

Top of the Labor News . . .

WASHINGTON (PAI)—To eliminate jurisdictional disputes within the AFL-CIO, President George Meany has announced the formation of three teams of two members each—one from IUD and the other from Building and Constduction Trades—to adjust disputes between craft and industrial organizations.

HOLLISTER, Calif. (PAI)—Superior Court Judge Stanley Lawson has ruled the San Benito County "right-to-work" ordinance unconstitutional. This is the third consecutive favorable California court action against such laws.

REDLANDS, Calif. (PAI)—Meeting at Redlands University, the Southern California-Arizona annual conference of the Methodist Church recorded its opposition to so-called "right-to-work" laws as "not in the public interest."

DETROIT (PAI)—A formal written agreement to eliminate racial discrimination in employment has been signed by the United Automobile Workers and the National Urban League. It provides regular machinery to deal with cases of discrimination in all industries in which the UAW has collective bargaining agreements.

LIMA, Ohio (PAI)—The Citizen, locally owned and 100 percent union-staffed, has won wide-spread acceptance in its first month of publication. With a circulation of 25,208 daily and 25,192 Sunday, it is read by 92 percent of Lima families. The paper was set up to compete with the strike-bound News.

DETROIT (PAI)—Local 1667, Insurance Workers of America has signed a two-year contract with the home office of the Maccabees, providing no layoffs or loss of pay due to automation. It is believed to be the first such contract protecting office workers against machines.

TRAVERSE CITY, Mich. (PAI)—The City Council, despite objections by organized labor, has passed an ordinance barring "mass picketing." Doubt has been expressed that the law will stand up if subjected to judicial challenge.

BOSTON (PAI)—The Boot and Shoe Workers have concluded an agreement with International Shoe Company, world's largest shoe manufacturing firm, on a company Retirement Pension Plan. The plan will affect some 22,000 of the company's 36,000 employees. It is expected to have far-reaching effects upon the entire shoe industry and its 230,000 shoe production workers, it was announced by John J. Mara, President of the BSWU.

Farm-Out in Turbine

The Turbine management has been farming out some work to a small shop in New England where the wages are much lower than those paid in Schenectady. The reason Turbine management puts forth as the cause of this farm-out of work is the lack of horizontal boring mill equipment; therefore, they are farming out not only the millwork but all the machine work on the component parts that go along with the casting. In the meantime, approximately 12 employees who could have done this farmed out work were laid off. Two Screw Machine Operators lost a week each because of lack of work and they could have been kept busy on the work sent to New England. The service of these two employees is 20 and 18 years respectively. The Engine Lathe group has been rotating due to lack of work, whereby each man in the group has lost one week. The Union members claim the farm-out amounts to approximately \$8,000 in voucher money.

Shift Ratio and Election of Delegates

A request was made at a second shift membership meeting to check the percentage of second shift workers against the other shifts as it affected the "one out of five" rule used for second shift representation at conferences and conventions. Management has advised us that the approximate percentages working on the three shifts are as follows:

68%1st shift
22%2nd shift
10%3rd shift

The first and third shifts hold their membership-stewards meeting jointly in the evening each month, so the two shifts approximate 78% of the membership. The second shift holds its meeting separately which represents 22% of the membership. This ratio has been fairly constant over the years, which established one delegate from the second shift in every five sent by the Local.

Letter to Editor

August 21, 1957
Dear Sir,
The Right to Work Law may be O.K. and probably is to all extent except that it does not specify the moral issues.
If and when a man or woman receives employment at his or her chosen field or chance occupation, they should not forget to remember the trials and tribulations of those who came before them. The years of discretion — the walkouts, the sit-downs and the picket line should remind them of an obligation, to be a Union Member at any cost.
It is the years of effort by the Unions that made conditions as they are — possible for you to live as you would like to under our American standards. It is the vigilance that paid off. The sufferings of the past are the fruits of the future. Don't be a "Free Rider". You belong to a society and join it — you can't go wrong! It is either stick together or hang separately —no Illinois laws for New York State.
Joseph J. Krone
1537 Sante Fe St.
Schenectady, N. Y.

