

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. 273: Joseph Barber, Boring Mill Operator with 29 years of service, has been absent from work due to injury since 7/5/55. He is now able to return to work with some physical limitations. Union demands suitable placement.

Bldg. 60: George Briggs in Shop Steward W. Martin's group protests violation of Contract, Article X-1-(c) since a shorter service employee was placed on 1st shift opening in his department (Bldg. 16). Union demands management correct this situation.

Bldg. 29: Group in Shop Steward J. Griffith's section on Moulding Mica Cores request an immediate reduction of force due to lack of work according to Contract.

Bldg. 12: Group in Shop Steward F. Famiano's section on Browning

Tool Form E Coils protest the inadequate prices on their jobs. Union demands management investigate and make proper increases.

Bldg. 52: Group under Shop Steward J. Cagnetta protest unfair distribution of work and excessive delay in processing vouchers. Union demands management correct this situation.

Bldg. 16: Group under Shop Steward H. Williams protest inefficiency and excessive delays in handling vouchers for their work. Union demands management correct this situation.

Bldg. 29: Group under Shop Steward V. Lawya on Mica Hand Paste request an immediate reduction of force due to lack of work according to Contract.

Bldg. 273: David Robinson in Shop Steward G. Rose's group protests supervision's violation of Contract on safety conditions in general and also assignment of employees to work other than that they should be assigned. Union demands management correct this condition.

1700 Still Out With Service

According to a report from local management, approximately 1700 employees are unemployed who have continuity of service. This group breaks down, according to the report, with 900 women and 800 men.

Because of the rapid expansion in some departments, opportunity for jobs in the common labor and lower rated categories have developed. Management claims that men with service who are out have been offered these lower rated jobs and have turned them down. Therefore, the jobs are being offered to those without service.

When the Porcelain and Control Departments start their reduction of forces next month, many of these openings will be filled through transfers. In the meantime, if you know of someone who has service and is interested in taking a lower rated job, have him apply at the Employment Office.

Carey Reviews Strike Support

(Continued from Page 1)

By far the largest union contributions came from the United Auto Workers and the United Steelworkers.

Altogether unions affiliated with the AFL-CIO Industrial Union Department have provided the bulk of the strike support. There have been, however, important donations from a number of unions not affiliated with the IUD. These included: Building Service Employees—\$5000; American Federation of Musicians—\$5000; Pulp, Sulphite & Paper Mill Workers—\$1000; Handbag, Luggage & Novelty Workers—\$2500; Ladies Garment Workers—\$25,000.

Other major contributions to the strikers by national unions included:

Boilermakers — \$500; Cement, Lime & Gypsum Workers—\$1000; Firemen & Oilers—\$5000; Glass Bottle Blowers—\$5000; Hat, Cap & Millinery Workers — \$1500; Leather Workers—\$200; American Newspaper Guild—\$500; Brewery Workers—\$100; Clothing Workers—\$50,000; Furniture Workers—\$1512; Glass & Ceramic Workers—\$4000; Government & Civic Employees Organizing Committee — \$1000; Insurance Workers—\$100; Lithographers—\$2000; Marine & Shipbuilding Workers—\$2000; National Maritime Union — \$4000; Broadcasting Employees & Technicians—\$500; Paperworkers — \$1000; Retail, Wholesale & Department Store Union — \$3000; Rubber Workers—\$30,000; Shoe Workers—\$300; Stone & Allied Products Workers—\$500; Textile Workers Union of America — \$10,000; Transport Workers — \$7000; Utility Workers—\$3000; Industrial Union Councils—\$12,750.

Many Unions are sending in additional contributions.

