, there is a serious question as to whether the foreman or the steward thoroughly understands the grievance. Secondly, when a foreman is required to write the answer, he is obliged to consult someone higher in authority which makes it next to impossible for him to change his position. Therefore, before a case at the foreman's level is exhausted and is referred to management, the Shop Steward should make sure the foreman himself has had the opportunity to correct a justified complaint and to make sure he thoroughly understands the Shop Steward's position. Likewise, the Shop Steward should understand the foreman's position. Then the positions can be reduced to writing to avoid the possibility of trying to change the facts in the case when it comes before management.

Electricians Draw Up Proposal for Leaders Classification

A committee of electricians met at Union Headquarters and drafted a proposal that would determine the eligibility and payment for a working leader. The matter of the work done by electricians require them from time to time to take responsibility of a job, whereby other journeymen and helpers are added, leaving the original electrician in charge to portion out the work.

Under these conditions, the Union committee claimed the person in charge should receive a leaders rate under the contract. The committee is in the process of negotiating the proposal with management.



National UE Still Trying to Grab

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what has been generally realized since Local 301 disaffiliated from the UE, that the UE is more interested in the per capita dues paid by GE workers than they are in the welfare of these Schenectady workers.

Two other attempts by the UE to obtain Local 301 funds were slapped back by the courts. One suit was dismissed altogether by a Federal Judge in New York. A further attempt to hold the officers of Local 301 in contempt of court came to a dismal end, when a Special Master issued a decision that Local 301's officers were thoroughly honest and that every penny of Local 301 could be accounted for. The Special Master found that the officers were not guilty of contempt of court when they recommended to the membership to leave UE and to join with thousands of other electrical workers in the CIO.

The suit brought by the UE in its latest attempt at a grab is different in only one respect from the previous efforts. Heretofore, the UE and its paid henchman claimed that the officers of Local 301 had taken the Local 301 funds for their own personal use. For this libel, Local 301 officers commenced a \$750,000 libel suit against the UE. Frightened by this suit which is now awaiting a court hearing, the UE has changed its tune. In the legal papers signed by Fitzgerald, they now admit that every penny owned by Local 301 is intact, but claim that by merely being a part of UE, the Local in effect was un-

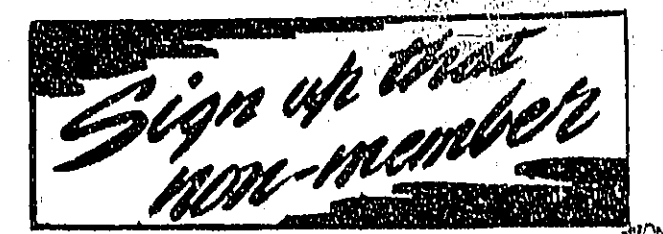
Field Day This Sunday, Sept. 12

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dren as well as adults, so bring the family and make a day of it. The various concessions on the grounds include: Raffle of Groceries, Dart Game, Game of Chance for cigarettes and many others too numerous to mention . . . 10c a chance for all.

Stubs on all Field Day tickets sold must be in by 6:00 P.M., Sunday, the time of drawing, in order to be eligible to win one or more of the 24 grand prizes which total over \$2,500 in value.

All purchases on the field will be made by tickets available through cashiers stationed on the grounds. You do not need a ticket to enter the grounds and spend the day — Field Day tickets are used only for drawing of the prizes.

Bring your family and friends to the Field Day —



der "contract" to turn over its funds to UE.

The membership of Local 301 have ordered the officers of the Local to protect the local's funds against aggression, and these officers expect to carry out their pledge to do so.

We will be fought to a standstill and if it is not already fully dead by the time the courts tell the UE where to get off, it will not be because they got any shot in the arm from Local 301.