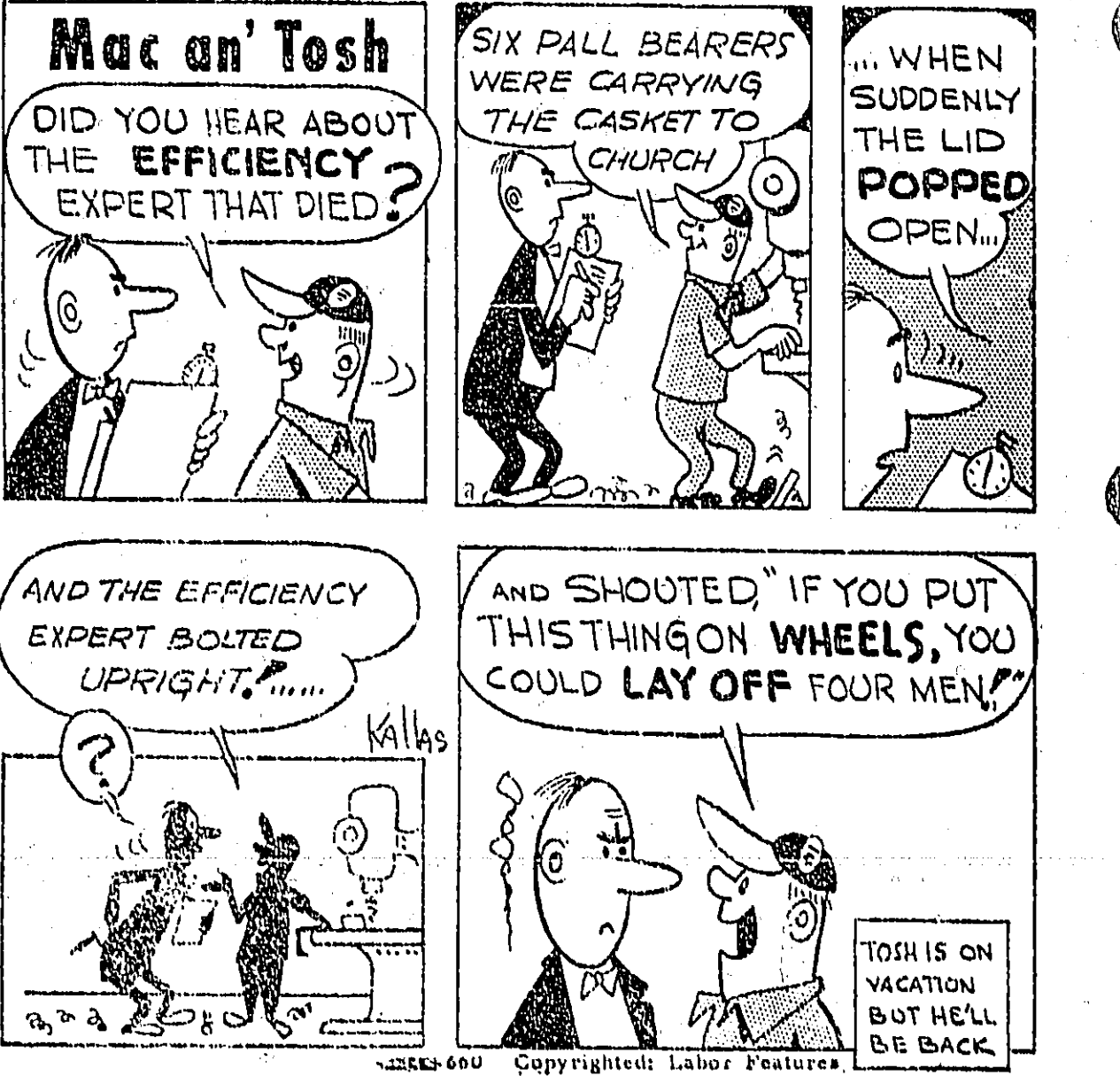
G.E. Milk Price

Up 50%
The G.E. factory employees who depend on buying milk at lunch time are protesting because of the outrageous increase in the price they are asked to pay. Before the increase, a worker could buy a pint of milk for 15c or 30c a quart. The new price is 15c for 1/3 of a quart or 45c a quart.
This increase of 50% over the former price is a good example of a grab for profit under a slogan of take everything the traffic will stand. While the Union office has been swamped with protests from workers due to the increase in milk price, we have not heard a peep out of G.E. management—who normally spend most of their time watching increasing cost, and they usually do something about it. In the case of increasing prices, however, G.E. management is in a slightly embarrassing position after increasing their prices on numerous G.E. products. The 50% increase per quart of milk at G.E. certainly cannot be charged to the farmer who received a piddling increase for his labors from the distributors.
While it is beyond the jurisdiction of our Union to negotiate a reasonable retail price for milk, the excessive cost may curtail the volume of milk that was formerly consumed.

and a negative answer was given by the N. Y. management on April 9, 1957.
A second job was machined since the dispute arose, whereby the operators could not make their usual earnings.
The present job is the first to be done since the grievance procedure was exhausted.

Stoppage Bldg. 60

(Continued from Page 1)
and management says they will pay only \$84.65. The Union representatives suggested ways and means to determine an accurate amount to be deducted; however, management representatives have not accepted the suggestion.
The protest was made in the shop in December of 1956, and there have been several meetings with management in an attempt to resolve the dispute. The grievance was moved to the New York level



LOCAL 301 NEWS
AFL-CIO