G.E. Conference Board Maps Program

The delegates attending the G.E. Conference Board in Washington last week voted to approve a program of activity that will strengthen our Union. The program is as follows:

1. Every G.E. Local will start an organization drive to sign up non-Union employees in their respective bargaining units.
2. The Conference Board will meet every 3 months for the purpose of discussing problems affecting G.E. Locals arising out of application of the National Agreement with the Company.
3. The National Negotiations Committee shall meet every three months between Conference Board meetings whereby arrangements will be made, if necessary, to meet with Company representatives to discuss problems referred from Locals.
4. A bulletin will be published monthly by the Conference Board officers for the purpose of keeping each G.E. Local informed of the developments within the G.E. chain.
5. The Conference Board officers will prepare interpretations of the National Agreement in order that all Locals will have a

uniform interpretation and application.

6. Wage rates in effect in all G.E. Locals will be recorded and the information will be sent to all G.E. Locals.

Considerable stress was made on the importance of the Contract reopening affecting "Employment Security" in September 1958.

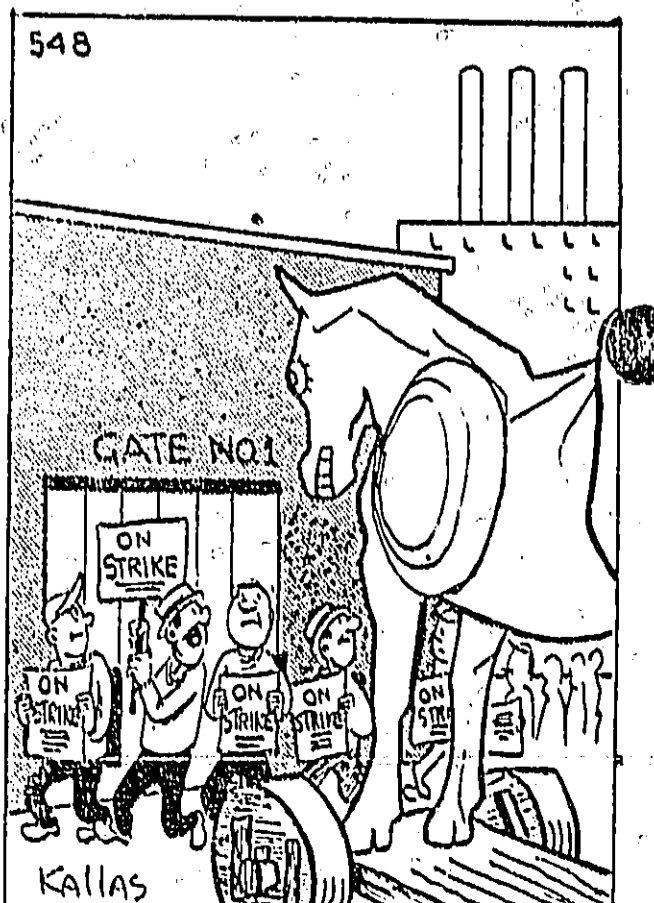
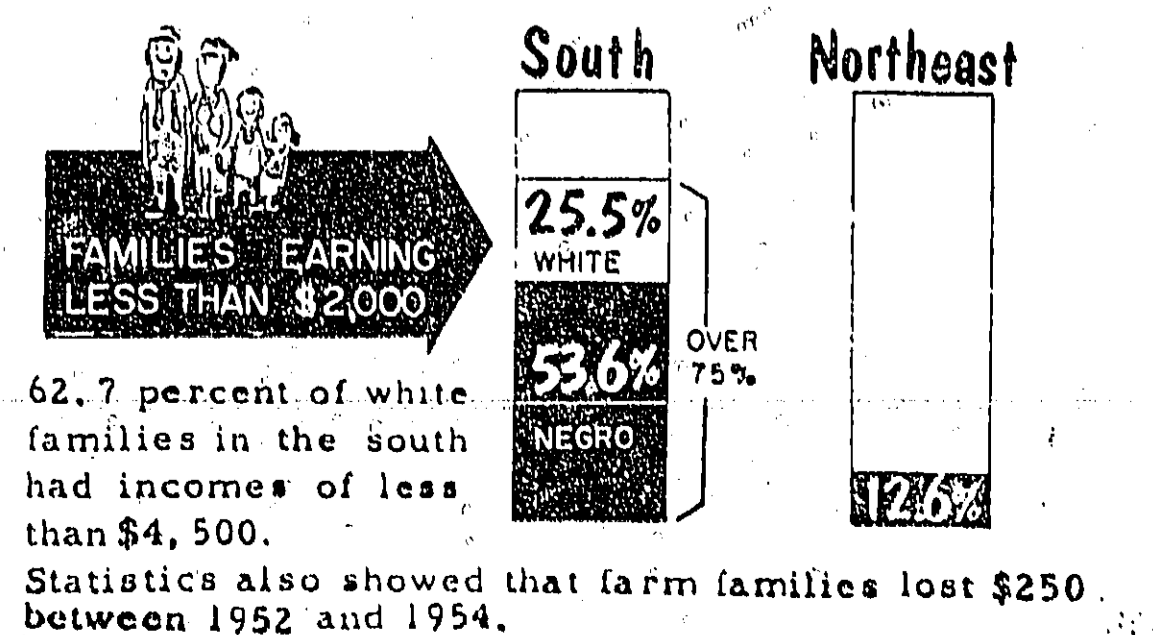
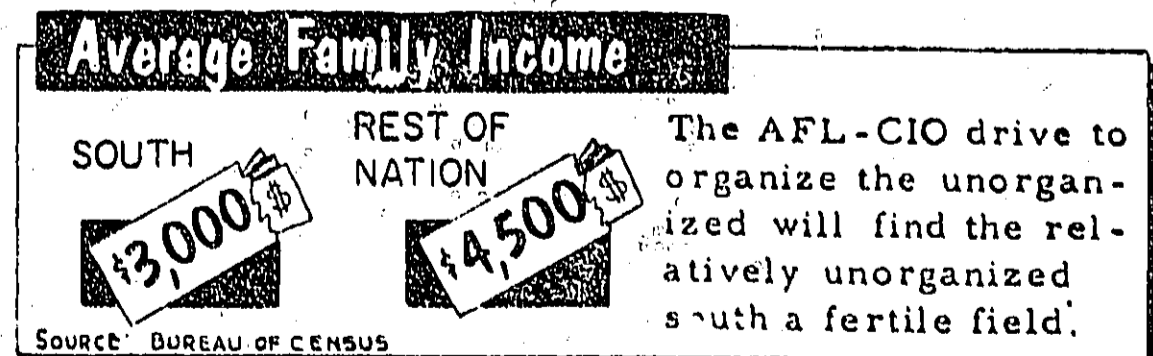
UNION MEMBERSHIP IS A GOOD BUY

