

The Labor Movement in Schenectady has endorsed the Community Health Checkup project sponsored by the Community Welfare Council.

The month of July is organized labor's turn to urge the citizens of our community to take advantage of the special rates made available for hospital and doctors' examinations. The following describes the program and gives the time, place and rates. Almost all of the members of the County Medical Society are participating doctors in the Health Checkup.

## IT MAKES GOOD SENSE TO HAVE AN ANNUAL PHYSICAL EXAMINATION . . .

### BECAUSE—

- . . . . you owe it to yourself and your family to stay in top physical condition.
- . . . . early disease detection might prevent serious illness.
- . . . . a routine physical checkup should no more be neglected than a periodic checkup of your automobile.
- . . . . you have a good opportunity to select a family physician if you do not already have one.

### IT'S EASY TOO . . . SIMPLY

1. Select a cooperating physician from the list on the back page of folder.
2. Phone the Laboratory at either Ellis or St. Clare's Hospital for an appointment for laboratory tests—Ask for a **Community Health Checkup**. Give name of physician selected so that results may be sent to him. You will get the following laboratory tests: Hemoglobin determination, blood smear and small chest x-ray. Examinations are scheduled on the following days:  
  
ELLIS—Tues., Wed., Fri.—1 to 3 P.M. Tel. FR 7-3361. Ask for laboratory.  
ST. CLARE'S—Wed., Thurs., Fri.—1 to 3. Tel. EX 3-6601. Ask for laboratory.
3. Phone for an appointment with the physician you have selected allowing one week after your laboratory tests—Ask for a **Community Health Checkup**. The physician will accomplish the following: medical history, physical examination, Wasserman blood test, and urinalysis. After the examination, you will receive a form with the Doctor's recommendations. (If the physician is not your regular doctor, your request to have the results of the examination forwarded to your family doctor will be honored).

### COSTLY? NO!

The cost of the entire examination is only \$10.00 (\$2.50 for lab tests and \$7.50 to the examining physician). This \$10.00 fee cannot cover the cost for medical follow-up (if indicated) for major or minor abnormalities discovered by checkup.

### COMMUNITY HEALTH CHECKUP . . .

AVAILABLE TO ANYONE IN SCHENECTADY COUNTY

Sponsored as a cooperative community project through the Community Welfare Council of Schenectady County, Inc. FRanklin 2-3395

## Union Supports Boys' Club Drive

Hundreds of boys who could never before afford a vacation in the country or go fishing, swimming and exploring will have the opportunity to do so this summer however, it takes a considerable amount of money to maintain and provide equipment and make improvements.

The Executive Director of the Schenectady Boys Club has called upon our Union and other organizations in town for financial assistance to support the operations of Camp Lovejoy.

The Executive Board and Officers of Local 301 have recommended that the Shop Stewards circulate petitions soliciting funds among our members in the shop.

## Top of the Labor News

Washington (PAI) — Ten million persons are now receiving payments under the old age and survivors insurance system, (social security) established by the New Deal with strong labor support. Payments average \$61 for workers without dependents, \$106 for couples and for widows with two children, \$140.

Russelville, Ky. (PAI) — Challenged by the United Steelworkers and the Kentucky State Federation of Labor, the Russelville city ordinance for licensing union organizers has been declared unconstitutional by Judge MacSwinford in the Western District Federal Court.

Washington (PAI) —The Supreme Court has decided 7 to 1 that arbitration clauses in union contracts are enforceable. The ruling grew out of three suits in labor disputes in which corporations refused to honor arbitration clauses in contracts negotiated by unions.

Washington (PAI) — May figures for wage and salary income show a drop, the first decrease since late in January. Manufacturing payrolls took the sharpest dip, dropping \$600 million from the previous annual rate.

Washington (PAI) — Corporations paid out \$300 million as cash dividends in May, an increase of 4 per cent over the same month in 1956. Dividend payments for the first five months of 1957 were \$3.9 billion, a 3½ percent increase over the previous year.

Red Bluff, Calif. (PAI) — Tommie Taylor, auto mechanic fired for reading a union paper, has found that his county's "right to work" law gives him no rights to a job. Out of work, he has slim hopes of employment if the anti-union organizing statute is not upset.