Vol. 3 — No. 16 The Voice of GE Workers, Local 301, Schenectady, N. Y. September 13, 1957

New Rate and Progression Tables

Under the contract, a revised schedule of daywork progression rates will be in effect. It is important that all shop stewards and workers in daywork groups be aware of the new schedules published in the chart below in order to make sure that the contract is enforced in regard to these rates.

These increases and rate changes are effective September 15, 1957.

Day Work Rates					
Labor Grade	Old Rate	New Rate	Labor Grade	Old Rate	New Rate
6	1.545	1.59	19	2.305	2.375
7	1.575	1.62	20	2.395	2.47
8	1.61	1.66	21	2.49	2.565
9	1.645	1.695	22	2.555	2.635
10	1.685	1.735	23	2.63	2.71
11	1.73	1.785	24	2.70	2.785
12	1.785	1.84	25	2.775	2.86
13	1.84	1.895	26	2.85	2.935
14	1.895	1.955	27	2.915	3.005
15	1.96	2.015	28	2.99	3.085
16	2.045	2.105			
17	2.125	2.185			
18	2.215	2.28			

Day Work Progression					
Job Rate	Start 1st Mo.	2nd Mo.	3rd Mo.	4th Mo.	5th Mo.
1.62	1.495	1.53	1.56	1.59	1.62
1.66	1.56	1.59	1.62	1.66	
1.695	1.56	1.59	1.62	1.66	1.695
1.735	1.66	1.695	1.735		
1.785	1.66	1.695	1.735	1.785	
1.84	1.66	1.695	1.735	1.785	1.84
1.895	1.785	1.84	1.895		
1.955	1.785	1.84	1.895	1.955	
2.015	1.785	1.84	1.895	1.955	2.015
2.105	1.785	1.84	1.895	1.955	2.015
					2.105 (Merit)
					2.105 (8 mos.)
					2.185 (Merit)
2.185	1.785	1.84	1.895	1.955	2.015

Piece Work Rates				
Labor Grade	T.R.	Old AER	New AER	P.W.D.W. Rate
7	.54	1.575	1.62	1.62
8	.57	1.61	1.66	1.62
9	.60	1.645	1.695	1.62
10	.63	1.685	1.735	1.62
11	.67	1.73	1.785	1.66
12	.70	1.785	1.84	1.695
13	.74	1.84	1.895	1.735
14	.78	1.89	1.95	1.785
15	.82	1.945	2.005	1.84
16	.87	2.015	2.075	1.895
17	.92	2.075	2.135	1.955
18	.97	2.14	2.205	2.015
19	1.02	2.22	2.285	2.105
20	1.08	2.30	2.37	2.185
21	1.145	2.385	2.455	2.28
22	1.21	2.465	2.54	2.375
23	1.275	2.55	2.625	2.47
24	1.34	2.635	2.715	2.565
25	1.39	2.70	2.785	2.635
26	1.43	2.77	2.85	2.71
27	1.48	2.83	2.915	2.785
28	1.53	2.90	2.985	2.86
29	1.58	2.965	3.055	2.935