- COLLECTIVE BARGAINING
- JOB SECURITY
- EQUAL PAY FOR EQUAL WORK
- PAID HOLIDAYS
- PAID VACATIONS
- BETTER WORKING CONDITIONS!

SIGN UP TODAY!

LABOR and STATISTICS

Unorganized South Still Trails Rest of Nation On Income Front



"BOY! WHAT THOSE SCABS WON'T DO, TO CROSS OUR PICKET LINE!"

LOCAL 301 NEWS

IUE CIO

Vol. 2 — No. 19

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

March 23, 1956

WESTINGHOUSE STRIKE SETTLED

23 WEEKS ON PICKET LINES

This strike will go down in labor history as one of the most courageous fights that working men and women have made to protect their wages and working conditions. The strike is the longest involving such a large number of people in the last 20 years.

The final settlement is far short of the Union's original demands; however, it is also considerably more satisfactory and adequate than the original company offer. In the company's original offer, which was made on a "take it or leave it basis", the highly controversial question of time study of day workers would have included up to 20,000 day workers who would be subjected to time study and production quotas. The October 1955 offer of the company limited arbitration to issues that were not satisfactory and would permit downgrading and wage cutting. The original wage offer was from 4 1/2c to 12c. The Management's Rights Clause would allow the Company to do practically anything regardless of outcome affecting working conditions and wages.

