

Turbine Well-Organized—Made Good Conditions

The Turbine Department has always been well organized—even back in the old days when it was located in Bldgs. 60 and 49.

The high percentage of organization has paid off in the form of satisfactory settlement of most of the grievances in the department. Working conditions through Turbine are maintained at a high level because the shop stewards and Executive Board members in the department are always alert to any violations and are ready and willing to give immediate service to any member who has a complaint.

One of the most important victories won by the Turbine workers through their Union was the elimination of the need for the 3rd Shift to work up to Saturday noon in order to get a 40-hour week. The 1st and 2nd shifts were obliged to work eight hours and with the half hour for lunch both shifts consumed a total of 17 hours leaving 7 hours for the 3rd shift. With the half hour out for lunch, it left the 3rd Shift with a 6½-hour day. This was eliminated by negotiating an overlap of shifts.

The record of settlements on grievances affecting prices, hours and working conditions reflects the organized strength in the department as well as the service that Local 301 has been known so well to give. Taking a 12-month period, ending January 1, 1954, the following is the record of cases that went beyond the foreman's level:

No. of Cases Handled in Division Meetings	220
No. of Cases Settled Satisfactorily in Division Meetings	200
No. of Cases Settled Unsatisfactorily and moved to Bldg. 41	15
No. of Cases Settled Satisfactorily in Bldg. 41.....	12
No. of Cases Moved to New York	3
No. of Cases Settled Satisfactorily in New York....	0

Ranze Fund Deadline Monday

A few weeks ago it was agreed that any local leader who wished could make collections for the fund for Beverly Ranze. Barbara has succumbed to Cooley's anemia — your donations will aid Beverly in her fight for life. It is requested that all collection boxes be turned in to the Union office no later than 5:00 P.M., Monday, July 19.

IUE Local 301 Sponsors Little League Teams



NORTHSIDE LITTLE LEAGUE TEAM — 1st row, left to right: Richard Maitino, James Nangle, Edward Fairbairn, Roy Schaffer, (Bat Boy), Terry Cain, Anthony Rossi and John Cain. 2nd row, left to right: Robert Mills, Leonard Porter, Phillip Cognetta, Sr., Coach; Phillip Cognetta, Jr., Carl Iovanello, James Seaman, Anthony Kasowski, Roy Schaffer, Manager; Peter Pandori and Louis Saccocio.

Officers Statement

(Continued from Page 1)

The election campaign showed up UE for what it is . . . suspect and questionable. The riddance of UE is good for us, for the labor movement in Schenectady and for the community. Now that the election is over we will close the ranks; we shall endeavor to show those who oppose us in this election that their best interest will be served by joining with us. We have a common purpose. For 17 years we have proved our sincerity in behalf of the General Electric worker. We shall keep our gains and make new gains and your leadership is presently engaged in just that. We now face the future with confidence. Confidence is based upon success, after the struggle of the past. Our job will never be completed. It is a day to day job to which your Local will always be alert. Your leadership pledges that it will serve every General Electric worker with courage and with sincerity. Every General Electric worker can look on June 30th as a day of emancipation. Forward and onward, united in a common purpose, shall be our watchword.

Signed—
James J. Cognetta, President
Joseph Alois, Vice-President
Joseph Whitbeck, Treasurer
Miles G. Moon, Record.-Sec.
R. Rudolph Rissland,
Asst. Record.-Sec.
William Mastriani,
Chief Shop Steward
Leo Jandreau, Business Agent.

GE Stands on UE Sell Out!

(Continued from Page 1)

result in thousands of shorter service people being laid off. It was obvious to the Union Committee that GE is taking complete advantage of the settlement that was made with Nat'l UE, who accepted the Co.'s original offer made May 24th, with an effective date of July 2, 1954. Moreover, the two days of constant discussion proved that the Co.'s representatives lacked authority to reach any settlement with the Union. They constantly stood on the original offer that was made on May 24 with some minor modifications.

While Boulware controlled his representatives from reaching a settlement, he refused to show his face during the two days, even though the Union Committee demanded that Co. officials with authority to bring about a settlement be brought into the meeting.

