

1955 — The Year of Decision

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there have been no pay cuts, vacations have been assured and improved, and plant-wide seniority has been achieved. They also know the long and bitter struggle — even necessitating a strike one year — necessary to win and maintain these gains. Yes, the G.E. record, right up to today in the shop, gives the lie to its doing the right thing voluntarily.

PROPAGANDA FOR COMMUNITY

"Boulwareism, like all the other 'isms' has apparently included the technique—if you tell a big enough lie, and tell it often enough, the people will believe it. So they constantly cry of their deep concern for community welfare, while at the same time they are deliberately deploying seven (7) large plants all over the country by moving to lower wage areas for the sole purpose of profits. This in the face of a severe business recession with automation and full utilization programs further increasing unemployment.

TO DO RIGHT VOLUNTARILY, COMING FROM G.E., SOUNDS TO US LIKE A NEW MAMBO — WE DO RIGHT AND GE'S NOWHERE IN SIGHT!

Washington's Birthday

Doing the right thing voluntarily obviously doesn't include paid holidays as Schenectady workers know.

For G.E. to do the right thing voluntarily means to "observe" the holiday, but not pay for it, as in the case of the coming holiday, February 22nd.

There is no justifiable reason in this day of record profits why G.E. workers should be penalized a day's pay to observe a national holiday. The membership of IUE-CIO are determined to correct this injustice through this year's Contract Negotiations in September.

WOMEN'S MEETING

Local 301, IUE-CIO

UNION HEADQUARTERS
301 Liberty St. - Schenectady

Thursday, February 24
After Work — 4:30 P.M.

Executive Board,
Local 301, IUE-CIO
MARY BARTLETTE, Chairman

24 Years of Loyal Service Pays Off With Wage Cut for Lathe Operator

(Continued from Page 1)

bers reluctantly resumed work and a meeting with management was arranged for Monday at 11:00 a.m.

Record of Coercion

The Union pointed out that it was a mistake on the part of management to have given this case plant and city-wide publicity prior to the meeting that was held to resolve the issues, because the merits of the Glover case would now become secondary to the face-saving factors that are presently involved. The management proceeded to give the Union representatives their reasons why Glover's wages were cut:

A Progress Report was made on 4/28/53, saying he was slow. No reference to any special jobs.

4/15/54—One year later the foreman spoke to Glover about two jobs—this was coincidental with a case against the foreman which was taken to management, charging the foreman with coercion.

11/54—Spoke to Glover that he took too long to do a job.

12/3/54—Spoke to Glover that he had taken too long on 3 jobs.

1/28/55—Spoke to Glover on two jobs on which he had taken too long.

Referred to New York

This was management's whole case — four of the five notices claimed he had been slow compared to estimates made by either foreman or planners who are not authorities on what should be the exact time allowable on the job.

The Union pointed out that:

1. Day workers, particularly those working in a Tool Room, are not required to meet estimates or prices for their work.

2. Estimates on jobs have been proven to be inaccurate many times and even when prices are proposed by supervision as a result of time studies, they have been proven to be inaccurate and low.

3. The job rate of any classification represents average performance and output. Therefore, the company does not pay over the job rate to a day worker whose output is above average. Likewise, they have no right to cut wages of those who may be slightly under average.

Mr. MacIntosh, speaking for management, refused to alter the company's position. The Union asked that the effective date of the cut, February 7, be postponed until we had opportunity to discuss the details of the case more fully. This request the management refused, saying the cut would take effect immediately.

The Union representatives referred the case to New York in order to clear the last step of the grievance procedure and advised the members not to resume the stoppage until the final step in the procedure was exhausted which is expected next week.

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.

CAP: James Fyle, Class "A" Inspector with 1947 service, has been laid off due to lack of work. Union demands proper placement.

Bldg. 23: Group under Shop Steward H. Dagostino protest orders given by their foreman that vacuum cleaners are to be used on their job. Union demands management investigate the working conditions and safety involved and correct this situation.