White Sulphur Springs, W. Va. (PAI) — Fred C. Foy, president of the Koppers Company, speaking to the Manufacturing Chemists Association, here voiced his unhappiness about the labor press because it is too effective in getting its views across!

Chicago, (PAI) — The Signalman's Journal tells the story of the newly rich Texan who built a beautiful mansion and three swimming pools. One pool he keeps filled with cool water, another with warm water and the third is empty.

"Some of my friends like it cool, some warm, and some can't swim," he explained.

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 3 — No. 14

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

Aug. 2, 1957

## Weekly Benefits in Compensation Cases

The Workmen's Compensation Act requires that an employer pay benefits to a worker who is losing pay as a result of an injury. A worker must be paid two-thirds of his wages if he is injured, but the employer is not required to pay him more than \$36.00 per week.

For a worker to receive the maximum of \$36.00 per week he must, of course, be unable to do any useful work. In other words he must be totally disabled. His compensation payments then begin one week after he has become disabled. This one week waiting period is never paid for unless the worker loses a total of 35 days from the accident whereupon he is then paid retroactively for the waiting period.

A worker working at General Electric is entitled, under the insurance plan, to payments up to half of his wages (to a maximum of \$85.00) while he is unable to work due to illness. Hence if a worker is filing for payments under compensation for a disability (which will pay him \$36.00) he should at the same time file for his insurance benefits (which will pay him the difference between the \$36.00 paid under compensation and the amount he would get under the insurance plan.)

The maximum of \$36.00 per week paid under compensation is geared to a total disability. The rate of

\$36.00 can go downwards so that less than \$36.00 is paid to an unemployed worker if the worker remains away from work after he has improved sufficiently to be able to do some work. This provision of the law is obviously hard and unrealistic. If a worker is 100% disabled he gets \$36.00. If the worker is 75% disabled he may be as unable to return to his type of work (unless he has very light work) as if he were totally disabled; yet his compensation rate is reduced to below \$36.00. Likewise if his condition improves so that he is only 50% disabled his rate goes down even further. A most difficult situation faces a worker, for example, who may be suffering only from a 25% disability (with a 75% working capacity) due to an accident while at work and who wants to go back to work but cannot get a suitable job. This worker may then have to live on \$12.00 per week while not earning a single penny in wages! At a time like this a worker wakes up to the weakness of the Workmen's Compensation law and its unfair effect upon injured workers.

The next issue will discuss the benefits paid to a worker who does return to work after an injury but is unable to earn as much as he did before the accident.

## COST OF LIVING UP AGAIN

The United States Bureau of Labor Statistics reported that the Cost of Living Index has risen to 120.2, whereby under the IUE-GE Contract, G.E. employees will receive another small boost in their weekly earnings.

The Cost of Living provision in the IUE Contract has added to the take-out pay of IUE members amounts ranging from \$2.69 to \$5.08 for a 40-hour week, or from 6½ to 12.5 cents an hour. Piece workers should figure their pay in the normal fashion and multiply the result by 1.043525 to determine their gross earnings.

Day workers receive the following Cost of Living adjustments added to their present Day Work Rates.

LABOR RATE	JOB RATE	TOTAL COST OF LIVING ON 40 HRS.
6	\$1.545	\$2.69
7	1.575	2.74
8	1.61	2.80
9	1.645	2.86
10	1.685	2.93
11	1.73	3.01
12	1.785	3.11
13	1.84	3.20
14	1.895	3.30
15	1.96	3.41
16	2.045	3.56
17	2.125	3.70
18	2.215	3.86
19	2.305	4.01
20	2.395	4.17
21	2.49	4.34
22	2.555	4.45
23	2.63	4.58
24	2.70	4.70
25	2.775	4.83
26	2.85	4.96
27	2.915	5.08

## L. M. & G. SUGGESTION PLAN

(No Payment for Safety Suggestions?)

by Harry Williams

According to recent instructions issued in L. M. & G., no award will be granted to employees unless it pertains to something "beyond the scope of their assigned duties". By saying that "safety is part of everyone's job", they no longer will pay for safety suggestions if it exists in the employees immediate work area.