To make the situation more provocative, Boulware withdrew his representative, Mr. Day, on Wed. morning and left Mr. Burnison to head up negotiations for the Co. Only after the Union Committee had demanded proper representation from the Co., would Mr. Day return to the negotiating table by 12 noon. In an admission to the Union, Mr. Day said he had little latitude in these negotiations and speaking on the question of an effective date, claimed he was only permitted to

IUE Local 301 is the sponsor for teams in the Northside and Bellevue Little Leagues.

The Northside Little League finished in 2nd place last year and at present are right in the running for the pennant again.

The standings as of July 12, 1954, are as follows:

	W	L
IUE-CIO	7	5
Steelworkers, CIO.....	7	5
Schenectady Auto		
Service.....	5	7
Asphalt Stone Products..	5	7

James Seaman is the leading batter with a .638 average and Bucky Kasowski is the leading pitcher with 3 wins and 2 losses.

go back to the beginning of the week, Mon., July 12.

The Union Negotiating Committee pointed out there were four items to settle the negotiations.

1. Transfer of work and farm-out of jobs.
2. A one year opener on wages.
3. \$1.25 min. wage in new plants.
4. A 5% wage increase.

The Union Committee requested that either Mr. Day take the four points to his superior, Mr. Boulware, and reason with him or bring Boulware to the negotiations.

Wednesday, at press time, the Co. held firm with no accord in sight.

The Co. officials pointed out during the discussions that the majority of the 100,000 GE workers represented by the Union would be happy with the offer according to the reports they had received from local management.

LOCAL 301 NEWS

IUE CIO

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Aug. 2, 1954

No Compromise Says G.E.

UE Complaint Against Local Dismissed Jobs Still Main Negotiation Issue —

Last Monday Judge Goddard of New York dismissed a complaint against the officers of Local 301, IUE-CIO, paving the way for release of approximately \$375,000 in assets now frozen by an injunction brought by National UE.

Despite their resounding defeat in Schenectady June 30, the discredited UE outsiders from New York City still attempt to run local affairs. Albert Fitzgerald, Pres. of UE, faced with this latest defeat in the courts, promptly made a "grandstand offer". UE would now be willing to release the \$136,000 held in the Building Fund, he said, providing shares are given every man who contributed to the fund. Even at that this offer could be acceptable if he would agree to do the same—by giving shares in the UE Building on 11 E. 51st St., New York, to every member who has contributed through payment of per capita tax to National UE.

In a statement released to the press Local 301 summed up its position as follows:

The Local flatly refused Fitzgerald's conditions. It should be remembered that these grandiose orders come from the marble palace owned by the UE but purchased in part with money paid by GE workers to whom no certificates of ownership have been issued.

IUE Local 301 will not need the advice of Mr. Fitzgerald or anyone else in New York on how to operate the building for Schenectady workers.

The way is now open for the Local's attorneys to submit an order asking that the injunction itself be vacated since the complaint itself has been dismissed.

General Electric's spokesman in the present Contract negotiations meeting, Mr. Virgil Day, refuses to offer any solution on transferring of work from large G.E. plants to small, new plants all over the country. Likewise, he refuses to

offer any solution to stop the farming out of work to outside vendors, even when a department is laying off employees. Mr. Day says, "Take it as is or else lose retroactivity".

Mr. Day, speaking for Boulware, Vice-President in charge of Labor Relations, who has not shown up as yet during the negotiations, has no authority to compromise or reach a settlement that would give the G.E. workers a little feeling of job security.

In face of the thousands of G.E. employees who will lose their jobs because of the planned transfer of work to new G.E. plants within the next 12 months, Mr. Day wants very much to tie our hands with a 15½-month agreement which gives the Company free sailing into their new program outlined on pages 2 and 3 of this issue of the paper.

Mr. Day suggested talking to the local plant managers on transferring of work and farm-outs. Mr. Stevens has publicly stated, "We will be moving what was formerly known as our Industrial Control business to three other locations . . . it is our objective to accomplish this with a minimum of discomfort to those involved". He has repeatedly referred to the Company's offer as a "Chromeplicated Offer in a very thin year".