LOCAL 301 NEWS

IUE 301 CIO

Vol. 1 — No. 27 The Voice of GE Workers, Local 301, Schenectady, N. Y. September 17, 1954

Huge Crowd At Field Day

Good weather brought out a large crowd at the annual Field Day last Sunday. Everybody seemed to be having a good time — the Activities Committee did their job well. The demand for hot dogs and hamburgers kept the committee busy with additional forces brought in to help serve the hungry crowd. The program of entertainment was exceptionally good. The Little League Baseball Teams played an excellent exhibition game with the Bellevue Little League All Stars

CIO State Convention

The N. Y. State CIO Convention adjourned last Saturday after adopting a fighting program for more favorable labor legislation in the State as well as the country. The resolutions adopted called for increased benefits on Unemployment Insurance and Workmen's Compensation, liberalization of the Social Security laws and many other pro-labor measures.

The IUE Local 301 delegation abstained from voting when the

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Some of the crowd watching the entertainment.

Injured Workers Should Note New Procedures in Workmen's Compensation

All injured workers and their shop stewards should note that as a result of new procedures which have been instituted in compensation hearings, workers do not always have to appear at hearings and thus lose time from work even though they may have received a notice of hearing.

After a claimant has filed his accident report with the Workmen's Compensation Board and a certain amount of time has elapsed, he may receive one of three types of hearing notice. In two of these — Notice of Preliminary Hearing and Notice of Hearing (Motion

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New Pay Rates In Effect

Today's pay checks will include the new rate increases now in effect. Check the charts shown in today's paper which will show the increase for your rate.

Next week's pay checks, 9/24/54, will include the retroactive adjustment from 8/2/54.

Community Chest Campaign

The annual Community Chest Campaign is under way with a goal of \$540,000. This represents the minimum requirements in order that the twenty-four agencies supported by the Community Chest can carry on with their respective responsibilities.

The Community Chest has the

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Local 301 Dollar Stretchers

MERRITT OPTICAL
50c Off our regular prices of

Discount to Local 301, IUE-CIO

Minit-Man Automatic Car Wash

See Your Shop Steward

FIELD DAY Sunday, Sept. 12



One of the many families that enjoyed the refreshments.

Prize Winners at Field Day

Freezer	J. A. Kile	8 Wiese Rd., Scotia
Electric Stove	O. K. O'Keefe	Bldg. 84
Aluminum Boat	W. McCormick	Bldg. 227
Outboard Motor	H. Oliver	
Auto, Shotgun & Outfit	Russ	Bldg. 57
Revere Movie Projector	A. Terry	2914 Halsey Drive
Set of Golf Clubs	Mike Guarneri	2133 Van Vranken
Portable Sewing Machine	E. Bly	Local 365
\$100 Certificate (Women)	Frank Woodcock	18 N. Jay St.
\$100 Certificate (Men)	J. Zelaski	223 Howell St.
Power Lawn Mower	W. Dunn	Carman Road
Set of Silver	Floyd Bornt	Amsterdam, N. Y.
Mixmaster	J. J. Magish	Rt. 1, Cohoes, N. Y.
Vacuum Cleaner	Frank Chiaro	Gallupville, N. Y.
Reclining Chair	John Brackett	Saratoga Springs
Set of Dishes	Grant King	Sharon Springs
9 Pc. Revere Ware Set	E. Vasse	Bldg. 60
Electric Blanket	R. Glynn	Palmer, N. Y.
Set of Aluminum Ware	Stencil	Crane Dept.
Home Utility Set	E. Senecal	Ballston Spa, N. Y.
100 Gals. Gasoline	Acc.	631 Crane St.
Vanity Set	K. Bebernitz	1004 Delamont Ave.
Bowling Ball & Bag	J. Riggi	68 Wylie St.
Clock Radio	L. J. Corsi	1668 Foster Ave.
Sandwich Grill	F. San Soucie	1476 Helderberg
Steam Iron	E. Paniceia	1307 Fourth Ave.
AAA Membership	A. Shirokey	458 Chiswell Road
Girls' Gate Prize	Rayma Rispoli	
Boys' Gate Prize	William Scott	

Huge Crowd at Field Day

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starry-eyed youngsters could be observed during the day as the result of their opportunity to rub elbows with the real clowns as they spread laughter from one group to another. The pony rides was another popular attraction for the kiddies. Every youngster present received a free ticket for a drawing for two prizes for the children—new bicycles, one girl's and one boy's.