To further quote from their rule on eligibility "In general, group leaders will not receive awards for suggestions pertaining to their particular line of work. Group leaders are paid a preferential rate higher than those in their group because their duties include instructing, assigning work and giving technical assistance to members of the group they lead. They are expected to know more about the line of work of the group than the other members of the group".

"Toolmakers will not be granted awards for suggestions pertaining to the making of tools, jigs, fixtures and parts assigned to them. Machine Repairmen and similar will not be granted awards for suggestions on accessories which are catalogued by a vendor."

L. M. & G. employees are now wondering what sort of suggestions they will be paid for!

## General Electric Sales and Earnings—First Six Months

	1955	1956	1957	Inc. 55-57	Inc. 56-57
Sales (Millions) .....	\$1,673	\$1,959	\$2,121	27%	8.0%
Profits before Taxes (mill) .....	210.2	226.9	260.7	24%	15%
Profits after Taxes (mill) .....	107.9	112.9	127.8	17%	13%
Earned on Capital (%).....	19.7%	19.7%	22.4%	15%	15%

**NOTICE**  
Membership and Stewards Meeting

Monday, Aug. 19, 1957  
1st and 3rd Shifts—7:30 p.m.  
2nd Shift—1:00 p.m.

Union Auditorium  
121 Erie Blvd.  
Report of Committees  
Regular Order of Business

Attend Your Union Meetings

**NOTICE**  
Executive Board Meeting

Monday, Aug. 12, 1957  
7:30 P.M.  
UNION HALL  
121 Erie Blvd.



# General Electric Negotiations Committee Reports To Conference Board

In a two day conference of delegates from General Electric Locals from all over the country, the National Negotiations Committee submitted a 22 page report covering actions between the committee and General Electric officials affecting the 1958 contract opener on Employment Security and the reports received from IUE-GE Locals on employment and local union-management relations. The following is a brief summary of the committee's report:

## Review of IUE-GE Correspondence Affecting 1958 Contract Negotiations

April 8, 1957—

A letter was sent to Virgil Day, National General Electric's Labor Relations Manager representing G.E. Vice-President Boulware, calling attention to the forthcoming negotiations on Employment Security. The letter proposed we sit down immediately and try jointly to get up some facts concerning Employment Security and try to begin the Sept. 1958 negotiations early. The purpose of the letter was to avoid a rise in tensions, crises and possible serious difficulties between the Union and General Electric. The Union's letter was calm, courteous in tone and reasonable in its approach.

April 11, 1957—

A reply was received promptly from Virgil Day, rejecting the Union's proposals completely.

His letter was filled with scurrilous attacks, not only upon IUE, but on Organized Labor generally. Mr. Day's letter completely ignored the contract and its provisions for negotiations on Employment Security with the right to strike in 1958. He referred to a letter dated August 1955, which was rejected by the Union Negotiations Committee, limiting the scope of the 1958 negotiations to a review of Employment Security with no right to strike. The letter condemned the Union's national officers, charging them with promoting labor disputes.

April 22, 1957—

The Union's National Negotiations Committee sent a second letter to Mr. Day, which was approved by a General Electric Conference Board meeting held on April 17, 1957. The letter expressed concern over the attitude and views taken by Mr. Day regarding Employment Security negotiations; it cited the contract which opens the entire question of Employment Security with the right to strike. This letter proposed a Fact Finding Board of distinguished representatives from various colleges on industrial relations. The letter also suggested other ways and means for investigating the deteriorating labor relations on local and national levels.

May 17, 1957—

Mr. Day rejected the Union's proposals in a letter sent to John Callahan, Chairman of the GE Conference Board. The letter was flippant and ridiculed the suggestion of a Fact Finding Board. Mr. Day's letter charged that the local labor relations difficulties were the result of a program by President Jim Carey, which was deliberately planned as a forerunner to the 1958 negotiations.

June 10, 1957—

The Union's Negotiations Committee then sent Mr. Day a letter expressing serious concern about the Company's attitude to negotiate as a contract requirement on Employment Security in 1958. The letter stated it was "incredible" that Mr. Day could charge that the IUE national officers were to blame for the worsening of local union-management relations in light of the propaganda that was being distributed locally by the various managements. If Mr. Day were really interested in better labor relations, he would investigate as to why the deterioration in relations has taken place in most G.E. locations.

