

Seniority

Violation

The Union office has recently re-

ferred a case to the N. Y. level of

the grievance procedure which in-

volves the refusal of local manage-

ment to allow a longer service em-

ployee to bump a shorter service

employee where no breaking in time

is involved. The complainant who

has 6/13/43 service and has been

working on a 30-hr. cleaning job

has been informed by the Company

that her last day of work is 1/3/58.

are 4 shorter service girls in Bldg.

#1-6/16/43

#2---6/24/43

#3-6/24/43

#4---7/ 5/43

in Bldg. 273, there are two more

girls with 7/8/43 and 7/13/43 serv-

ice. As we go to press, none of

these employees have been given a

lack of work notice, and the Union

feels that this is a violation of the

contract under Article XI, Sect. 1.

that the complainant in the case

was unfortunate enough to be out

ill for 9 months, returning to work

in September of 1957. She had run

over the allowance on sick benefits

and has accumulated many debts

as a result of being sick. She also

hasn't the necessary 20 weeks of

coverage for Unemployment In-

surance and as she is self-support-

ing, it will mean a serious financial

crisis for her. To this a represen-

tative of management replied that

it was not his fault and G.E. has a

business to run and that he would

not place her in Bldg, 273. If by vio-

lating the contract and treating

long service employees as shabbily

as possible is running a business.

this Company representative is a

huge success.

Management has been informed

We have also been informed that

273, on 20-hr. cleaning:

According to management, there

## Local 301 Christmas Party a Success

The Local 301 Children's Christmas Party held on December 21st and 22nd, 1957, was very successful. The system this year was much improved over previous years since all the parents and children were allowed in the auditorium and did not have to stand outside in the cold weather.

Approximately 11,000 parents and children attended the party. There were 7,500 gifts and 3,700 lbs. of Christmas Candy given away. The left over candy was distributed equally between St. Clare's Hospital, Ellis Hospital and Sunnyview Hospital in time for Christmas

#### Union Lawyer Asked to Speak by Workmen's Compensation Board

The Chairman of the Workmen's Compensation Board, Miss Angela R. Parisi, has invited Local 301 Lawyer, Leon Novak, to address, as a member of a panel, representatives from sixteen upstate Counties at an Institute sponsored by the Board. The convention, which will deal with the Workmen's Compensation Law, will take place in Albany on January 22 and 23.

In the letter inviting Mr. Novak to participate, the Chairman, Miss Parisi stated:

"Your participation will bring to those attending the meeting the benefit of your years of experience and familiarity with the Law and how it operates.

I hasten to convey my personal appreciation to you for your acceptance of our invitation, and to tell you how much I look forward to seeing you at the Institute next month."

# Do Unions Get Too Much?

By ALFRED BAKER LEWIS
Executive Director, National Businessmen's Council

The ability of big money, operating through control of the one-party press and the other mass media of communication, like television and radio, to mislead public opinion, is extremely dangerous. If almost any-one outside the ranks of organized labor were asked what is the cause of inflation, they would be likely to blame it on the demands of organized labor because of the propaganda and statements to this effect which are constantly publicized in most newspapers.

But the facts are different.

According to the figures published in a Special Supplement on the New York Stock Exchange put out by the Herald Tribune in 1957, the companies listed on the New York Stock Exchange paid \$8,340,000,000 in dividends in 1956. This figure is not tremendous. But we must remember that not all companies have their stocks listed on the New York Stock Exchange. Also, well-managed companies usually plow back into increased capital assets a good part of their net profits rather than declaring them as dividends. Bearing these facts in mind, the dividend figure is impressive.

But the trend is even more impressive. Cash dividends paid by the so-called big board companies increased over a 10-year period by 156%, going up from \$3,250,000,000 in 1947 to the \$8,340,000,000 figure already given for 1956. (The figures are not precisely comparable, because the companies involved were not exactly the same, but the distortion is not great.)

This 156% increase for the owners of industry compared with an increase of only 77% in the gross national product in that time. Thus the owners of industry gained twice as much proportionately as did the rest of the community, in addition to a great increase in the value of their stock holdings.

