

## 'We Are The Union' ---says G.E.

"We are the Union" is the song that General Electric and the Schenectady Chamber of Commerce now sing.

For the past few weeks the General Electric Company and the Schenectady Chamber of Commerce have through paid ads made "no bones" about the fact that they wish to run Local 301 even though the aims of the members of Local 301 and the aims of the Schenectady Chamber of Commerce and the General Electric Company are as far apart as day and night.

The goal of Local 301 leadership and members has been a very simple and modest goal—"Keep jobs in Schenectady". The General Electric Company, realizing that this would appeal to the workers as a reasonable request, knew that they must muddy and cloud the issue so the members would become confused and believe the issue to be anything but what the actual issue was. Helping to confuse the members of Local 301, the Chamber of Commerce also started a barrage of press releases and paid ads in the local papers.

The General Electric Company and the Chamber of Commerce together started the cry for a secret ballot, pitching their ads and press releases on why weren't the members going to be given the secret ballot? The leadership of the Union had never said the members would not be given a secret ballot and were, in fact, setting up machinery for the voting.

The Company and the Chamber of Commerce then began to raise issue after issue to keep confusing the membership, always avoiding the only issue the Union was interested in, namely "Keep jobs in Schenectady". The Company went to television to further muddy the waters with two half hours of discussion which in this writer's opinion added up to a large zero.

The day before the strike vote was taken, some of our "leading" citizens saw fit to further interfere in Local 301 affairs by printing an ad in the local papers showing how a vote for the General Electric would lead to happy families and great prosperity while a vote for the Union and to "Keep Jobs in Schenectady" would lead to ruin.

It would be interesting to hear what the General Electric Company and the Chamber of Commerce have to say about the 140 employees who were laid off the Friday after the vote. The Union called the Company after the vote and said now that the members have decided not to strike, when will the layoffs cease and the 4,000 jobs that Mr. Stevens promised come into the picture? The Company's answer was that the layoffs will continue and the 4,000 jobs that

Mr. Stevens promised are in the far off, dim future, if ever.

The Company after the vote was taken realized that there still were 4,746 employees who were dissatisfied and even under the barrage of anti-union propaganda they were subjected to, they had the courage to vote against General Electric's policy of "the employees be damned!" So the Company and their "fellow traveler", the Chamber of Commerce, started their campaign to split Local 301 from the National organization.

The newspapers were again filled with veiled threats of destruction and ruin and went back years examining the National Union's President's speeches to take phrases out of context so they could be blown up locally to drive a wedge between Local 301 and the National organization. They knew if the wedge could be driven in far enough, Schenectady would be isolated from the rest of the General Electric workers and then their campaign of shipping jobs from Schenectady, cutting of prices and violations of the Seniority Supplement could be increased.

Even though it was clear and obvious to everyone in Schenectady that there would be no strike in Schenectady on October 1st, 1958, the Chamber of Commerce and General Electric continued the flood of ads and publicity about the internal workings of the National Union. Each decision that was reached at the National Convention was interpreted and twisted to fit the needs of their anti-union propaganda machine.

President Carey, who was one of the first to condemn union racketeers, asked for powers to investigate charges of corruption in any local union. These powers were given to him — this anti-union groups in Schenectady twisted around to say that President Carey can "fire" anyone. This is not so and is a vicious anti-labor lie. The majority vote for a nationwide strike change in our Constitution was also twisted by the forces against Labor to mean that President Carey can demand a nationwide strike at any time. This is also a vicious anti-labor lie.

We feel that the majority should rule and not the minority. I am quite sure that if the Union had said that since the Schenectady "No" Strike Vote was not by a 2/3 vote, it doesn't count, the local papers would be filled with stories of how the wishes of the majority were flouted, but when we do the same thing Nationally, the anti-union groups say this is against the employees.

To sum up the situation, General Electric and the Chamber of Commerce want to lead the Union

## An Open Letter to The "No" Voters

So you voted "No". If you considered the facts below and still voted "No", in my opinion you did your Union a disservice but that is your democratic right and I would be the first to defend that right.