The lie to this statement was made in the recent report by G.E. that their earnings for the first six months was a New Record High and 24% over last year's first half earnings.

The Union has requested the Federal Mediation Department to intervene and call the next meeting.



New Union Hall Plans Let Out for Bids

This week Local 301 has instructed Mr. R. L. Bowen, architect for the new Union Hall, to proceed with the necessary steps toward actual construction.

The plans are now being let out for bids from contractors. It is the Local's hope to be in a position to accept the lowest bid and be in the process of construction by October of this year.

Schenectady members realize the urgent business and social need for this new and large modern building which includes space and facilities for increased and better welfare plans also.

The fact that the City of Schenectady has purchased the Union's present accommodations makes the need for the new building more imperative, of course.

National UE's latest defeat in the courts in their attempt to deprive Schenectady workers of their money in the Building Fund has brightened the picture for the near future.

EXECUTIVE BOARD TO MEET WITH MANAGEMENT

All Board Members are to Meet at 10:00 A.M. at Bldg. 45 (Firehouse), TUESDAY, AUG. 3rd

GE's Run-Away Plans Exposed!

Plan of GE Will Bring Mass Lay Off, Speed-Up, and Wholesale Price Cutting

The General Electric Company is moving ahead with an immense—almost incomprehensible—plan to break up its big GE plants into dozens of new small operations scattered throughout the country, primarily in the South.

"You will note the all-time high in 1953 and the tremendous task that lies ahead. The planning of new facilities and construction of new plants at the rate of over \$150,000,000 a year is a distinctly new experience for GE Manufacturing men.

"Without real decentralization, it would be an impossible task . . . we will need to attain further physical decentralization of plants."

"Perhaps you, too, have been misled by these figures on numbers of plants, and perhaps you, too, thought GE was already decentralized.

21 Plants Closed

"Yes, we have 132 plants in 101 cities in 25 states from Maine to California, BUT, did you know that:

"1. Over 87 percent of our people work in plant cities where we employ 1,000 or more people per city?"

"2. About 67 percent of our people are in plant cities where we employ 10,000 to 40,000 people?"

"3. As a matter of fact, 55 percent of our people are in only seven plant cities where we employ 10,000 to 40,000 people (Schenectady, Lynn, Evendale, Erie, Pittsfield, Syracuse and Fort Wayne.)

"So far as decentralization of people, we have merely scratched the surface.

"Since 1947 our plant list has increased only seven, from 125 to 132, BUT we have actually added 28 plants and closed or integrated into other operations a total of 21 plants.

"We have discontinued operations in 12 cities, only three of which have a population under 10,000 persons.

"We have started operations in 24 new cities and 11 of these have a population below 10,000.

"So we may expect to hear more of GE plants like Edmore, Michigan; Limerick, Maine; Jonesboro, Arkansas; Linton, Indiana; and Waynesboro, Virginia.

"This is the setting for your work simplification in General Electric, a new, truly-decentralized organization.

"Further physical decentralization of plant, with more 'small-plant' atmosphere.

"A more rapid evolution of mechanization with more complete automation (push-button machines) that require no or few workers) in some product lines.

"It is in this area that your efforts will write history for GE."

GE always denies this.

But finally the documentary proof has been uncovered. Finally IUE-CIO has obtained the document which sets forth these plans for only the highest officials of the company.

This document outlines GE's plan as follows:

1. Making many little plants out of the big ones.

2. Moving the jobs of present GE employees to "smaller towns where we can have a more favorable labor market." (Which means where GE can get the same work done for rates 80c, 90c and even \$1.00 an hour under what it now pays.)

3. An intense speed-up of employees over the next ten years to get the same amount of production without increasing its labor force over the present level.

4. Introduction of a scheme for colossal rate-cuts on practically every job that is not moved out.

5. A vast plan for introduction of new automatic equipment that will turn out the work of dozens, hundreds, even thousands of employees without the use of manual labor.

This document contains the minutes of a conference of some of the highest GE officials in Schenectady on April 21, 22 and 23.