Clearly it was not wages that were increasing too fast. The profits of the big companies were increasing far faster than wages, or than the total output of goods and services.

The fact is that the big companies, for it is the bigger ones that are listed on the New York Stock Exchange, have been able to increase the prices and their profits faster than the increase in the wages that the paid, and yet have been able to make far too many people believe that the increase in prices was due to the allegedly exorbitant demands of organized labor.

The crass selfishness of the representatives of big business is well illustrated by another article in that same Special Supplement on the Stock Exchange. Despite the far greater increase in dividends than in the proportion of the national product going to other groups in our economy, the New York Stock Exchange managers felt that the owners of industry should be given special tax relief. An article on the front page of the Special Supplement referred to, headed "Tax Laws Hit As Burden On Investors", attacked the personal income tax on dividends and the capital gains tax. The article stated:— "The New York Stock Exchange has taken a critical look at existing tax laws in order to measure their effect on the investment climate and on the nation's capacity for growth. These laws, especially those concerned with dividend taxation and capital gains, imposed some awesome burdens on the investing public, according to Keith Funston, President of the Exchange."

The article went on to advocate relief from income taxes on dividends and a reduction in the rate and holding period governing capital gains taxes. "The re-shaping of the tax laws is necessary to provide incentives for investing. . . . The effect of the capital gains tax is to check the impulse to venture and to gain. . . . As a solution, the Exchange says the most constructive and permanent step that could be taken is the elimination of the capital gains tax."

Reading this article, one would think that big business was really suffering. Yet the owners of big busines gained in dividends twice as fast as the increase in our total output. Furthermore, under the Eisenhower Administration, the owners of industry did get very special tax treatment. For they gained abolition of the excess profits tax, and special income tax credit for dividend receivers. What more can they want?

LITTLE ROCK, Ark. (PAI)—A lot of things have been happening here but among the least publicized has been a training institute to develop better union officers.

The program was organized by Local 698, Amalgamated Clothing Workers. Said one of the 25 officers and members attending: "With this campaign against unions going on now, we've got to know more about our union than ever before."

# LOCAL TO MEWS IUE W AFL-CIO

Vol. 3 -- No. 24

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

January 24, 1958

# Subcontracting and Laying Off Is Company Policy

### Jandreau Granted Leave of Absence

Nearly one thousand members of Local 301 present at the afternoon and evening meetings on January 20th, voted overwhelmingly to grant the request of IUE International President James Carey that Brother Leo Handreau be granted a leave of absence to work for the International. When Brother Carey spoke at our December Dedication Meeting, he stated that the coming months would find the National Union preparing for the re-opener with GE, and he further stated that Brother Jandreau, with his 21 years of experience in the Union, was in an exceptional position to make a very important contribution to this campaign and the negotiations. Brother Carey stated that there were many GE Locals around the country, many of them new ones, and he asked this Local to grant our Business Agent, Brother Jandreau, a leave so that he can work with the National IUE Office and the GE Conference Board.

(Continued on Page 3)

# Membership and Stewards Meeting

Monday, Feb. 3, 1958

2nd Shift—1:00 p.m. 1st and 3rd Shifts—7:30 p.m.

#### AGENDA

Reports of Committees
Regular Order of Business

121 Erie Blvd.

# NOTICE Executive Board Meeting

Monday, Jan. 27, 1958 7:30 P.M.

UNION HEADQUARTERS

# Coordinators Approved for 1958

At the January membership meetings which were attended by approximately 1,000 members of Local 301, the recommendation of the Executive Board to continue the Coordinators was adopted by overwhelming votes at both the afternoon and evening meetings.

The Coordinators were first established by the Executive Board in July of 1956. The need for Coordinators was brought about as the result of decentralization, whereby the management level of the grievance procedure had dissolved from a central location to the numerous departments. ordinators were placed in the Large Steam Turbine, which employs nearly 5,000 members, and in the Motor Departments, which employ approximately 3,000 members. Experience in the two locations has proved that a closer liaison has been established between Board Members dealing with a single department management which has resulted in a more satisfactory expediting of grievances.