Unitarians Hear Labor's Problems

Last Wednesday the Men's Society of the Unitarian Church heard Leo Jandreau, Business Agent, outline some of the problems facing Organized Labor.

Industry has embarked on a program that is intended to increase its efficiency by doubling its production within the next few years through new methods of production, automatic machinery and full utilization of man power. To

(Continued on Page 2)

Double Standards

WHEN A BUSINESS MAN RUTHLESSLY WINS CONTROL OF THE STOCK HOLDERS AND BECOMES PRESIDENT OF THE COMPANY...



WHEN A RANK & FILE UNION MEMBER IS ELECTED PRESIDENT OF HIS UNION...



Legislative Representative Reports

William Stewart, Legislative Representative for Local 301 and District #3, reports the following activity in Albany this past week:

Associated Industry Committee tried to get Bill 2410 through Assembly. This bill would limit and slow down the expediting of compensation cases taken up on appeal. The bill was defeated in the Assembly last Tuesday by a vote of 73 to 72. Representatives of Organized Labor were kept busy lobbying for the defeat of this legislation.

The Assembly passed Bill 4547 that will benefit those who are unemployed as the result of catastrophes by not requiring a waiting period before becoming eligible for benefits.

A bill that will benefit victims of Silicosis and other dust diseases passed the Assembly (Bill 4484). It is now before the Senate Labor and Industry Committee for their recommendations. Labor representatives are trying to get this bill out of committee for Senate action.

There is an indication that the Assembly will act on increasing the maximums on Unemployment Insurance before adjournment. There is a terrific campaign going on between Labor and Industry representatives in the legislative lobbies on this question at the present time.

\$10,000 More to Westinghouse Strikers

At the March membership meeting a recommendation from the Executive Board was unanimously adopted to contribute an additional \$10,000 to the Westinghouse strikers. This last donation will bring the total donated by IUE Local 301 to \$50,200.00.

The strike lasted 158 days and marks the longest strike of its size in the past 20 years. The Westinghouse Corporation used every known method to break the strike but without success. The strike cost the National Union approximately \$250,000 per week to guarantee the strikers food, clothing and shelter during the 23 weeks. A substantial part of the financial support came from the United Auto Workers and the United Steelworkers who have each contributed \$50,000 per week from their National treasuries.

Time Study Sam



LET ME PUT IT THIS WAY, JUNIOR IF YOU HAVE TWENTY WORKERS AND YOU CUT THEIR TIME IN HALF—HOW MANY WORKERS WOULD YOU FIRE?"



Serious Accident In Chemical Dept.

As we go to press, the Union is in the process of investigating the cause of the safety hazard that created the explosion in Building 77. The reports so far show two missing and several injured.

Missing is a resin maker by the name of Walter Keib, with approximately 11 years of service, and a Night Fire Patrolman whose name is unknown at present.

The explosion happened in Bldg. 77 at approximately 1:10 a.m., where a 3rd shift of approximately 12 people are employed. The building and equipment has been practically demolished. Other buildings affected were: Bldgs. 72, 76, 73, 73A, 81, 85 and some other surrounding buildings were damaged.

The Union has filed several cases complaining of safety hazards and also the assigning of additional job jurisdiction where it became unsafe to handle.

The explosion will cause unemployment not only for workers in the Chemical Dept., but also materials for work in the Medium Induction Motor Dept. were destroyed which may cause temporary lack of work.

Many of the reasons why this accident happened can be chalked up against so-called efficiency with little consideration for safety.

Unitarians Hear Labor's Problems

(Continued from Page 1)

achieve this goal General Electric, like many other large employers, has introduced and established a program of Decentralization which calls for reallocation of its more highly competitive products to localities having a more favorable economic climate. Likewise, the Decentralization Program has made each department an independent manufacturing component which brings about new and more management heads to deal with who lack the experience of knowing what are the established and accepted practices in dealing with labor relations. This program keeps the Union busy resolving the problems that are created by the changes affecting wages and working conditions flowing from Industry's program.