The treatment our members were receiving before the Strike Vote were far from ideal and have worsened since the "No" vote. To refresh your memory, here are some of the things that were going on before the "No" vote. I called #41 prior to the vote and asked one of the subordinates to Mr. Sorenson if the Company would consider placing a Class "B" Inspector, whose 17 years of service would no longer stand up on inspection, on Assembly so he could work on an occupation where he could in the future be making somewhere near his old rate. The Company representative then laughed long and loud over the phone and asked me if I was being funny; for, he continued, you can't even get Assemblers to Assembly. Thinking that this Company representative was, in my opinion, emotionally upset, I called another Company representative on the same level as the first. I told him that in some occupations such as Inspectors, 17 years of service was not enough to hold a job and would the Company consider training these men in new occupations so there would be a probability of their earning near their old earnings in the future. At this point the Company representative told me that they do not intend to spend money on training long service employees as this was not good business and these long service employees would have to bump on jobs they could do with minimum training no matter how low the job rate. When I asked

members down a blind alley of dissection and disruption and we feel quite sure that the anti-union propaganda will continue and, in fact, even increase in the months to come. If the General Electric Company and the Schenectady Chamber of Commerce wish to do a service to the community, they will work together with and not against the Union for the returning of divisions to Schenectady and to keep what jobs we have left in Schenectady here. This I feel sure they will not do; for their program has constantly been anti-labor and anti-Schenectady and their crocodile tears and weaseling lip service do not impress me in the least.

why this was not published in the Works News as a matter of policy, the Company representative said this has been our policy and we haven't changed—"if the people don't believe it, why don't they look around them."

Coupled with this type of statement is the fact that the Company states "if we start downgrading you through lack of work from R-25 Class A Toolmaker one step at a time until you reach R-1 Sweeper, you must accept each downgrade or we will break your service and stop your Unemployment Insurance."

If the members did not know the above facts and, moreover, it was not because of lack of information, because your Business Agent, Leo Jandreau, spoke at meetings at the gates and in Union Hall and Acting Business Agent, John Shambo, and myself went to each division we were invited to and spoke. Where we were not invited, your elected representative surely told you of the issues.

I am sure that since 4,746 members voted "yes", we must have reached some of the people and they do not go along with the current General Electric policy of "Employees be damned; we'll do as we please unless forced".

If after reading this statement, you have changed your mind, because maybe GE's policy has finally hit you, please tell your shop steward; for we need only a few hundred more employees who are willing to fight the Company and we will then be in the majority—not the minority.

Thank you,

Charles Scott,  
Asst. to Business Agent.

**LOCAL 301  
PARTY NITES  
EVERY TUESDAY  
7:00 p.m.  
UNION AUDITORIUM**

members down a blind alley of dissection and disruption and we feel quite sure that the anti-union propaganda will continue and, in fact, even increase in the months to come. If the General Electric Company and the Schenectady Chamber of Commerce wish to do a service to the community, they will work together with and not against the Union for the returning of divisions to Schenectady and to keep what jobs we have left in Schenectady here. This I feel sure they will not do; for their program has constantly been anti-labor and anti-Schenectady and their crocodile tears and weaseling lip service do not impress me in the least.

**NOTICE  
COMBINED  
Membership &  
Stewards  
Meeting**

**Monday, Oct. 20, 1958**

**1st and 3rd Shifts—7:30 p.m.  
2nd Shift—12:00 Noon**

**Union Auditorium  
121 Erie Blvd.**

**AGENDA  
Report on Negotiations  
Reports of Committees  
Regular Order of Business**

# LOCAL 301 NEWS

IUE AFL-CIO

Vol. 4 — No. 39

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

October 17, 1958

## Second Community Meeting Planned

The Executive Board of Local 301, IUE-AFL-CIO, approved the calling of a second Community Meeting last Monday night. A sub-committee was appointed to draft the plans and set a date for the meeting.

The National Negotiations Committee of the General Electric Conference Board had recommended that such Community Meetings take place in each General Electric location following the National Contract Negotiations in order that the people in our community who are not members of the Union may be acquainted with labor relations problems and the employment security problems in General Electric.