The letter pointed out the hypocrisy of GE's claim of desire to have better labor relations when it put in a leaflet summarizing the NLRB election in Roanoke, Va., "Total votes for IUE—1668; total votes for General Electric—2486", even though G.E. could not legally be on the ballot.

In a leaflet in Shelbyville, Indiana—"We've had eight general wage increases here since August 1955. Have IUE members in any other G.E. plant done better? As a matter of fact, have they done as well?" They counted all the increases provided in the IUE-GE Contract plus cost of living adjustments; they say nothing of the fact that the rates in this community are at least 50c an hour less than paid in Schenectady, where the work was formerly done.

In the Telechron campaign, GE's publications virtually said that they would not grant a wage increase short of strike.

The Union has faced the most vicious anti-labor statements made by General Electric in its election campaign in unorganized plants for the purpose of keeping the Union out. For example, "What does the IUE contract really offer you here that you don't already have? (Aside from the IUE grievance procedure that provides for strikes, walkouts and other pay-losing opportunities." Many more such statements were cited in the Union's National Committee's report. The Union's report pointed out that we will face a critical situation in the 1958 negotiations based on the current G.E. attitude. If G.E. as it seems likely now, comes into negotiations in 1958 with the idea that there will be only a review and lip service to a serious problem, we are bound to have a very serious time. The report recommends we begin to prepare for 1958, whatever may arise.

## Employment in G.E.

While the National Union has been having difficulty in getting unemployment data from General Electric, the figures that are obtainable show the following: In May 1957, employment in the IUE bargaining units was down nearly 11,000 or by more than 10%. This is aside from the past layoffs of thousands prior to January 1957. In many local unions women have been particularly hard hit where it is necessary to have 10 to 15 years of service for a factory production job. In Ft. Wayne, Indiana, even men must have 7 years service to hold a job. The recent loss of 11,000 jobs means a monthly wage loss of about four million to the employees and the communities affected.

## G.E. Prosperity in Face of Unemployment

The financial statement of General Electric for the first six months shows an increase in sales of 27% over 1955, when we signed the present contract. Profits before taxes are 15% over last year. Profits after taxes are 13% over last year. To look at it in another way, profits before taxes in 1955, when we signed the contract, totaled 477 million. At the rate the Company is now going, G.E. will probably earn about 540 million before taxes for 1957. This will be an increase of 63 million over the year we signed the contract. G.E. will earn this year on stockholders' investments 22% (see table of earnings in this issue). In spite of these phenomenal profits, G.E. is complaining bitterly about the need for increased prices and in the local plants the drive is on in full force to find ways to chisel on employee's earnings.

## Insurance and Pension Problems

A new storm over the problem of the handling of pension and insurance funds broke out when George Meany, President of AFL-CIO, testified on June 11, 1957, before the Senate Labor and Public Welfare Committee. Mr. Meany supported

fully the charges that IUE had made against GE's handling of pension and insurance funds. He pointed out that:

1. Since employers get tax deductions for their part of the funds, there should be public scrutiny.
2. Even where there is no employee contribution, there should be a revelation of the facts.
3. Serious abuses exist even in employer managed funds.
4. Bribery, kickbacks and unnecessary commissions are often paid by employer funds.

All of this required, he declared, that public reports be made of funds no matter who managed them. With regards to G.E., Mr. Meany said no full reports were made to the employees who paid a large percentage of the cost. He attacked the situation by which two G.E. Directors, including the Chairman of the G.E. Board of Directors, Phillip Reed, were also directors of the Metropolitan Life Insurance Company, which got the vast majority of GE's insurance business without competitive bidding. Mr. Meany called attention to reports of a Massachusetts Legislative Commission, pointing out that the duties and responsibilities of the G.E. Trustees are so broad that they could lead to serious abuses. It is not enough for G.E. to say that no competitive bidding is necessary because G.E. pays all the expenses above the workers' contributions. Obviously, if by competitive bidding, the expenses were reduced by 25%, then the worker's contribution could be reduced. It is estimated that the total premium payment to Metropolitan is approximately 35 million, with a 6 million dividend return annually.