10-Year Plan

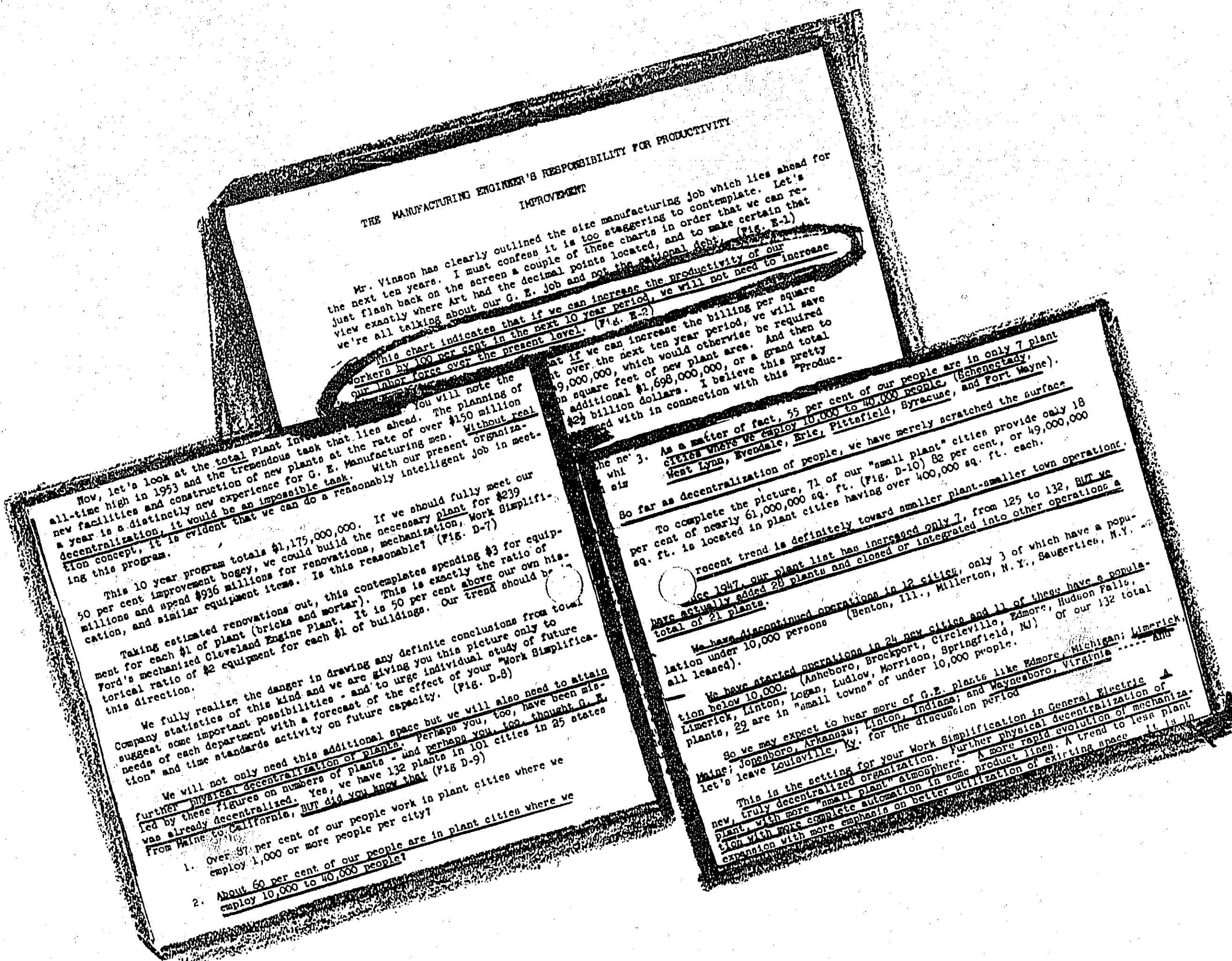
At this conference, top GE division vice-presidents outlined to plant managers and other technical officials of the company just what GE is doing. Specifically it set forth a ten-year plan.