The present Coordinators are Ralph Vitallo in the Steam Turbine Department and Bill Christman in the Small & Medium Motor Generator Departments.

IT PAYS TO BELONG TO THE UNION

In a six page "Operating Instruction Letter" sent to Supervision in the Large Steam Turbine Dept., the Department Management outlined in detail the instructions and procedures pertaining to the farming out of work to outside contractors.

The letter was dated 1/16/58 and stated as its purpose the following — Because of production requirements and lack of capacity on certain types of equipment, it was deemed advisable to subcontract work which had been planned for manufacture within this Dept.

This letter, instructing and encouraging work to be shipped outside of GE was issued in the face of continuing daily lay-offs of workers, and in the face of 5000 factory workers having been laid off in the past three years.

The "Operating Instruction Letter" to the supervisors pointed out that the out of town contractors should be requested to come to the Turbine Dept. to review the work in process and submit quotations. The letter even grants permission for a subcontractor to turn around and subcontract the order he receives to a secondary subcontractor. The selection of the work to be subcontracted will be made by the Shop Superintendent, the General Foreman, or the Manager in charge of an area in the shop. The cost of such outside contracting will be left to the Methods, Planning and Time Standards Dept. The Purchasing Dept. will establish the accepted price, which will be used to negotiate with a subcontractor.

#### UNION GETS A WINK

Exactly five lines of the six page printed document are devoted to Union Relations. We quote: "Agreement with the Employee Relations Section provides that they are to be notified when negotiations for subcontracting are being carried on with outside sources. The Purchasing component will notify the Employee Relations Section of such action on Form "B", entitled "Production to be Farmed Out". Negotiations, however, will proceed unless the Purchasing component is requested to delay or discontinue."

This is a typical example of General Electric's responsibility and attitude to the GE workers, and to the economic welfare of our community. This is a typical example of the Code of Ethics followed by Big Business. Wherever the lowest cost manufacture, regardless of wage levels or decent working conditions, that is the criteria for producing the product. Further, whatever the consuming public will pay, that is the criteria for setting prices. The goal is for new record profits, regardless of whom it hurts. The community has been lulled to sleep with GE slogans and a constant barrage of publications. The Radio and TV have been constantly pouring GE propaganda into the homes of every family in our community. All of this is designed to represent GE as the Guardian Angel that hovers over the Community night and day, for the sole purpose of protecting, and providing for, the health and welfare of the Community and its citizens.

The purpose of the GE Public Relations Campaign is to provide so much pro-GE material, that the average citizen will not find time to observe, or give much thought to, the new Decentralized GE and its negative effects on the community. Just stop and think over some of the public statements made by CE officials over the past three years, and what these statements indicated, and then consider their private actions.

(Continued on Page 4)

### Union Funds Help Injured Workers Get Expert Legal Services

Without the financial assistance given by some labor unions, like Local 301, to their members by paying lawyers to represent them in compensation claims, injured workers would not be able to have the expert advice and help from a qualified lawyer. For ten years Local 301 has made it possible for injured workers to obtain the services of lawyers who are recognized experts in the field of compensation.

In the year 1957, the lawyers appeared at 1500 separate hearings in behalf of injured workers. Over \$200,000 was paid to 303 individual workers for their injuries. Payments ran as high as \$7,500 for some injuries.

The importance of having a lawver in compensation cases is known best to the injured worker himself. The many challenges raised by the Company to the injured worker's claim are bewildering and highly technical. Only a qualified lawyer can help the worker to get just compensation.

Except where a lawver is retained by a union to represent its members in compensation cases, it lawyers will want to represent an in different courts on 71 days at injured worker in such a claim. A lawyer's fee in a compensation \_claim is limited solely to the fee awarded to him by a referee and the lawyer is not permitted by law to charge more than is allowed him by the referee. Furthermore, the lawyer cannot get a fee at all unless the injured worker gets a the hearings in which the union's lawyers appear with the injured award but for such basic require- most needed.

ments as medical treatment or legal recognition that the worker's disability is from his work so that he can be protected in the future. In these cases no lawyer can legally get a fee at all. In the cases where money awards were made to injured workers, legal fees fixed by the referees for legal services rendered by the lawyers amounted to 2.2% of the total awards made to the workers although up to 10% is permissible.