Maintaining full employment and the present high standards that exist in localities such as Schenectady will be a challenge to Organized Labor in the next few years, Jandreau claimed.

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Bldg. 273: D. Toll, Tool Crib Keeper C1 C, with 23 years of service feels he is entitled to upgrade to C1 B. Shop Steward A. Fitzgerald has filed his case.

Bldg. 95: Stephen Koker and Francis Gravel in Shop Steward G. Parent's group protest violation of Contract Article V-9. Union demands management correct this situation.

Bldg. 12: Group of 2nd shift operators under Shop Steward W. Stevens protest voucher delays, assignment of small lot jobs and inferior mica. Union demands management correct these conditions.

Bldg. 95: James Commarto in Shop Steward C. Johnson's group is assigned and performing Welder Hand Special work although classified as Welder Arc and Gas. Union demands proper reclassification and rate increase.

Bldg. 52: W. Herrington in Shop Steward R. Howard's group protests inadequate price of .81 for asm. weld include stamp on job 9351704. Union demands management investigate and make proper increase.

Bldg. 269: Group under Shop Steward J. Polimeni protest assignment of assemblers work to test group since the 3rd shift assemblers were eliminated. Union demands management correct this situation.

Bldg. 67: Anthony Attanasio, C1 B Machinist Machine Repairman in Shop Steward F. Wilkinson's group is assigned and performing C1 A work. Union de-

mands proper reclassification and rate increase.

Bldg. 273: Group under Shop Steward R. Bardin protest lack of adequate porter service on their shift. Union demands management correct this condition.

Bldg. 12: Glass Tape Machine group in Shop Steward B. Mont's section protest inadequate price on 440-7036 drwg. 202C570. Union demands management make proper increase.

Bldg. 12: Insulate Winding Support group under Shop Steward F. Famiano's group protest inadequate price on 447-3211V. Union demands management investigate and make proper increase.

Bldg. 12: Tie Block group in Shop Steward F. Famiano's section protest inadequate prices based on present table because of quantity of small coils involved. Union demands management make proper adjustment.

Bldg. 12: Louise Hazelton, C1 C Coil Winder in Shop Steward F. Famiano's group is assigned and performing C1 B work. Union demands proper reclassification and rate increase.

Bldg. 273: Joseph Carter in Shop Steward P. Dominick's group protests abusive and slanderous language including threats of physical violence by Foreman Charles MacFarlane. Union demands management take corrective action at once.

Bldg. 273: Chip and File group under Shop Steward F. Bradshaw protest Foreman Schaeffer's arbitrary attitude on piece work price disagreements. Union demands management correct this situation.

Bldg. 12: Group of Hand Tapers in Shop Steward A. Durante's section protest inadequate price on job 435-3306. Union demands proper increase in price.

Kohler Strike Local 833, U.A.W.

March 15—Fred Felsing, a Kohler striker, was arrested on the picket line Monday, March 12, 1956 for disorderly conduct. His crime: Talking back to Kohler Police Chief Waldemar Capelle.

Like all such cases, this one was scheduled for hearing in Kohler Village Justice Court. Felsing asked that the case be transferred to another court. His reasons: both justices of the peace are affiliated with Kohler Company; Kohler police are company employes in many cases; the company controls Kohler Village, the police, and the justices. Felsing's motion was denied. Kohler justices apparently did not want to let the defendant escape to an unprejudiced court.

When a writ of prejudice is filed against a justice, the case must be heard by the next one. In Kohler Village BOTH justices are connected with the Kohler Co. A writ against either justice is meaningless. Only one writ is allowed. Therefore Felsing, through his attorney, David Rabinovitz, filed the motion to transfer the case.