Bldg. 60: Group under Shop Steward S. Lyman protest assignment of other groups to Tinsmith Shop work. Union demands management correct this situation.

Bldg. 85: R. Haverly, P. Woods and E. Meers, in Shop Steward J. Brennan's group, protest speed-up, discrimination and coercion on their jobs. Union demands management correct immediately.

Bldg. 46: Group under Shop

Steward P. Van Derwerker protest the inadequate timing rate of .78 set on special deep hole drill press. Union demands increase in rate as compared to similar jobs in the plant.

Bldg. 273: Charles Kruger, Charles Chaffin, William Dybas, Class "B" Floor Assemblers in Shop Steward Newkirk's section were not offered proper placement according to seniority. Union demands proper placement.

Bldg. 13: Groups under Shop Stewards Ferris and Templeton protest supervision's assignment of laborers to work that has always been done by Electricians and Electricians' Helpers. Union demands this situation be corrected.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee
President.....James J. Cognetta
Vice President.....Joseph Alois
Treasurer.....Joseph Whitbeck
Recording Secretary.....Miles Moon
Asst. Recording Secretary.....Rudy Bland
Chief Shop Steward.....William Mastriani
Business Agent.....Leo Jandreau
301 LIBERTY ST. SCHENECTADY 5, N. Y.

OVER 9,000 SIGN No Contract — No Work!

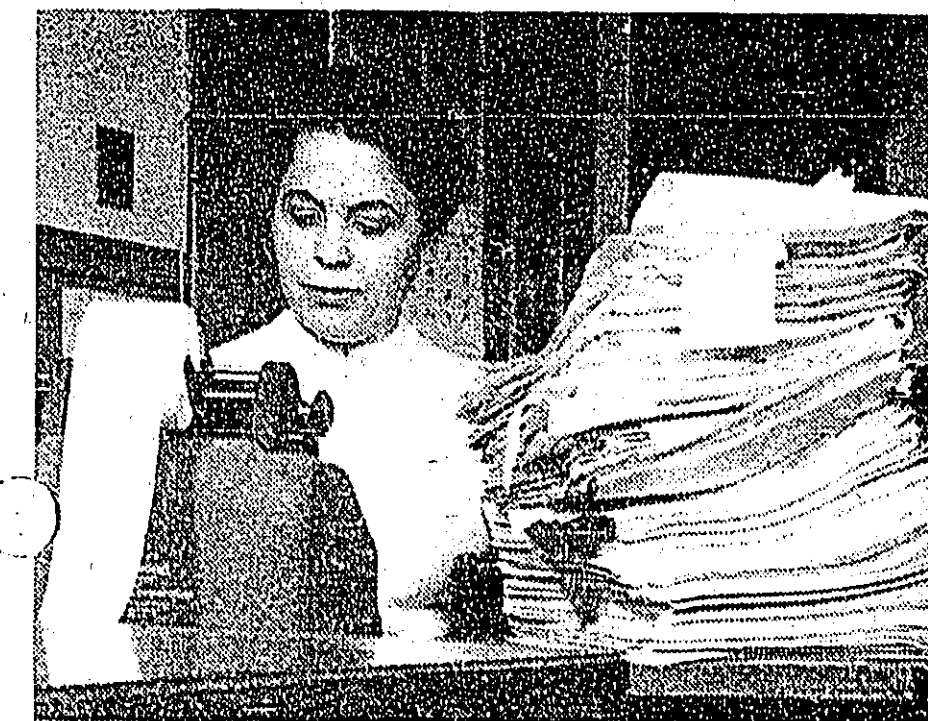
LOCAL 301 NEWS

IUE CIO

Vol. 1 — No. 43

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

February 25, 1955



Returns of Shop Stewards' petitions calling for "No Contract — No Work" are being tabulated by Dolores Lombardi of the Union office staff, shown above. At the right IUE-CIO Local 301 Officers are shown as they check the petitions signed by over 9,000 Local 301 members in a plant referendum. Petitions are still coming in to the Union office voicing the determination of the overwhelming majority of Local 301 in demanding a change of GE policy in negotiations.