"While the G.E. has many full time persons working for the Company's interest on workers' claims. the Union has only one full-time lawyer to represent the workers and the part time services of anis not to be expected that other other. In 1957, both lawyers were the same time in different cities with injured workers. On many other occasions one lawyer appeared in court while the other lawyer took care of other pressing legal matters for the Union.

Such services to union members. as well as services in unemployment insurance, social security and money award; yet in over 80% of many other workers' problems would not be possible if the union did not use its funds to reduce the worker, the claim being made by cost to the injured worker and to the worker is not for a money provide a free service where it is

## DE-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. 273: The group under Shop Steward P. Moran are charging violation of contract as out lined in the local supplement, Article I, Sect. 2H, in this instance foreman's refusal to give seniority

Bldg. 16: The group under Shop Steward R. Cochrane feel that a fully qualified operator should be used in running the gas ovens.

Bldg. 60: The group under Shop Steward C. McCabe are protesting the farming out of work from the Vertical Assembly Group as there is a serious lack of work condition

in this group.

Bldg. 49: The Erection Assembly Group under Shop Steward J. O'Gorman are requesting that the steward be given a detailed description of C1 A, C1 B and Help-

Bldg. 273: The group under Shop Steward C. Daley feel that when employees in the Hydrostatic Test Group are laid off, the shortest service in the group should be the one affected.

Bldg. 85: Edwin W. Kurtzner and P. Gaar who work in Shop Steward J. Brennan's group have suffered a loss of earnings due to the added operation of filing fins on rotors. They are requesting that this operation be eliminated or added time be allowed in the standard of this job.

Bldg. 85: The group under Shop Steward C. Nigriny feel that "C" classified Inspectors should not check Hermetic and Synchronous Motors which were previously checked by C1 B Inspectors.

Bldg. 49: The group under Shop Steward B. Sharmose feel that an operator who is forced to take a job off his machine and set up another should not have to suffer a

## Msgr. Higgins Answers Father Coogan Right-to-Work Laws

The G.E. Schenectady News published an article in the December 27, 1957 issue entitled, "A Moral Evaluation of Right-to-Work Principles".

Actually the General Electric "Newsboys" were taking advantage of an individual's opinion for the purpose of selling anti-union legislation to the G.E. employees and the community by using the statement by the Rev. John E. Coogan, S.J., a Roman Catholic Priest, to the effect that the Right-to-Work Laws are an aid to the honest working man to earn a living with integrity and self-respect. Father Coogan has the right to his own opinion; however, it does not represent the views of his other fellow clergymen.

In the January 5th, 1958 issue of a Catholic publication, "Our Sunday Visitor". Msgr. George G. Higgins replies to Father Coogan's remarks, which were made during a speech to the National Association of Manufacturers. Msgr. Higgins said: "There is no point at this time in our defending the American Labor Movement against Father Coogan's sweeping condemnation. Suffice it to say, for present purposes, that the American Bishops to the best of our knowledge do not agree with him". Msgr. Higgins goes on to say — "As a matter of fact, one gets the impression that Father Coogan himself doesn't really think that our Unions are as bad as he makes them out to be. Otherwise, he would logically have to discourage Catholics from joining these Unions under any conditions". Msgr. Higgins pointed out in his article that the reference made by Father Coogan to the 1950 Pastoral Letter of the French Canadian Hierarchy ("The Problem of the Worker in the Light of the Social Doctrine of the Church") was . . . "a convenient stick with which to beat the American Labor Movement and more specifically, as an argument in support of the right-to-work legislation".

The General Electric propagandists never miss an opportunity to plug the Right-to-Work Laws. They present this type of legislation as something that provides employment and job security. The title of this type of legislation, "Right-to-Work", is misleading and is exploited by manufacturers in their publications nationwide.