When Felsing's case came up Wednesday afternoon, March 14, one of the two justices disqualified himself due to ill health. The other, after denying the motion, had a writ of prejudice filed against him. This forced the transfer of the case out of Kohler to Sheboygan Falls justice court. For once, through a fluke, a Kohler striker in a case of this sort, MAY get a fair trial.

The Kohler strikers can tell you from their own personal and bitter experience: this is Kohler justice.

Support the Kohler strikers and help bring justice, the true, American brand of justice, to the people of Sheboygan County, Wisconsin.

Congress has embarked on a new set of investigations. The object is to uncover important legislative needs and, with luck, a couple of good campaign issues.

IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee

President.....James J. Connetta
Vice President.....Joseph Alois
Treasurer.....Joseph Whitback
Recording Secretary.....Miles Moon
Ass't Recording Secretary.....Allan E. Townsend
Chief Shop Steward.....William Mastriani
Business Agent.....Leo Jandreau

121 ERIE BLVD. SCHENECTADY, N. Y.

Westinghouse Strike Settled

(Continued from Page 1)

- There shall be an opener in the Contract to discuss non-economic issues in 1957. There shall be another opener to discuss Employment Security in 1958.
- Local supplements governing wages shall be opened annually with the right to strike if agreement is not reached.
- The wage increases shall be made on current rates and not on payroll adders which give benefits to incentive workers.
- In 1958, the Company will assume the full cost of the Hospitalization and Insurance Program.
- Questions affecting hospitalization and pensions are subject to the arbitration procedures.
- Improvements were made on the present grievance procedure.
- Management's Rights Clause was modified to one comparable to G.E.
- Wage increases will be from 5c to 22c first year and from 25c to 66c during the 5-year agreement.
- A cost of living plan was established similar to G.E. that guarantees present rates and provides for additional wages if cost of living rises.
- The original 57 strikers fired by the Company have been reduced to 33. The submission to arbitration and local negotiations will be on the basis of suspension rather than dismissal.

Overheard at Coffee Break



The trouble with Russian Roulette is that not enough Russians play it.

Company's Cry of High Compensation Costs Not Fair to Injured Workers

Local 301 Will Protect Disabled Workers and Their Families

At a recent meeting of a Schenectady organization, a Company official, according to the newspapers, complained that compensation costs for injured workers are too high for G.E. to carry. According to the newspaper reports he gave three reasons for the high cost to the Company of meeting its legal obligation to injured workers.

- The amount of money awarded by the courts to injured workers.
- Loose interpretation of compensation laws by the Workmen's Compensation Board.
- Excessive costs of administration.

In fairness to the newspaper article, the Company official was reported as claiming that the court awards to the injured workers were not entirely responsible for the high costs. Nevertheless, this labor union cannot understand how the Company can complain about awards made to reimburse injured workers for lost time and for their permanent injuries. The Company knows very well that every penny paid to an injured worker for his injuries is paid to him by the Company only after his physical disability has been checked and double checked not once or even twice, but sometimes five or six times by doctors and specialists before the Company will part with the money paid to the worker.

Every member of Local 301 knows that this union gives a service to its members which few, if any other unions provide, namely of a full-time experienced lawyer to represent the injured workers. If anyone had reason to complain about the high cost of getting plain, ordinary justice for an injured worker, it is the members of the union and not the Company.

As for the "loose interpretation of the laws", what the Company official is trying to say is that the Workmen's Compensation Board is doing the Company a disservice when it decides in favor of the injured worker instead of in favor of the Company when the Company would like to defeat an injured worker's claim. The union's lawyer reports to us that it is not unusual for a claim of an injured worker to take more than one year before it is decided, only because the Company puts every legal obstacle in the way of the injured

Labor Man Mayor

A major stroke for farmer-labor unity has been struck in one of the nation's key farm states. Ray Mills, president of the Iowa State Federation of Labor, has just been elected mayor of Des Moines, largest city in Iowa. Mills, a member of the city council, was elected 1 to 1 by his fellow councilmen.

worker before a court decision can be made.