## Price Increases

The G.E. Company has been in the forefront of a campaign to prevent dealers from selling G.E. appliances at less than the list price. It has been found generally that there is such a great mark-up on the sales price that in some cases it amounts to 40%. Many dealers and retailers have marked down the list price to give customers a break and still make a profit.

G.E. went to court to seek an injunction to prevent Mastors Mail Order Company from advertising G.E. products at less than what is called "Fair Trade" prices. On July 10, 1957, a justice of the Supreme Court knocked down G.E.'s claim and refused to grant an injunction.

While G.E. has been fighting against price cuts with dealers, the Company has increased prices on many of its items in recent months in spite of fantastic record-breaking profits.

## G.E. Advises Congress

In a booklet entitled "Let's Get Rid of Our Legislative 'Mangovers'", Mr. Robert Borth, lobbying representative for IUE in Washington, has made sure the legislators have received their copy.

This publication calls for the repeal of the Walsh-Healey Act and the Bacon-Davis Act.

It attacks the administration for not joining in the drive to repeal this legislation and calls upon business men to whip up a campaign. This is interesting on two counts: first it shows the plan authored by Virgil Day and known as the "Task Force Report" where GE's face will be partly hidden in legislative activities, and so in this case, G.E. does not use its own publication but conveniently offers to members of Congress, one put out by the so-called Lupton Company. Secondly, the Bacon-Davis Act is important in view of the large amount of government construction and the requirement to pay union wages.

Under the Walsh-Healey Act, the IUE was successful in getting a number of minimum wage determinations on electrical products. In the case of electric lamps, G.E. has gone to court to prevent a determination from becoming effective. G.E. says minimum wages should not be set nationally, but should be set on the basis of community rates.

## Automation

For some time G.E. had promised that it would discuss with the Union the question of automation. The Union has notified the Company that the reports coming in from the local G.E. unions show that the Company's promise of higher wages due to automation was not coming true. Instead the Company was attempting to reduce wages on automated operations on the grounds that the new methods were simpler.

Mr. Cordiner suggested that in 1965 the average G.E. wages would be \$8,000 to \$9,000 a year. It is likely G.E. envisions that a large bulk of its employees will be highly paid engineers, scientists and executives. A large percentage of its production workers will lag far behind that highly paid group. Let us remember that G.E. has never departed from the plan of that famous 1954 top level conference at which the goal was set at doubling the production of each worker by 1965 and at the same time finding ways and means to cut incentive earnings. G.E. will try to eliminate incentive work if it is possible.

## Prepare for 1958 Negotiations

The National Negotiations Committee expects, based on current events, that the 1958 negotiations will be difficult and extremely serious. Supplemental Unemployment Benefits which G.E. has been outspoken as against are in effect in the Auto, Rubber and Steel Industries. In these industries, employees laid off are receiving \$25.00 a week in addition to their Unemployment Benefits. General Electric could well afford this small additional cost in face of expected profits for 1957 of 260 million after taxes. It is estimated that a fund of approximately 5c an hour would provide a Supplemental Unemployment Benefits program. The cost to the Company would be approximately 7 million after taxes.

## More Regional Meetings

The committee's report recommends a second series of Grass Root Meetings starting in October, and providing ample notice for full and adequate representation. The purpose of the meetings is to give the rank and file members an opportunity to become better acquainted with the problems that exist between the Union and the Company.

## Organization

Every unorganized plant of G.E. represents a challenge to the Union and is an obstacle to reaching our goal. Four new groups in the G.E. Chain were added to the IUE ranks in the first six months of 1957. Over all the International Union won 53 organizational victories covering 6,000 workers in 15 states. One of the first shops to be organized was in Florida; the other in Mississippi. In the General Electric Chain, elections are forthcoming at the Atomic Power Equipment Plant at San Jose, California; Communications Equipment Center, Red Wood City, California, and Elmira Foundry, New York.

Organizing campaigns are under way at G.E. plants in Hickory and Hendersonville, North Carolina; Waynesboro and Roanoke, Virginia; Gainesville, Florida; Phoenix, Arizona; Burlington, Iowa; Edmore, Michigan; Jonesboro, Arkansas; and Philadelphia and York, Penn.