Minimum Starting Rates for Piece Workers		
Re Art. X, 2(A)-7 of the Agreement		
For A.E.R.'s up to and including	Starting Rates New Employees	Old Employees
1.735	1.495	1.595
1.785 to 1.84	1.56	1.66
1.895 & higher	1.66	1.76

Compensation Benefits Not Taxable And Are Protected From Creditors

The weekly benefits collected by an injured worker as a result of an injury sustained while at work are not taxable and need not be reported in an income tax return. This holds true whether the payments are received by the worker on a weekly basis or whether they have been paid in one accumulated sum. For instance, the worker who receives \$36.00 a week while away from work as well as the worker who receives an award of \$3000.00 for his injuries are not required to report this as taxable income.
The law goes even further to protect an injured worker from losing the benefits he has received for a work-connected injury. No creditor can seize any part of a worker's compensation benefits to reimburse himself for a debt. Workmen's Compensation benefits are not "assets" like an automobile or stocks or bonds or other bank accounts. They are protected from seizure by anyone. Take for example a situation where a worker has incurred a debt which he is unable to pay. The person or company to whom the worker owes the debt sues and recovers a judgment. The creditor then sends a marshal or sheriff to seize any assets which the worker may have, to satisfy the judgment. The marshal or sheriff has the power, under the law, to seize the worker's automobile or money, whether in a bank or at home and even to garnishee the worker's wages, but if the worker has the proceeds from Workmen's Compensation benefits the marshal or sheriff is powerless to seize these funds. Of course, an injured worker who has received a compensation award for injuries and who wishes to protect them from seizure can make it easier for himself by keeping these assets in a bank or by investment but separate from any other assets which he may have so that they may be easily identifiable.

NOTICE
Membership and Stewards Meeting

Monday, Sept. 16, 1957
2nd Shift—1:00 p.m.
1st and 3rd Shifts—7:30 p.m.

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

C.O.P.E. Drive Opens in Local 301

The National Drive for funds by the Committee on Political Education has opened here in Local 301. Executive Board Members received their C.O.P.E. books last Monday to be distributed among the Shop Stewards.
To get good legislation, you need good political representatives. To get good political representatives, you must help them pay their campaign expenses. The best way to do this is to contribute voluntarily to C.O.P.E. The only source from which the Committee on Political Education, the political arm of the AFL-CIO, can get voluntary contributions is the working people. It cannot use funds from union treasuries — the Taft-Hartley Law bars that. The assurance of funds means a better chance of victory for many liberals whom Labor will support. If liberals are sure there will be money to help with campaign expenses, they can be persuaded to run.
Be sure you do your bit by giving \$1.00 to C.O.P.E., and receive your C.O.P.E. ticket which represents your individual aid to better legislation. See your Shop Steward.

It Pays To Be A Union Member

Educational Classes for Night Shifts

The launching of a program of daytime adult classes by the Division of Adult Education of the Schenectady Public Schools with classes Tuesday and Wednesday beginning September 17th, will make available to night workers some of the opportunities which the day workers have in the evening schools.

The program for the Fall Term as announced by Robert H. Snow, Director of the Division of Adult Education, includes classes in French, and Spanish, U. S. Foreign Policy, Economics for Consumers and Arts of Communication. The latter includes two groups: one on "Talking Sense"—Introduction to Semantics, and one on "Speech and Discussion Techniques" with emphasis on the acquisition of practical skills.