Business Agent Leo Jandreau reported that employment in our Bargaining Unit had decreased in the first nine months of 1958 by 1,857 employees. In January of this year there was a membership in Local 301 of 12,358 — as of September the membership had dropped to 10,501, the Business Agent reported. While these employment figures only affect the hourly rated employees within the Bargaining Unit represented by Local 301, the non-bargaining salaried employees are similarly affected by layoffs. Inasmuch as the ratio of hourly rated and salaried workers is about the same, it can be reasonably assumed that a total of approximately 3,500 G.E. employees or more have been displaced during the first nine months.

According to reports from management, the outlook for the balance of 1958 and into 1959 does not improve the present trend of layoffs. In the Steam Turbine Department, which is the largest department left in Schenectady and which has provided the greatest number of production jobs, a layoff is contemplated because of the lack of orders to fill the 1960 schedule of production. The incoming orders in the Steam Turbine Department for 1960 are approximately 1/12 of normal schedule. The production schedule in the Gas Turbine Department has been on the decline and according to reports from the Company's Placement Committee representatives, a major layoff is also expected in the near future.

This has resulted in large numbers of long service employees who are in the "mill" trying to find suitable work, Jandreau said. With jobs at a premium, the individual manufacturing department heads have been reluctant to accept long service employees on related jobs or suitable jobs because it creates an additional cost factor due to the incidental breaking-in of the long service employee. The Union-Company Contract on the application of seniority on transferring employees due to lack of work provides that employees do have the right to bump shorter service employees on related jobs. The Union and the Company officials have had meetings on this question on several occasions; however, they have been unsuccessful in working out a satisfactory solution to this problem.

The Business Agent pointed out that it is the Company's obligation to place long service employees on jobs that they can be trained to do even though it may require some additional cost temporarily for those departments that have work available. It must and will be the Union's obligation to see that seniority is applied according to the contract, said Jandreau.

These are some of the problems of which we believe the community should be aware and which lead into industrial disputes when they are not resolved.

## Welders Settle Dispute

The Welders employed in the Stator Frame Assembly, Bldg. 273, Steam-Turbine, returned to work last Tuesday morning following a four day stoppage of work.

The grievance affecting 19 Welders on the three shifts protested the assignment of work which they claimed was evaluated at \$2.55 1/2 per hour; the rate of the Stator Frame Welders is \$2.36 per hour. The grievance procedure was exhausted as the case had gone through the New York level resulting in a negative answer.

The Welders claimed the welding assignment in the Stator Frames had become gradually more difficult and required more skill, and, moreover, they were requested to weld pressure plates and outside wrapping bands which had usually been done previously by the higher rated Welders. They also questioned the welding of a seal for a pipe which they contended was Pipe Welders' work (the Pipe Welders receive the higher rate).

The 19 striking Welders appeared before the Executive Board last Monday evening and presented their case. The Executive Board recommended that the Welders return to work Tuesday morning pending the outcome of a meeting with the Turbine management who had agreed to meet immediately after they had returned to work. A committee of all the Executive Board Members and Officers in the Turbine Department and the Business Agent, along with the President and Vice-President, met with representatives of the Turbine management at 9:30 a.m., Tuesday morning. After approximately 4 hours of negotiations, the Turbine management agreed to remove all pressure plate welding from the Stator Frame Group and assign it to the higher rated Welders. They also agreed that the wrapping bands which were under dispute would be assigned to the higher rated Welders. They requested more time to consider the question of the pipe welding. The work presently in process would be assigned to the higher rated Welders. They agreed, however, to meet within 10 days to discuss this matter further as to future assignments of pipe welding.

The Union Committee recommended to the Welders that the settlement reached be accepted and the strike terminated. As we go to press, the Welders affected were in the process of considering the recommendation of the Negotiating Committee.

## Pensioners Club to Resume Meetings

The next regular meeting of the Retired Workers of America, Local 301, will be held on Thursday, October 30th, at 2:00 p.m., in the IUE-CIO Auditorium on Erie Blvd.