REFERENDUM TAKEN IN PLANT

Signatures Authorize Strike Action

The Schenectady G.E. workers, members of IUE-CIO Local 301, voted by an overwhelming majority to strike if necessary, provided the company does not bargain in good faith on the Union's contract demands in September of this year.

The referendum vote was taken in the plant by members signing their names and check numbers on petitions authorizing strike action. This method was chosen to give the entire membership the opportunity to vote and to eliminate any question arising from anti-Union sources questioning the authenticity of the vote.

SECOND SUCH VOTE

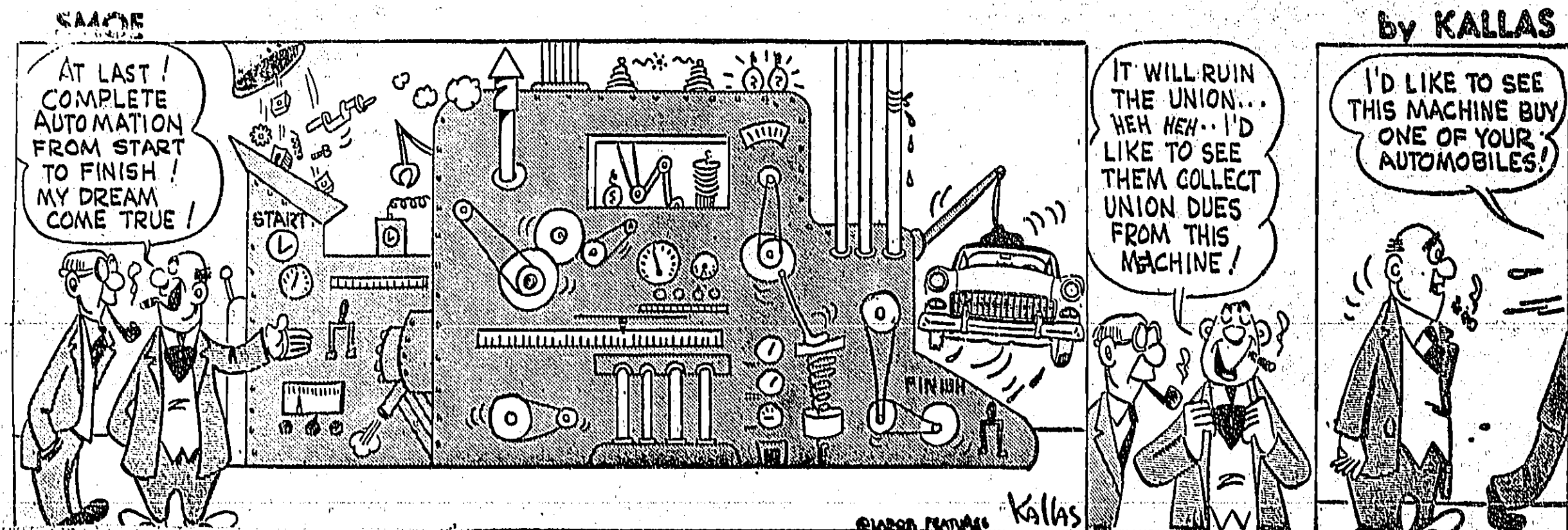
The vote is now a record in the most tangible form with the signatures of the membership. This is the second time the G.E. workers in Schenectady voted for strike. The first was in 1946 following World War II when our Union, like other patriotic Unions, took a no strike pledge for the duration of the War. It was assumed that cost of living and profits as well as wages would be frozen during those years of 1943, 1944 and 1945; however, nothing seemed to be frozen except wages.

Profits and cost of living increased. After the War, the Unions asked for increases to offset their losses during that 3-year period and they were refused. The working men and women were left with no alternative but to fight. Nine bitter weeks of strike followed with a victory of 18½¢ an hour increase.