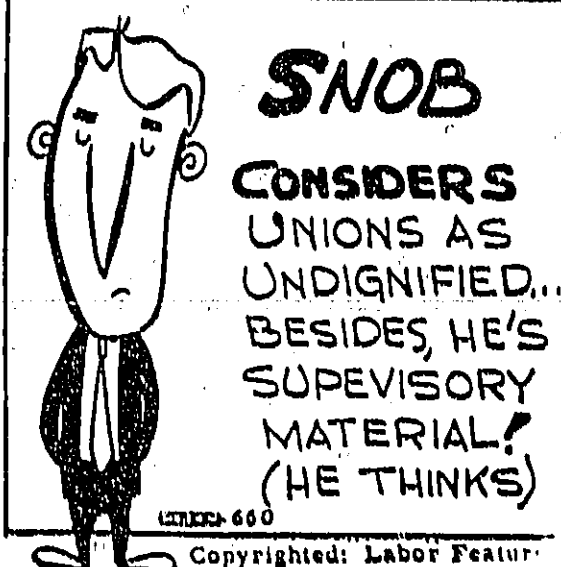
These courses are open to all adults; they meet once each week in the morning except for Elementary Spanish which is an afternoon class. The classes will meet at downtown locations. For information about the schedule, instructors and fees (maximum is \$3.00 for a term), call the Adult Division Office, FR 7-6486.

IUE Leaders to Study Wages in Puerto Rico

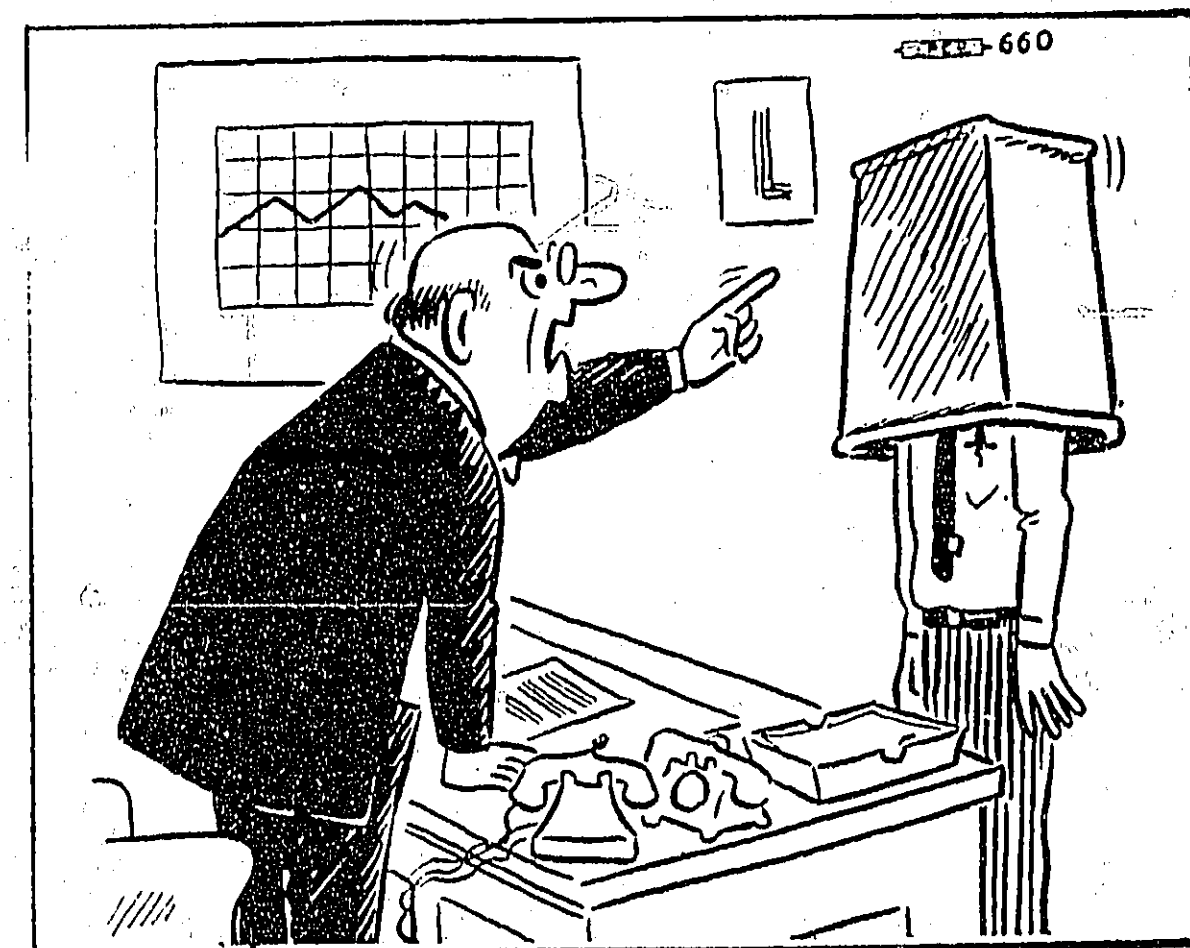
The U. S. Secretary of Labor has appointed David Lasser, Research Director of the IUE, and Al Hartnett, Secretary-Treasurer of the IUE, as labor members of an Industry Committee that will study minimum hourly wage rates under the Fair Labor Standard Act in Puerto Rican industries.