Although the huge crowd was beyond expectations, the entire program was carried off smoothly as the Activities Committee was bolstered with many additional volunteers. All in all the whole day added up to another huge success for IUE-CIO Local 301.

Community Chest Campaign

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support of organized labor — both CIO and AFL. Moreover, the CIO and AFL are represented this year on the top committee of the Community Chest, with Local 301 President James J. Cognetta acting as a co-chairman.

G.E. employees will be solicited to sign up those who are not making regular weekly donations. Likewise, others who are making the weekly donations will be asked to consider a slight increase. While the Union endorses the Community Chest as a worthy cause and encourages our members to give generously, we also protect our members from any coercion in the solicitation of funds.

Letter Writer Charges GE, Burkhart Behind Missouri "Scab Law" Drive

St. Louis—An unidentified letter writer to the St. Louis Post-Dispatch, who described himself as a company "executive," has charged that the General Electric Co. and the E. Burkhart Manufacturing Co. are soliciting contributions for both the Missouri Chamber of Commerce and the "right-to-work" campaign.

In his letter to the Post-Dispatch the writer said he wondered where these two companies fit into the picture, but "the most important question which comes to my mind is: WHO is behind the Missouri State Chamber of Commerce?"

This is the way he described his dealings with the solicitors:

"Their tactics and methods are officious and insulting, especially over the telephone. I am a busy person but their telephone solicitor saw fit to harangue me when I stated that our firm was not interested in supporting them in any way and he threatened that our attitude 'would be reported to General Electric and the Burkhart Co. and the Missouri State Chamber of Commerce.'"

The writer, who signed his letter "Executive," said that "whatever the faults or weaknesses of unions, they have always stood for the economic rights of the class which they represent, organized or not."

He concluded his letter by asking: "Where are the labor leaders and union men in this insidious battle? If they are willing to fight they should show themselves quickly."

The St. Louis Labor Tribune reprinted the letter and said: "We want to thank the fair-minded, straight-thinking business executive who voiced his indignation at the contemptible measures and

means being used to secure funds to ostensibly 'put over' the proposed referendum."

The labor paper also said it agreed with the writer "that up to date too many union officials have taken this challenge too lightly and have confined their efforts to combat it to denunciations in their union halls. It's going to take far more than that to defeat this undertaking this time."

Inventory Rates Different for P.W.

If you are scheduled to work inventory and you are a piece worker, check your foreman and find out what you will be paid. Day workers will receive their regular day rate; however, piece workers may receive their day work rate which is below the A.E.R. rate. For example:

A.E.R.	Inventory Rate
1.51	1.415
1.545	1.445
1.59	1.48
1.64	1.51
1.69	1.545
1.735	1.59
1.785	1.64
1.85	1.69
1.905	1.735
1.965	1.785
2.04	1.86
2.11	1.925
2.19	2.005
2.26	2.085
2.34	2.16
2.42	2.24
2.48	2.295
2.54	2.36

Don't Need Union Says G.E.

The last September 10 issue of the G.E. Works News carried an editorial to the effect that you don't need a Union if you work for G.E.

This statement may have its effect on new employees who did not have the opportunity to work for G.E. before there was a Union. However, talk to any "Old Timer" and get the facts — the wages and working conditions at G.E. before the Union were among the worst in the industry. For example:

General Wage Cuts
No Seniority Rights
No Paid Holidays
Canceled Vacation Plan
Fired if Found Smoking
Employees Labeled as Troublemakers if They Complained.

It is not new or strange that G.E. would encourage its employees not to join a Union. As a matter of fact, the record shows that after the breaking up of the labor unions in the 20's, G.E. created a Company Union and spent millions of dollars maintaining these Company plans of representation for the sole purpose of keeping Unions out of their plants. During the period of Company Unions in G.E. plants, General Electric workers lost all the gains previously made by the trade unions. It was not until the enactment of the National Labor Relations Act in the early 30's that G.E. workers were able with the help of this law to throw out the Company's plan of representation and organize into bona fide Unions.