5 YEARS OF DISUNITY

The sentiment of the people today is very similar to that which existed following World War II. We have been experiencing since 1949 a new policy by General Electric in bargaining with their workers by playing one Union against the other and the company refusing to negotiate the contract demands of the membership in good faith. For the past 5 years G.E. has pursued a policy of trying to show the employees and the public through a well planned propaganda machine that the company voluntarily does the righteous thing for its employees without the need of Unions. The disunity and division among G.E. workers affiliated to numerous Unions has made this policy of General Electric a success.

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IUE Local 301
Executive Board
Meet . . .

Frank D'Amico — Bldg. 40

Frank has 15 years' service with the Company and is presently a Motor Connector in Bldg. 40, 1st shift.

His active record with Local 301 as a Shop Steward and Board Member includes service on the Editorial Committee in 1946 and 1947. He was twice elected Asst. Recording Secretary and served in that capacity in 1949 and 1950.

During World War II for four years he was with the U. S. Marines, 2nd Division, 10th Marines, E. Battery. 33 months of this was spent in the Pacific Theatre including Guam and Okinawa.

Frank is a known sports enthusiast, a member of the Disabled Veterans and 3rd Vice-President of the Rotterdam Republican Club.

He lives at 198 Greenpoint Ave. with his wife, Mary, and daughter, Kathleen Ann, age 6.



William Kelly — Bldg. 273

During his 11 years' of service with the Company Bill has been active in Local 301 in many important capacities. As most Turbine members know, Bill works on Lay-out, Bldg. 273, 1st shift.

Bill was elected President of Local 301 twice and served two successful terms in the years 1950 and 1951. Prior to that he had also served one term as Vice-President. For three years he also served as full time Assistant to the Business Agent at the Union Office, taking a leave of absence for that purpose.

During his terms as officer and Board Member he has served on various committees, both locally and nationally. He was Chairman of IUE Local 301's Constitution Committee last year and is again a member of the committee this year.

Bill is also a member of the Elks and the local Owls' Club of which he has also been president. He and his wife Clara live at 1848 Central Ave., Albany.

The United States as a whole can prosper only if all of its geographical areas and social groups are prosperous. Any weak area is a threat to the prosperity of the nation.



Senator Makes Promise Good; Calls For Legislation To Stop Transfer of Jobs By Withholding Government Contracts

State Senator Tom Campbell introduced a resolution in the State Legislature last week requesting endorsement of Federal legislation to curtail the transfer of work causing and aggravating the unemployment problem.

Senator Campbell had promised the officers of IUE Local 301 that he would fulfill our request which follows the unanimous action of the Schenectady City Council. The Resolution said in part: "It has become the policy and practice of certain large industries, with the encouragement and help of Federal Government, to transfer industrial production departments to other plants and localities outside the State thereby dislocating the economy of the areas abandoned and causing unemployment in the regions affected". The Resolution introduced by Senator Campbell also calls for the withholding of Government contracts from manufacturing firms which aggravate the unemployment problem in distress areas by transferring production facilities to other locations.

Silicosis Bill

Senator Campbell has advised the officers of IUE-CIO Local 301 that he has introduced bills calling for legislation to care for industrial workers who contract Silicosis

and who are partially disabled. At present the compensation law only provides for compensation to those who are totally disabled.

We want to take this opportunity to thank Senator Campbell for the effort he is making in trying to resolve problems that affect many industrial workers, particularly those who are subject to layoffs due to the transferring of work.

Union Dollars Build Camp For Children

A camp for crippled children, at Lakeside, Ore., was made possible by \$85,000 given by the men and women of organized labor in Oregon.

In addition to the cash, some unions contributed work, and one donated a 34-foot sea cruiser. E. G. High, district president of the Society for Crippled Children, thanked the union members "for the wonderful things you have done through your local unions and local memberships."