If Local 301 did not furnish legal services to its members, most of these claims would be lost altogether and many an injured worker would be too disgusted to continue to press his claim after so many delays. Ask any injured worker about these delaying tactics and he can tell you.

The third objection, of the Company official, is the high cost of administration. We would suggest to the Company that it can lower its administrative costs by dropping its attitude of disbelieving its workers as to their injuries and by stopping the practice of sending out a staff of investigators to prove that the injured worker is not telling the truth. The Company should know as well as we do, that no worker who has been injured enjoys staying home to live on \$36.00 per week or less if it is at all possible for him to go to work at a full wage.

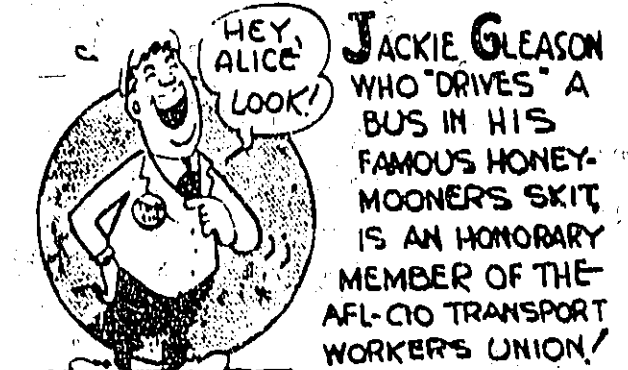
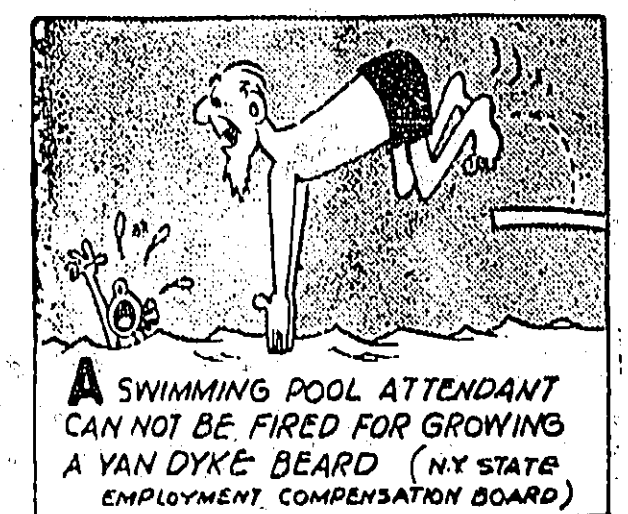
The Company's cry of "high cost of compensation" is the same line that has been handed out by Associated Industries, of which G.E. is a member, and which is intended to browbeat the State Legislature into reducing benefits to injured workers. To meet this attack on injured workers, the Legislative Committee of this Local will continue, as it has in the past, to try to get there benefits increased. We believe that greater benefits to injured workers will not only not break the Company but will actually benefit it and the community.

The General Electric Company has as its slogan "Progress is our Most Important Product". In the field of Workmen's Compensation and labor relations G.E. is not satisfied with paying benefits under a law which has not been materially changed since 1915, but wishes to put the clock back even before 1915 to the working conditions of last century.

N.L.R.B. Says 301 In Compliance

The Union was notified last week that the affidavits and financial statement have been received by the National Labor Relations Board and the Officers and Local are in full compliance with the Labor-Management Relations Act until December 31, 1956.

LABOR ODDITIES



Trial Committee Relected

The Trial Committee elected at the February meeting to hear charges against a member of the Union reported that the charges were withdrawn and there was no need to proceed with the investigation. This report was accepted by the membership meeting.

However, a new charge has been received since and will be processed. The membership reelected the same committee at the March meeting. The members of the committee are: Thomas McGrath, Bldg. 52; William Pratt, Bldg. 273; Arthur Herbert, Bldg. 60; Frank Tracy, Bldg. 107 and Maynard Columbe, Bldg. 273, 2nd shift.

Attend Your Union Meetings