The minimum wage presently ranges from 60c to \$1.00 an hour in the Electrical Industry in that country. Industry committees may recommend minimum standards of pay equal to the statutory minimum, effective in the Continental United States. General Electric has a plant in Puerto Rico.

SMALL People



STRICTLY NON-UNION



"WHOEVER YOU ARE, YOU CAN TELL THE EMPLOYEES THAT I SAID NO TO THEIR DEMANDS!"

IUE-CIO 301 On the Job

IUE Local 301 handles thousands of grievances at all levels each year. These are just a few examples of cases, not settled at steward-foreman level, to be processed at management level.

Bldg. 16: The group under Shop Steward J. Corless feel that an employee should not take a loss in earnings because he is instructing a new employee in the group.

Bldg. 16: The group under Shop Steward J. Roca are charging the Company with violation of contract under Article VI, Sect. 4.B, in regards to cutting standard prices on the lathe operations in the Rotor Comp. group.

Bldg. 60: John E. Ciulik and W. Shelley who work in Shop Steward R. Leger's group feel that the new table on the chip, grind and file operation is inadequate. They request that this table be adjusted, so that the employees can maintain their past earnings as provided for in the contract.

Bldg. 49: The group under Shop Steward B. Sharmose feel that sufficient time has elapsed since an agreement was reached concerning the standardizing of Hydrotel prices. They request that standard price be issued.

Bldg. 49: The group under Shop Steward B. Sharmose feel that due to different methods of broaching 319C906-1, Oper. 5, the operators should not have to suffer a loss in earnings while machining this job.

Bldg. 49: The group under Shop Steward M. Santore feel that when a lower rated employee is utilized on a higher rated job, he should be paid the higher rate.

Bldg. 49: J. C. Spello who works in Shop Steward P. Murphy's group feels that due to the crowded area and the belt changing involved in the blade grinding job, the standard allowances do not cover this. The Union is requesting the Company investigate.

Bldg. 285: R. Salvino who works in Shop Steward B. Peterson's group feels that an employee's vacation pay should be calculated on the total number of hours worked in the previous year divided by 52 weeks. He is requesting proper vacation payment.

Bldg. 16: The group under Shop Steward R. Cochrane feel that the practice of having men from other classifications work on machines that are for the use of A/C Winders should be stopped.

Bldg. 16: The group under Shop Steward W. Martin feel there should be no loss in earnings because of a method study. The employees should not be paid idle time for part of the week when being studied.

Bldg. 16: The group under Shop Steward Z. Sevinsky feel that employees should not have to suffer variations in pay because the vouchers are being held up in the office. This particular incident involved the pay of R. J. Clements who works in the group.

Bldg. 273: There is an opening on a drill press created by an employee retiring. The group under Shop Steward D. Wagschal feel that this opening should be filled by a full time drill press operator rather than having men from other classifications put on the drill press to cover this job.

Bldg. 273: Walter Loesche, who works in Shop Steward A. Gaudette's group, was told by supervision to do a job not planned and to charge against the job whatever time was necessary to do the job; however, he was not paid the amount he felt should be charged. The Union feels he should be paid the amount asked for.

Waive Dues Increase On Wage Increase

Under Article 23 of the Local Union Constitution, Union dues would be automatically increased 3% as the result of the wage increase effective September 15th.

The Executive Board, after considering this question at its last meeting, decided to recommend to the next Membership Meeting that the 1957 dues increase be waived.