You Need This Legislation

Resolutions have been introduced in the Senate and the Assembly calling upon Congress enact a \$1.25 minimum wage law. The present minimum is 75c an hour. The Senate Res. No. is #20, the resolution is presently in the Senate Finance Committee. Send a letter to Senator Austin Erwin, Chairman of the Committee, and request that his committee report the resolution to the floor of the Senate. Likewise the companion Resolution in the Assembly is Resolution #22 which is presently in the Rules Committee. Write to Speaker of the House, Oswald Heck who is Chairman of the House Rules Committee.

REFERENDUM TAKEN IN PLANT Signatures Authorize Strike Action

(Continued from Page 1)

RECORD PROFITS NOT ENOUGH

However, the company was not satisfied with its greed for profit in keeping its unilateral method of bargaining at the contract levels. They have introduced programs in their plants designed to cut cost. G.E. workers are beginning to feel the pinch on their jobs — prices that were in effect for years are now being questioned by the Rate Department. Day workers are being reviewed on the work assignment with additional duties added or if their production is not up to quota, they may be reclassified to a lower grade. Existing practices that have been established for years are being checked, and changes are being proposed. All in all, the G.E. workers are fed up — they expect and demand a change of policy. They have patiently waited and hoped that the company would have a change of heart, but like the period of the no strike pledge from 1943 through 1945, it seems the more the company gets, the more it wants from the people.

DEMAND HONEST NEGOTIATIONS

The G.E. workers we cast die for a new day by petitioning the company with an ultimatum of "No Contract — No Work". Whether we will be forced to exercise our strength and fight will depend on the final offer of General Electric next September in their offer to our Contract demands for more job security and better working conditions.

Financial Help For Local 329 Strike

Members of IUE-CIO Local 329, in Rochester, N. Y., have requested financial assistance from members of Local 301 to help them defray the cost of a strike that has been in progress for 6 weeks.

The District Council, to which we are affiliated, voted unanimously at their last meeting to call upon all Locals in our District for financial support for these strikers from a small Local of 160 people. The strike has also been sanctioned by the National Union. Local 329 has tried to bargain with the representatives of the Dollinger Corp. who have refused to do so.

Your Shop Steward will be approaching you for financial help for this Local — any small contribution will be appreciated.

Shop Stewards are asked to circulate the petition in their groups and make their return to the Union office as quickly as possible.

IUE Local 301
Executive Board
Meet . . .

Dennis Bourdeau — Bldg. 107

Dennis is a newcomer to Local 301's Executive Board but with several years' experience as a Shop Steward. He has 14 years of service with the Company and works in Bldg. 107, 1st shift, as an Iron Worker. As a member of 301's Executive Board he now represents Building Trade Groups in Bldgs. 60 and 107.

He hails from Cohoes, N. Y., where he lives at 114 Bridge Ave. with his wife Johanna and their 4 sons. Most of his spare time is spent in fishing and boating. He has plenty of help in pursuing these hobbies from his sons: Dennis, age 12; Anthony, age 11; Joseph, age 9; and John, age 7.

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William Christman—Bldg. 18

A General Assembler in Bldg. 18, 1st shift, Bill has 14 years' of service with the Company, including 2 years' service in the United States Army during World War II.

He was re-elected to the Executive Board again this year, having previously been a Shop Steward on both day and night shifts. During the years 1944 and 1947 he was a member of the Editorial Committee for the local Union.

In 1944 and 1945 he was with the 8th Division of the U. S. Army and saw service in the European Theatre.

Bill is active in many Union activities but enjoys golf and bowling when he has the opportunity. He has two sons: William, Jr., and Richard, and a daughter, Sharon, age 8. Bill and his wife, Judy, live at 26 Marion Blvd., Scotia.

for the Rome-Utica area jumped from 7,000 in December to 8,000 for the same period. An increase from 2,200 in December to 2,800 in January was shown in the Binghamton area.