We invite the Editor of the Schenectady G.E. News to give answers to the following questions affecting the Right-to Work Laws, which could be more properly entitled, "Compulsory Open Shop Laws":

- 1. Will "Right-to-Work Laws" guarantee anyone a job?
- Will "Right-to-Work" laws create jobs or protect job
- 3. Will "Right-to-Work" laws increase New York State's economic growth?
- 4. Will "Right-to-Work" laws increase productivity?
- 5. Will "Right-to-Work" laws protect the individual rights of employees?

## Management Announces 1958 **Vacation Schedule**

Week Beginning Department Foundries (Inc. Pattern Shop ...... July 21 and July 28 Carbon Products ...... July 14 and July 21 Power Tube ...... July 14 and July 21 Equipment Development—CART.... June 30 and July 7 Mica Products & Coated Materials July 28 and Aug. 4 Insulating Varnish & Paint Prod... July 28 and Aug. 4 Light Military Electronic Equip .... July 28 and Aug. 4 Wire ....... Aug. 4 and Aug. 11 MAC Medium Motors (Est. 65%) July 14 and July 21 MAC - Punch Press, Tool & Dic, Atomic Motor ......no shutdown

Al other departments ......no shutdown

### Is This G.E. Policy On 'Old-Timers'?

by William Mastriani

I would like to give a great many of our members something to think about-and so be united to combat this kind of tactics.

For example, we have one of our Union members with 30 years of service, who spent 23 years out of the 30 working in the Chemical Dilision. In 1948, Mr. Americo Franchetti, the man in question, was using some chemical for a mixture. He had some caustic soda drop and it flew into one of his eyes, causing total loss of his eye. Upon returning to work after this accident, he was put on a case sealing machine, filling paint cans. Due to decentralization, the Company has moved some of this department out of Schenectady, and now Mr. Franchetti was told he was laid off. The department management claims he cannot do any other job, yet we still have a man in the group with less service. The management in this department claims that the man with the shorter service is more flexible and that their budget does not allow them to keep Franchetti.

Let's wake up, Old-timers! We are the people who built G.E.—are we going to let the Company get away with this? Let's stick to-

Your Union representative, Frank Wilkinson, along with the Board Member, Billy Mastriani, has filed grievance claiming that Mr. Franchetti is capable of doing the

#### **Attend Your Union Meeting**

#### Local 301 **Party Nites**

The Local 301 Activities Committee is holding Party Nites every Tuesday evening at 7:30 p.m., in the new Union Auditorium. There is entertainment from 7:30 to 8:30, and games are played from 8:30 on,

The attendance has been fairly good the first two weeks despite the snow storms on two successive Tuesdays. There were 127 tickets sold the first week and 249 tickets sold the second week. We urge all Union members to attend these Party Nites to help continue the upward trend and make the Party Nites a success.

#### Montgomery Ward Unfair to Labor

The membership attending the January meeting heard a report from a representative of the Retail Clerks Union, AFL-CIO, on Montgomery Ward. He asked the membership to support his Union in their efforts to force this large retail store to recognize the just demands of the members.

In six, long months of negotiations. Montgomery Ward has shown no substantial sign that it is honestly interested in reaching a peaceful and mutually satisfactory understanding with the Retail Clerks Union.

The union has negotiated patiently and in good faith. It has repeatedly shown its willingness to compromise. It has offered to settle the dispute by impartial arbitration. But to all this, Montgomery Ward has been stubbornly, persistently unyielding. Its replies add up to little more than an exercise in how to say "no".

The Union proposed a ten cents an hour pay raise for all employees with an increase of onehalf of one per cent in commission rates for those employed on commission plans. The company said "no". Instead, it clung to its steadfast refusal to discuss wages, either nationally or locally, with the certified union of its employees. Increase, if any, would be doled out by store managers on a purely local "merit" basis, without union participation of any kind.

To the union's proposal of a uniform 5-day, 40-hour work week, the company gave an equally flat refusal. As it stands, Ward's employees in many, perhaps most cases, work a 6-day week, with work days of 9 and 10 hours and often a broken day of two or three hours. Any suggestion of union security or of uniform overtime rates was rejected with no less

The company refused to discuss seriously questions relating health and welfare, pensions, improvements in a grievance procedure that now reaches a dead-end on the president's desk in Chicago and many more too numerous to

The company refused proposals by the Federal Mediation Service of arbitration. It rejected efforts by a special committee of AFL-CIO vice presidents to work out a satisfactory agreement. It seemingly is indifferent both to the welfare of its employees and to any work stoppage or economic action that its arbitrary stand may

IS YOUR FELLOW WORKER A UNION MEMBER?