The last time which the Union pays the shop representatives while they are processing grievances for the members will increase by 3% inasmuch as the representatives are paid at their current earnings. The Union will absorb this extra cost by trying to keep the last time down to a necessary minimum.

The next wage increase after this one will be due September 15th, 1958, whereby the increase in rates will be 3.48% and at that time the financial status of the Union will be reviewed again as it affects the dues.

Bldg. 40B: J. Battaglini, R. Lempke and E. Johnson, who work in F. Scarpilio's group, are protesting the proposed change in rate from 1-20 to 1-18. They feel the skill required to balance rotors is the same whether it is done on the Gishold Machine or on the Treble Machine.

Bldg. 23: It has been brought to the Union's attention that an SAC group is helping the Office Service man in Bldg. 69 to move furniture and whatever other help is needed. The Shop Steward for the group, J. Lumia, feels that Office Service which services the SR&U Bldg. should service this building completely and not SAC group. The Union feels that another Office Facilities man should be placed in this building as in the past, since another man is needed in this building. The practice of SAC group infringing on this building or any other SR&U Bldg. should cease immediately.

Bldg. 40: The group under Shop Steward H. O'Brien is requesting proper adjustment in rate on a winding job due to current changes in job content and skills. They further feel that this job rate has been kept at a lower A.E.R. because women are working on this particular job.

Bldg. 49: The group under Shop Steward B. Sharmose feel that the price for chucks using Allen hand locking screws is inadequate and request adjustment.

Bldg. 49: The group under Shop Steward B. Sharmose are charging the Company with violation of the contract under Article VI, Sect. 4, D, in regards to breach operators having to load conveyors.

ATTEND YOUR UNION MEETINGS

Local 301 Financial Accounts Audited and Certified

Main and Company, Certified Public Accountants, have audited the financial accounts of Local 301, and they have found all monies received and disbursed accounted for.

The Audit was presented to the Executive Board last Monday, at which time a representative of Main and Company was present to answer any questions pertaining to the Audit. The Executive Board voted to accept the report and to recommend its approval to the membership.

Main and Company also audit IUE National Union accounts as well as other National CIO Unions.

The following is a Consolidated Statement of Assets and Liabilities as of May 31, 1957, of IUE-AFL-CIO Local 301 as reported by the auditors.

Local 301, International Union of Electrical, Radio and Machine Workers Consolidated Statement of Assets and Liabilities

May 31, 1957

ASSETS	Total	General Fund	Building and Defense Fund
Cash on deposit and on hand.....	\$ 50,128.24	\$ 38,776.95	\$ 11,351.29
Land, buildings and equipment—			
Erie Boulevard property	348,475.13		\$348,475.13
Land—Van Guysling Ave. property	2,820.00		2,820.00
Prepaid and deferred expenses.....	3,823.04	170.00	3,653.04
Advances to building fund.....		22,700.90	
Total assets	\$405,246.41	\$ 61,647.85	\$366,299.46
LIABILITIES AND NET WORTH			
Liabilities:			
Per capita dues payable for year 1954	\$ 39,152.00	\$ 39,152.00	\$
Accounts payable	10,827.69	1,427.41	9,400.28
Payroll taxes	4,312.02	4,312.02	
Mortgage payable	90,312.29		90,312.29
Advances from General Fund			22,700.90
Total liabilities	\$144,604.00	\$ 44,891.43	\$122,413.47
Net worth (Statement "B")	260,642.41	16,756.42	243,885.99
Total liabilities and net worth.....	\$405,246.41	\$ 61,647.85	\$366,299.46