District 3 Vice-President, Jack Lindsay, will give a report of the meeting of the National Conference Board of the RW of A, held on September 24th and 25th, at Philadelphia.

Guest Speaker for this meeting will be John Shambo, Vice-President of Local 301, IUE.

All pensioners are invited to attend. Refreshments will be served.

Bennie Geersen, President

## Young People and Jobs

by Michael Rakvica

Are we going to allow our young folks to become angry and vengeful?

Are we going to allow our young folks to swarm the streets with no purpose, no real knowledge of where they are heading?

We are not going to let this happen. We are instead going to let these young folks go on and make useful meaningful lives for themselves.

In order to achieve this, we must register and vote on November 4th, for candidates that believe in overcoming receding cycles such as we are now experiencing.



# Senatorial Candidates Express Labor Views

Frank Hogan, Democratic candidate for the U. S. Senate, said that Upstate industrial ills can be resolved by Federal action along 3 major steps:

1. Expansion of Organized Labor throughout the Nation, with Federal Government encouragement.
2. A higher National Minimum Wage of \$1.25 per hour rather than present \$1.00.
3. Revitalization of Reciprocal Trade Agreements with Latin America.

Mr. Hogan pointed out that heavy industry has been shifting its work to areas where labor has not been organized. He said he believes that by spreading Unionism throughout the Nation this condition can be corrected. He further pointed out that it was proper for the Federal Government by legislation to encourage Union growth.

Hogan declared that a National Minimum Wage of at least \$1.25 per hour would help bring the low wage South and other low paid areas up to a level where Upstate cities can compete for industry.

On the issue of new markets for more jobs, Hogan said the natural avenue for use of our American products is Latin America. We should encourage the U. S. to buy raw materials from South and Central America — this would bolster the Latin economy, making it possible for those Southern Nations to purchase U. S. manufactured goods.

Kenneth Keating, Republican candidate for U. S. Senator, said that the restoration of Democracy in Unions is the first and perhaps the most important step in eliminating racketeering and crookedness from the labor-management picture. He promised to introduce a labor reform bill in the Senate if he is elected.

Mr. Keating said he would introduce legislation to accomplish the following purposes:

1. Insure a greater voice for members in the affairs of their labor organization.
2. Prevent misappropriation and misuse of union funds.
3. Eliminate abuses from so-called "Stranger" picketing. (Pickets not employees of struck plant)
4. Block the use of middlemen for "Union Busting".
5. Put teeth in existing legislation to protect pension and welfare funds.

## Clergyman Objects To Statement of G.E. President

In a statement to the Editor of the Schenectady Union-Star, Dr. J. E. Carothers, minister of the First Methodist Church, said that if Mr. Cordiner actually claimed the "Right to Work Laws" have helped organized labor increase its bargaining powers since the closed shop was outlawed by such legislation. Such a statement is misleading, capricious and fraudulent.

The so-called "Right to Work Laws" lead people to think that the purpose of these misnamed laws is to outlaw the closed shop, Dr. Carothers stated, however, the primary target of these "Right to Work Laws" is the union shop, and the difference between the union shop and the closed shop is so vast that any informed American should know the difference. The legislation that Mr. Cordiner supports, said Dr. Carothers, would make the open shop compulsory and the union shop illegal. Many industrial leaders feel that a compulsory open shop law will destroy the labor movement and cripple their good labor relations programs. Dr. Carothers said further that he knew some of these industrialists and they had told him that this was so.

The open shop or union shop should be decided in the process of collective bargaining and not by State laws. To restrict the option as Mr. Cordiner desires by State law is to invite State control over matters of industrial organization, said Dr. Carothers.

## Less Jobs and More Profit

After returning from a trip in the deep South and congratulating those State legislators that have supported the vicious anti-labor "Right to Work Laws", and predicting there would be more G.E. plant expansion in these low wage areas, Ralph Cordiner, President of the General Electric Company, announced that G.E. sales for the third quarter were down 4% as compared to a corresponding period in 1957; however, earnings for this period were up 6% over the earnings for the same period in 1957.