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301 LIBERTY ST. SCHENECTADY, N. Y.

Additional Facilities for Mental Care In State and County Endorsed by 301

The following letter was sent by Business Agent Leo Jandreau last week to Governor Harriman upon the unanimous recommendation of IUE Local 301's Executive Board at the meeting February 14:

February 15, 1955

Hon. Averill Harriman
Governor of New York State
State Capitol
Albany, New York

My dear Governor:

On behalf of our Executive Board of Local 301, IUE-CIO, representing 15,000 organized G.E. workers in Schenectady, we are taking this opportunity to advise you that we are very much in favor of additional mental institutions in our State, particularly in light of the overcrowded and highly inadequate facilities that we presently have.

We in Schenectady have observed the very inadequate and intolerable conditions in the Mental Wing of the Ellis Hospital in our city. Moreover, the sharp increase in mental cases needing hospitalization in our State more than justifies additional facilities.

The people confirmed this feeling at the polls last November when voting and endorsing the issuing of bonds for this purpose. We are informed that on February 7th, our Assemblyman, Oswald Heck, suggested that such a mental institution be constructed in the Mohawk Valley. Our County Board of Supervisors endorsed the suggestion unanimously at their last monthly meeting. We feel that Schenectady County should be favored as a central and convenient site for such an institution and because we do not have any such institution within a 90-mile radius of our city. Moreover, Schenectady has as residents many scientists attached to the G.E. Laboratories that seems to us an important factor of consideration.

We hope you will give this request favorable consideration. We also believe it is advisable to give immediate attention to this very important need for the people of our State.

Sincerely yours,
LEO JANDREAU
Business Agent
Local 301, IUE-CIO

LJ/ejl

Local IUE 301 Standing Committees For 1955 Announced at Meeting

Standing committees for handling many important functions and activities of IUE Local 301 during the year 1955, received final approval at last Monday's membership meeting.

The various committee appointed included:

Constitution Committee: William Linka, 273; Anthony Esposito, 53; Stanley Aldhouse, 49; Anthony Campriello, 52; William Kelly, 273; Fay Hildreth, 59; Joseph Kernaghan, 18.

Legislative Committee: The entire Executive Board with the following five acting as a sub-committee: James DeMasseo, 49; Frank D'Amico, 40; Allen Townsend, 46; Larry Gebo, 273; and William Stewart, 273.

Finance Committee: Joseph Whitbeck, 53; Miles Moon, 40; Marshall White, Office Manager, Union.

F.E.P.C. Committee: Vincent DiLorenzo, 69; Joseph Alois, 273; Elroy Marine, 57; Sunday Lupi, 89; R. R. Rissland, 273; Charles Scott, 66; Edward LaBombard, 97; Paul Landolfo, 285; Mario Bag-

nato, 52; and William Van Slyke, 40.

Grievance Committee: Chief Shop Steward William Mastriani, Recording Secretary Miles Moon, Business Agent Leo Jandreau, and Executive Board Member with steward involved in the case.

Activities Committee: Angie Palmer, 50; Toni Smith, 24; Conway McCabe, 60; Walter Martin, 60; Reatha Pipe, 50; Clara Spickler, 285; Harry Williams, 16; Phil Cognetta, 52; Ralph Pipe, 52; Paul Rosa, 60; Betty Polito, 269; Julia Mitchell, 40; R. Ciaranello, 273; Mary Bunting, 68; Joseph Saccocio, 52; Charles Scott, 66; Mario Magnato, 52; and Leon Stanton, 40.

Appeals Committee: Recording Secretary Miles Moon and 3 from panel of: Larry Gebo, 273; Joseph Alois, 273; Charles Scott, 66; Paul Rosa, 60; Fred Pacelli, 46; and Ralph Vitallo, 273.

Placement Committee: Joseph Alois, 273; William Christman, 18; and Joseph Whitbeck, 53.

Discharge Committee: Miles Moon, 40 and Joseph Sickinger, 273.