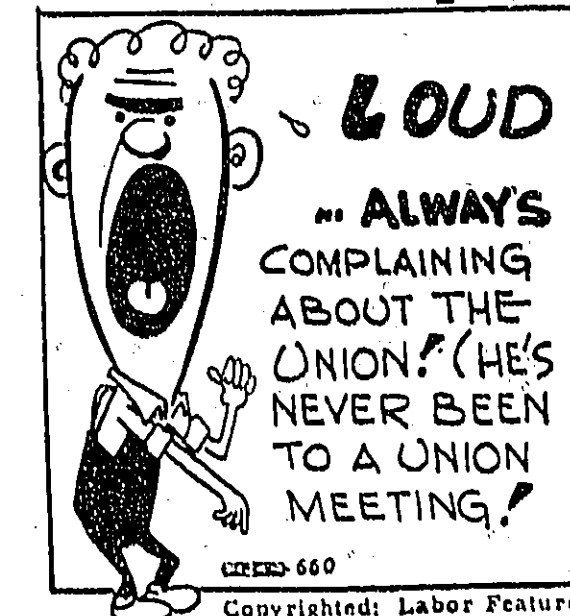
Attend Your Union Meetings

Oliver White Dies

Oliver White, a Shop Steward in Bldg. 273, 2nd shift, died last Sunday evening as a result of a ruptured appendix.

Mr. White was steward for the Tool Cribs for approximately one year. He was a good Union man and was held in the highest esteem by his fellow workers.

SMALL People



IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee

President.....Harry Williams
Vice President.....John Shamba
Treasurer.....Gerald O'Brien
Recording Secretary.....Larry Gabe
Asst. Recording Secretary.....Michael Rakvica
Chief Shop Steward.....Vincent DiLorenzo
Business Agent.....Leo Jandreau

121 ERIE BLVD. SCHENECTADY, N. Y.

Current Events In My Section

By Allen E. Townsend

A recent Docket, #7687-57, filed by Board Members Koral and Barba in Bldg. 17, resulted in substantial payments to the people involved on all three shifts. Here, thru the alertness of the Board Members, it was pointed out to the Company that the helpers on this job had been improperly paid at a too low rate on lot prices over a long period of time. When this case was filed, the Company was very reluctant to pay the money owed to the workers. After a Step Two meeting, the Company finally agreed to pay this money retroactive to all the people on the job to whom it was owed.

Docket #7610-57 filed by Board Member Villano in Knolls recently resulted in the upgrading of two men. Here at a Step Two meeting it was brought out that two men classified as Powder Processors Class C had been doing Class B work for several months at the Class C rate. Supervision gave as their reason for not giving these men the first step of Class B rate that the men weren't qualified yet to do the full "B" job. We pointed out that in our opinion these men were entitled to the first step in the "B" classification as soon as they started doing "B" work. On this particular point supervision differed sharply with the Union and refused to give these men a raise

at this time. After further negotiations with management of the Knolls on the phone, they finally agreed to give these men the first step of the Class B rate. It should be pointed out here that the Labor Relations man at Knolls pointed out to me on the phone that the Union case had nothing to do with getting these men the rate and that the Company would have given them the raise at that particular date anyway. This uncalled for statement points out the attitude of Labor Relations at the Knolls where they take the position that when a case is resolved satisfactorily, the Union has nothing to do with the final satisfactory settlement.

The women's employment situation at the plant is getting steadily worse with renewed layoffs in MIM. A woman in order to get on a 40-hr. cleaning job now would have to have at least 12/42 service. In order to get a 20-hr. cleaning job, a woman would have to have more service than 12/4/43, which is the shortest service in the plant as of now. The time is rapidly approaching when 15 years of service will be necessary for a woman to get an office cleaning job in the plant. We fervently hope that something will be done in the near future to get some women's work in to relieve this critical situation.

We hope the Union was an influencing factor in urging the Schenectady GE management in reaching a decision to provide Anti-Flu Vaccine. The article in last week's Works News did not indicate the Union had an interest.

August 28th, 1957

Mr. A. C. Stevens, Works Manager
General Electric Company
#1 River Road
Schenectady, N. Y.

Dear Mr. Stevens:

As you know, considerable publicity has been given recently to the expected epidemic of Asiatic "Flu". Judging from all reports it is expected that, starting in the Fall, as many as 20% of our population will contract this disease and the persons made ill by it may lose a week's work.

No existing insurance plan is adequate to make up the financial loss which will thus be sustained by persons affected and who are dependent upon their wages. On the other hand, there has been considerable discussion about immunizing, to the extent possible, by vaccine injections. Obviously the savings in wages and in time would make an investment for such vaccines a very wise precaution on the part of an employer. Is it likely that the General Electric Company will undertake to immunize its employees in the near future?

Sincerely yours,
Leo Jandreau
Business Agent

LJ:elp