The over-all nine months of 1958 were not as healthy as the third quarter report — here the Company reports earnings were over 21 million dollars less than the same period of 1957.

While the report was strictly a financial report including the amount of money paid out in the form of wages and employee benefits, nothing was mentioned about the employment status of General Electric during the first nine months of 1958, and the comparison with the first nine months of 1957. In Schenectady, the reduction of jobs during the nine months of 1958 amounted to over 3,000 in the Schenectady plant. While the 3rd quarter looked brighter in earnings for the Company, the jobs were drying up in the Schenectady plant during this same period just as rapidly as they did during the first two quarters of 1958. The last quarter of 1958, according to the Schenectady management's report, will be just as bad as the previous nine months of this year.

We sure could stand some of that "Wall Street Sunshine" that Mr. Cordiner spreads in the deep South right here on "Main Street" in Schenectady.

**NOTICE**

### Special Meeting for Electricians

**Tuesday, Oct. 21, 1958**  
7:30 p.m.

Union Headquarters  
121 Erie Blvd.

**SUBJECT:—**  
PLACEMENT & REDUCTION OF FORCES

Executive Board  
Local 301, IUE-AFL-CIO

## Why You Should Join COPE

by Michael Rakvica

**Question:** Are corporations allowed to write off on their Federal taxes when they move a department from one State to another?

**Answer:** It is conceivable that a corporation moving a department from one State to another may be obtaining a tax gain by so doing under the guise of a "capital loss" to offset "capital gains". There could, of course, be other tax deductions such as expenses in winding up affairs of a department about to be moved out and expenses involved in the opening of the new department in another State. Undoubtedly there are other avenues of tax deductions available to a corporation under these circumstances. Many forms of tax relief sought by a corporation when it is shutting down a part of its business are granted and some are refused.

Put your home in the same category as a business, which it actually is. Are you afforded the same privilege as a corporation when you move from one house to another, be it in the same block or cross country?

See your steward about COPE today!

## Pension and Welfare Funds

As you know, the Congress has passed the Welfare and Pension Plan Disclosure Act which provides for complete disclosure on the operations of all management-run and labor-management pension and welfare plans.

For the first time, management will be compelled to disclose its handling of millions of dollars of money contributed by workers in the form of contributions and labor for the purpose of protecting themselves against the disabilities of disease, retirement or death.

*Get the*  
**FACTS! READ**  
*Your*  
**UNION**  
**NEWSPAPER**

# NEW RATES INCLUDING LAST INCREASE

DAY WORK RATES					
Labor Grade	Old Rate	New Rate	Labor Grade	Old Rate	New Rate
6	1.59	1.64	19	2.375	2.46
7	1.62	1.675	20	2.47	2.555
8	1.66	1.715	21	2.565	2.655
9	1.695	1.755	22	2.635	2.725
10	1.735	1.795	23	2.71	2.785
11	1.785	1.845	24	2.785	2.88
12	1.84	1.905	25	2.86	2.96
13	1.895	1.965	26	2.935	3.035
14	1.955	2.02	27	3.005	3.11
15	2.015	2.085	28	3.08	3.185
16	2.105	2.18			
17	2.185	2.265			
18	2.28	2.36			

DAY WORK PROGRESSION					
As of 9-15-58					
Job Rate	Start 1st Mo.	2nd Mo.	3rd Mo.	4th Mo.	5th Mo.
1.675	1.545	1.58	1.61	1.64	1.675
1.715	1.61	1.64	1.675	1.715	
.755	1.61	1.64	1.675	1.715	1.755
.795	1.715	1.755	1.795		
1.845	1.715	1.755	1.795	1.845	
1.905	1.715	1.755	1.795	1.845	1.905
1.965	1.845	1.905	1.965		
2.02	1.845	1.905	1.965	2.02	
2.085	1.845	1.905	1.965	2.02	2.085
2.18	1.845	1.905	1.965	2.02	2.085
					2.18 (Merit)
					2.18 (8 mos.)
					2.265 (Merit)
2.265	1.845	1.905	1.965	2.02	2.085