General Electric has tolerated Unions simply because it is obligated to under the Law. They were active and party to the National Manufacturers Association lobby in Washington, spending millions of dollars opposing the Wagner Act, and were finally successful in

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CIO Workers Settle Firestone Strike

Akron—The CIO Rubber workers have settled their 21-day strike with Firestone Tire and Rubber Company with a 6½-cent pay boost for 25,000 workers.

In addition, the union said that the new contract "adjusts 89 inequities."

Firestone was the last of the "Big Four" rubber companies to come to terms with the union. The agreement follows the same general pattern as reached with Goodrich, Goodyear and U. S. Rubber.

Firestone plants are located here, Des Moines, Los Angeles, Memphis, Fall River, Mass., Pottstown, New Castle and Noblesville, Pa. Workers have already returned to their jobs.

Court Upholds Lobby Law

The U. S. Supreme Court has upheld the lobby registration law, which requires lobbyists to register with Congress and report what they lobbied for, who paid them, and how much. A lower court had held the law unconstitutional.

The law has plenty of loopholes, so that the full truth about lobbyists does not get out, but it has served the purpose of bringing to public notice some of the skullduggery of big business and anti-union groups.



Welfare Commissioner Leo Vosburgh draws the lucky Prize Winners.

Local 301 Dollar Stretchers

MERRITT OPTICAL
CORP.
LOCAL 301, IUE-CIO
Member and Family

Discount to Local 301, IUE-CIO
50% OFF our regular prices of
Minit-Man Automatic Car Wash

Discount Card
THIS IS TO CERTIFY THAT
I AM A MEMBER OF LOCAL 301, IUE-CIO AND
I AM ENTITLED TO THE DISCOUNTS AND SPECIAL
OFFERS OFFERED BY
H.I. STATE MAIL CHEST CO.
P. O. BOX 1084 SCHENECTADY, NEW YORK

SPECIAL DISCOUNT CARD
A MEMBER OF THE IUE-CIO LOCAL 301
IS ENTITLED TO THE DISCOUNTS AND SPECIAL
OFFERS OFFERED BY
BIG-MOR GOVT. SURPLUS
1307 4TH AVENUE
SCHENECTADY, N.Y.

GOOD FOR SPENDING

See Your Shop Steward

Heavy Vote

Houston—They said it was a heavy turnout of voters in the recent runoff election for governor in Texas but nobody knew just how heavy it was.

The District Attorney of Harris County here is investigating a precinct in which 115 per cent of the registered voters cast their ballots.

Bldg. 73A, Sheet Metal, To Hold Clambake

The Sheet Metal Group in Bldg. 73A will hold their annual Clambake Saturday, September 18, at Putman's Steak House on the Hetcheltown Road.

The shop committee in charge of arrangements are: Louis Famiano, John Hill, Louis Gizzi, William Mastriani and Nick Potente.

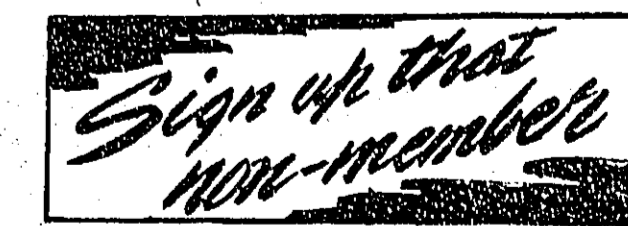
Injured Workers...

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Calendar)—the worker does not have to appear in court if he has reported the accident to the union's lawyer. On the other hand, the injured worker must appear with the lawyer if he receives a "Regular Notice of Hearing".

The Notice of Preliminary Hearing for which the worker does not have to go to court is notice to him that there are certain questions in his case which have not yet been completely settled. The sole purpose of the "preliminary hearing", therefore, is to set a date certain when all witnesses can be present to testify in order to resolve the issues in question. If the claimant is represented by the union lawyer, Mr. Novak will take care of setting a date and naming the witnesses or doctors he wants to bring in in behalf of the claimant. Since this is the only action taken at the "preliminary hearing" it is not necessary for the claimant to appear at that hearing. He will receive another hearing notice indicating the date and time scheduled at the preliminary hearing by Mr. Novak and at the second hearing he must appear in court. Remember, if you receive a "Notice of Preliminary Hearing", you need not appear at the hearing.

