

LOCAL 301 NEWS

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BOULWARE TACTICS APPLIED - GAS TURBINE

Management in Bldg. 49, Gas Turbine, has embarked upon a new departure in the Toolroom Department. They have applied an innovation without consulting the Union.

Representatives of the Union filed a grievance protesting this new innovation. At the 2nd Level of the grievance procedure, Company negotiator, William Kaletta, took the Boulware-like position in stating that once the Company makes up its mind in rendering a decision, it will not under any circumstances back off.

The Union, however, does not take this attitude...it made management a compromise offer in an effort to resolve the problem existing in the toolroom. This offer, the Company flatly refused to accept, with the result that the employees in the department became thoroughly disgusted with the Company's position.

SENIORITY PRINCIPLE OBSERVED IN SAC

Discontent among longer service women being moved to lower rated jobs prompts Union representatives to file grievance on their behalf.

In Bldg. 85, SAC Department, there are three groups of women working on inserting and connecting stator cores. Two groups of Inserters and Connectors work on the 250 and 280 standard motors production lines on an incentive basis. The ones working on the Hermetic Motors are paid day work.

Whenever the incentive workers on either the 250 or 280 line were instructed to work on the Hermetic Motors, they would suffer a considerable loss of earnings. Supervision when making the moves would single out those workers who had previously worked on the Hermetic Line; invariably they were those with longer service working on incentive.

After several meetings, SAC management agreed that whenever help was needed on the Hermetic Line, employees with the shortest service would be transferred.

The Union representatives who took part in the negotiations were: Board Member Nejman, Shop Stewards Veino, Wojciek, Gaar and Asst. Bus. Agent Christman. They are to be complemented for a job well done.

The Company at this point, rather than resume negotiations with Union representatives, resorted to their old tactics of sending letters to the employees of the department pleading their case.

The letter apparently caused no wild reaction among the workers; they were not impressed and still refused overtime. The Company immediately took retaliatory measures by instructing six Erectors on the 1st shift and a like number on the 2nd shift not to report for work. The reason the Company gave was that this move was necessary because the rest of the department refused to work overtime but these were not the true facts. The Erectors' group has been over-manned for a period of months with some of them being farmed out to other jobs. However, they tried to use this alibi to support their position.

President Shambo was notified by Board Member DiLorenzo on Friday, at 3:25 p.m., that management had just informed the Erectors of no work the following Monday. Pres. Shambo immediately contacted a Company representative in Gas Turbine and was told that he knew nothing about instructions given to Erectors not to report to work. He said that he would investigate.

Shambo received no answer from the Company. At 4:00 p.m., Shop Steward Lee from 2nd shift contacted the Union Office and reaffirmed DiLorenzo's remarks.

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PROBLEMS OF ALCOHOLISM
by Allen E. Townsend

One of the many problems confronting both the Company and the Union is the problem of "Alcoholism"

It has been estimated that there is at least one Alcoholic for every three families in America.

Many years ago, whenever this habit affected a worker's ability to perform his job, companies such as the G.E. plant would usually discharge him.

In recent years there has been a trend since the advent of "Alcoholics Anonymous" to handle these cases differently. Full credit for this belongs to such enlightened people as Dr. Burnett of the local plant, who is a recognized authority on this problem; your Union and the local G.E. management.

In most of the cases of Alcoholism handled now, a worker is not fired before frequent warnings from the Company. In most instances Union Headquarters is contacted by the Company and asked to use their good offices in trying to straighten out the worker involved.

Many times it becomes necessary to discharge an employee if none of these measures work. Even when this happens, all is not lost in some of these cases. A good example of this follows:

Not too long ago an employee with long service was discharged for chronic Alcoholism. For obvious reasons, I will not mention his name or department. A discharge case was filed and a 2nd step meeting was held between the Union and management representatives. At this meeting it was agreed that this man's discharge would be changed to a one year's leave of absence on the following conditions:- that he would immediately join "Alcoholics Anonymous". It was agreed that periodic reports of his progress would be made to the Company through Dr. Burnett. It was further agreed that a final decision would be made on this man at the end of the year as to whether he would be rehired. The Union also checked with the Company periodically on this man. The final result of this case was that due to the fine progress made by this man in controlling this problem, he was rehired about eight months after he left the plant. Now he is a well adjusted individual doing his job well and we do not anticipate any recurrence of this problem.

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BOULWARE TACTICS (Cont'd)

Again Pres. Shambo called Company representative and received the same reply - still checking. At 5:00 p.m., the Union Office had still not received any word.

It was obvious at this time that management could not furnish an answer because they had already sent the aforementioned letter out that same afternoon. This sort of attitude on the part of the Company certainly is not conducive to good collective bargaining relations but rather has a tendency to result in a deterioration of those relations.

CONGRESSMEN TO RECEIVE
ANDERSON-KING PETITIONS

The Union Office is presently in the process of mailing out petitions embodying 4,000 signatures to Senators Keating, Javits and Congressman Stratton, supporting the medical care for the aged bill, better known as the Anderson-King Bill.

This piece of legislation provides for a contribution of 20¢ per week per worker into the Social Security Plan. The benefits would be: Hospitalization to be paid up to 90 days for illness with patient paying up to \$90.00 for the first 9 days of care; nursing home care up to 180 days; out patient care furnished by hospital would be paid where the patient is not hospitalized; home health services up to 240 visits per year including nursing care, therapy, and part time homemaker services.

We again wish to remind shop stewards who still have Anderson-King petitions in their possession to return them to the Union Office as soon as possible so that they, too, may be processed for mailing to our representatives in Washington.

This article should not be construed as meaning that all cases such as the one above have such a happy ending. In many cases when we have been able to get another chance for Alcoholics in similiar situations, they have started drinking again and as a result wind up without a job. However, the fact that we are able to help even a few rehabilitate themselves is a very gratifying experience.