### **Current Events In My Section**

By Allen E. Townsend

docket was filed on 9/20/57, requesting the immediate release of a woman employee currently being held in violation of seniority in Bldg. 269. As a result of a second step meeting, the management of Bldg. 269 agreed to put some longer service women on the job. They said that they would need shorter service woman to break in the others. They stated if we would agree to allow them to use the shorter service woman as an instructor, they would release her as of December 31, 1957. We agreed to this and waited until this date. At that time we found that this woman was being held past the agreed-on date. When asked why this was happening, management denied the existence of any such agreement and stated that they would keep this woman for an indefinite period. This case is in the process of going to the New York level. The Union members in the Tube Department are not very happy about this situation.

Docket #8160-58 concerns a woman with 10/22/42 service who is being denied her rights to bump on her former job. During the war the Company was only too glad to used this woman as a Welder, commonly known as a man's job. Now in violation of the contract they former job. This is a pure case of two steps from I-15 to I-17.

A classic example of a depart- discrimination against this worker ment's disregard for promises because of her sex. This case is made is Docket #7798-57. This also being sent to the New York

Docket #8165-58 filed by Board Member Mastriani protesting the denial of the Company to allow this worker to go back to his former classification of Helper Sheet Metal Worker. This worker worked in this group for several months and reached the job rate. The group has testified that he was well qualified and did a good job. His only reason for leaving was because he was laid off. At present there are about seven men in the group with shorter service. The Company says the reason for denying him his bump rights is because he isn't qualified to do the work. This is a ridiculous statement based on the facts of the case. This case will also have to go to the New York level to be settled.

Docket #7735-57 from Bldg. 40 is the final case I will discuss this week. This case filed by Board Member Wagar and Shop Steward H. O'Brien protested that the rate on the Random Winding 6320 Frames was too low. They also felt that the rate was being kept at this low rate due to the fact that women were being used on this job. At a second step meeting, with the Steward, Board Member Wagar and Coordinator Christman negotiating for the Union, management say she cannot go back to her of M.A.C. agreed to raise the rate

#### Leave of Absence

(Continued from Page 1)

In response to this request, the meeting voted to grant Brother Jandreau a leave of absence from his elected position of Business Agent of our Local Union from March 1st to October 1st, 1958. This is not the first time that Brother Jandreau will have been on leave from the Local for the purpose of serving General Electric Locals. He has also been on every National Negotiating Committee and participated in the drafting of every contract with the GE since the Union was first organized and signed its first contract with GE in 1938. On previous occasions when Brother Jandreau was on a National Assignment the President of the Union assumed his duties in his absence. Therefore, the membership voted that in accordance with this past practice, Brother Harry Williams should take over the duties of the Business Agent in his absence.

# BE UNION Demand the

#### G.E. Conference Board **Delegates Elected**

Delegates to the General Electric Conference Board for 1958 were elected at the membership meetings held last Monday.

The first and third shifts elected William Kelly, Bldg. 273; Harry Williams, Bldg. 16 and Leo Jandreau. The second shift elected William Garrison, Bldg. 49.

The Conference Board will meet in the IUE Headquarters in Washington, D.C., on February 20th, 1958. The meeting is expected to initiate a series of "Grass Roots Meetings" throughout the country.

#### **IUE-CIO LOCAL 301 NEWS**

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY

GE WORKERS 19 (19 2 ===

Published by the Editorial Committee

President \_\_\_\_Harry Williams Vice President\_\_\_\_John Shambo Treasuror \_\_\_\_\_Gorald O'Brion Recording Secretary Ass't Recording Cocrotary\_\_\_Michael Rakvica Chief Shop Stoward\_\_\_\_Vincent DiLorenzo Business AgentaaaaaaaaaaLeo Jandraau 121 ERIE BLVD. SCHENECTADY, N. Y.