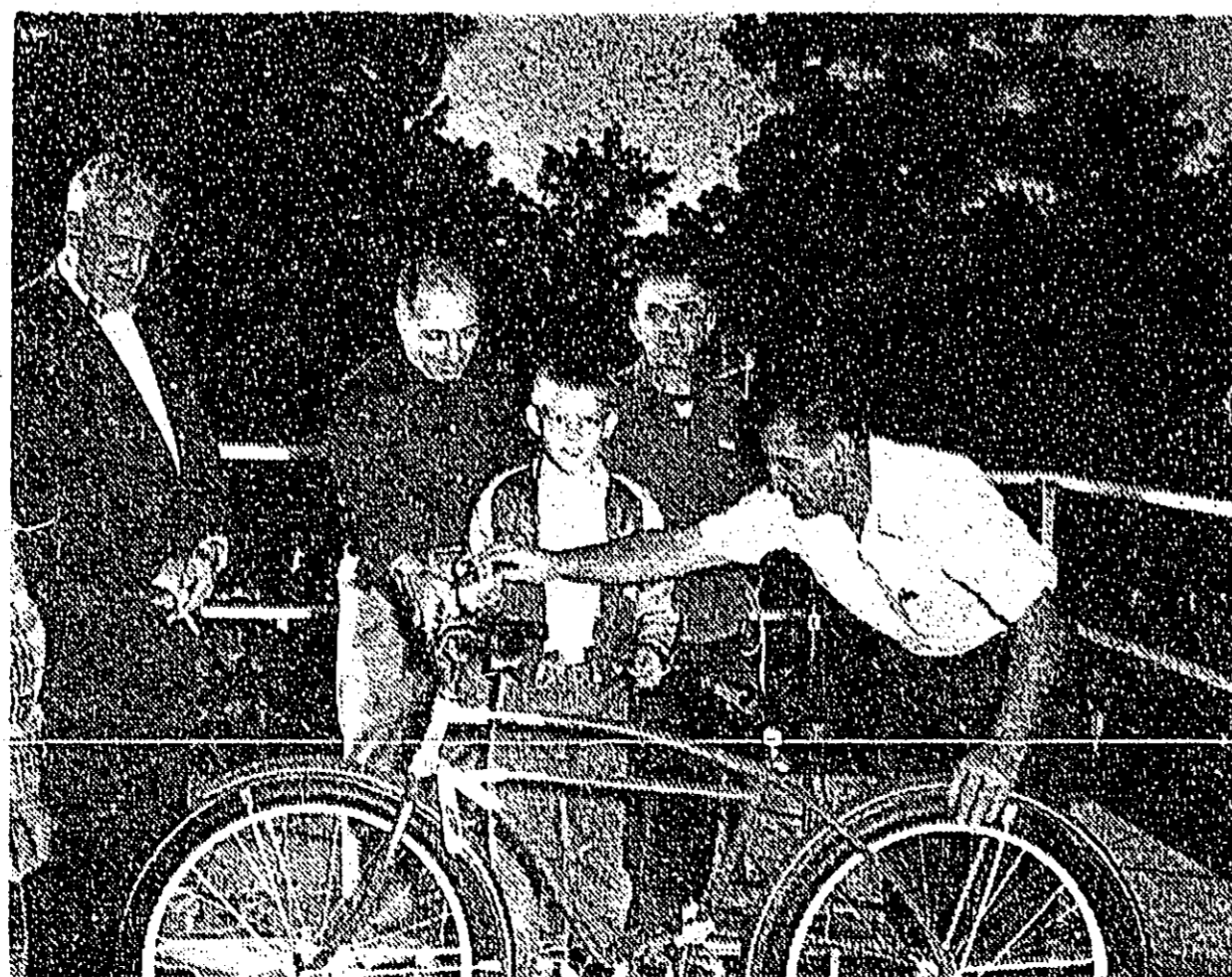
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IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

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Lucky prize winner for the Children's Gate prize. Winner Wm. Scott.



Lucky prize winner for Children's Gate prize. Winner Rayma Rispoli.