PIECE WORK RATES					
Labor Grade	T.R.	Old AER	New AER	P.W.D.W. Rate	
7	.54	1.62	1.675	1.675	
8	.57	1.66	1.715	1.675	
9	.60	1.695	1.755	1.675	
10	.63	1.735	1.795	1.675	
11	.67	1.785	1.845	1.715	
12	.70	1.84	1.905	1.755	
13	.74	1.895	1.965	1.795	
14	.78	1.95	2.015	1.845	
15	.82	2.005	2.075	1.905	
16	.87	2.075	2.145	1.965	
17	.92	2.135	2.21	2.02	
18	.97	2.205	2.28	2.085	
19	1.02	2.285	2.365	2.18	
20	1.08	2.37	2.45	2.265	
21	1.145	2.455	2.54	2.36	
22	1.21	2.54	2.625	2.46	
23	1.275	2.625	2.72	2.555	
24	1.34	2.715	2.81	2.655	
25	1.39	2.785	2.88	2.725	
26	1.43	2.85	2.95	2.80	
27	1.48	2.915	3.015	2.88	
28	1.53	2.985	3.09	2.96	
29	1.58	3.055	3.16	3.035	

## Current Events In My Section

by Allen E. Townsend

Docket #8545-58 filed in the MAC Department recently was settled satisfactorily after long drawn-out negotiations with the Company.

This case involved two brothers whose father died on a Thursday night. The contract states that when this happens, an employee is entitled to a maximum of three days' pay for time lost from his regular schedule. In this case these brothers took off Friday, Monday and Tuesday and showed up for work on Wednesday. The Company took the position that these men were only entitled to pay for Friday. They gave as their reason that the deceased was buried over the weekend, and; therefore, these men didn't need the additional time. They took this position even though the contract states clearly that the men were entitled to this lost time. After a long argument at the step two level, this case was referred to the N. Y. level where the Company took the same position. At this point, we asked for arbitration which was agreed upon by the Company. Shortly before the arbitration proceedings were to be scheduled, we received a call from the Company stating that they would pay these men the money to which they were entitled.

Docket #8768-58, filed in behalf of a laid off worker, complained that this man coming off of a "chip, grind and file" job was not being offered a proper job as provided under our contract. The job he was offered was in the Foundry and represented a cut in earnings for him of about 40c per hour. It

was our opinion that his proper job was in the LM&G Department where he could maintain his earnings. The Company refused to properly place this man so he took a lack of work slip while we processed the case to the N. Y. level. Shortly before this case was scheduled to be talked in New York, he was called in and placed in LM&G on the job we had originally asked for. An interesting side light on this case is that when this man applied for Unemployment Insurance, he was denied it due to the Company challenging his right to it. Out Legal Department took an appeal in behalf of this man and at a recent hearing the referee found against the Company challenge and allowed this man to collect his unemployment benefits.

The employment picture on women is getting no better. Lay-offs are continuing. As of 10/8/58, the service dates on cleaning women and Office Service were as follows:

40 hrs. Plant	4/29/42
40 hrs. Cafeteria	5/18/42
30 hrs. Cafeteria	7/2/42
30 hrs. Plant	1/21/43
25 hrs. Plant	2/10/43
20 hrs. Plant	3/16/43

The above dates represent the shortest service women in the plant on cleaning as of 10/8/58.

**LOCAL 301**  
**PARTY NITES**  
**EVERY TUESDAY**  
**7:00 p.m.**  
**UNION AUDITORIUM**

**NOTICE**

## Membership & Stewards Meeting

**Monday, Oct. 20, 1958**

1st and 3rd Shifts—7:30 p.m.  
2nd Shift—12:00 Noon

Union Auditorium  
121 Erie Blvd.

**AGENDA**

Election of District #3 Delegates  
Report on Negotiations  
Reports of Committees  
Regular Order of Business

**SOUND OFF!** ATTEND YOUR NEXT UNION MEETING!