Here is the way A. F. Vinson, GE Vice-president in Charge of Manufacturing, set forth the plan in opening the conference on the first day:

"The years 1950 to 1953 may well be a better index of a growth pattern—and they point to \$6.3 billion for 1953.

"Our Company task, therefore, is to double output during the decade ahead. Our manufacturing task is to provide this doubled capacity

"Now, let's look at the total plant investment program.



THE GOODS—Here are the exact quotes of two of the GE officials—Vinson and Beardslee — setting forth the company's plans of 100% speed-up in production and "more GE plants like Edmore, Limerick,

Jonesboro, Linton, Waynesboro, etc. . . . In the past five years GE admits that it has "discontinued operations in 12 cities." But if GE gets away with this plan, it will be discontinuing a lot more in the

future and opening up dozens of new plants in the South "with a small-plant atmosphere . . . where the labor market is more favorable.

Then Vinson went on to tell why GE is doing this.

As always with GE, more and more profits is the reason. Here is what the Vice-president in Charge of Manufacturing said:

"We have a great field of work ahead. Even in our most mechanized operations the labor content remains high.

Wholesale Rate-Cutting

"You probably wouldn't guess that even in our Lamp Division direct labor is over 25 percent of our manufacturing cost. All departments have unlimited opportunity in this time standards-methods improvement field.

" . . . Expenditures should be directed to mechanization, new methods, renovation and new plant only for relocation of businesses in more favorable areas."

What GE means by "more favorable areas" was specified later on when another top official got up to point out that the phrase means "more favorable labor markets." In particular he cited the run-away of hundreds of jobs from Schenectady to Bloomington, Ill., undertaken because GE found that it could get the same work done for costs far under what Schenectady workers were being paid.

Still Wants More

GE's rate of profits is far be-

yond any other company in the electrical industry. But that isn't good enough for the new crowd of officials who are running GE. They demand more. And more.

This is the plan of running-away IUE-CIO has been fighting.

This is why IUE-CIO is demanding \$1.25 as a corporation-wide minimum wage.

This is why IUE-CIO is demanding job security, plant security, community security.

Negotiations are still going on. If GE workers fight this scheme they can stop the run-aways and keep their jobs.

If they don't . . .

4,000 May Be Affected in Schenectady

The present plans of General Electric to decentralize the seven large plants where 55% of the G.E. workers are presently employed will affect Schenectady in numbers of people to a greater degree than any other G.E. location.

The Industrial Control Division as we knew it some time ago has been broken up into four departments: Appliance Control, Industry Control, Spec. Control and Gen. Purpose Control.

Appliance Control has already been transferred to Morrison, Illinois—about two years ago. This job employed several hundred men and women. The local plant was unable to absorb all these employees—the result is that women with service dates of 1943 have been laid off for lack of work.

The Company has announced that the other three Control departments will be transferred to Bloomington, Illinois; Waynesboro, Virginia and Roanoke, Virginia. At present there are approximately 2,000 hourly rated men and women and 1,900 salaried employees in these departments or approximately 3,900 totally employed. The departments are located in Bldgs. 89, 81, 73, 73A, 69, 53, 60 Gallery and 285.

Likewise, the Industrial Heating job is scheduled to go to Shelbyville, Indiana. At present there are approximately 250 hourly rated people and 100 salaried employees or approximately 350 totally employed. Together, with the Control Departments, over 4,000 people will be affected by this arbitrary move of the G.E. Company.

The last time such a large group of employees were affected by lack of work in Schenectady was in 1938 when approximately 4,000 workers were laid off. The service among those affected and laid off went up to 15 years.

While the Schenectady plant will be hard hit by the Company's decentralization plans, the same thing will happen to G.E. workers in 7 large G.E. plants throughout the country. The Union's National Negotiations Committee has pointed out to the representatives of the Company in the current Contract negotiations that the Company must declare a moratorium on this transfer of jobs and farm-outs before negotiations can be concluded. The Union pointed out that wage increases and improvements on holidays and vacations don't mean anything if you lose your job.

The policy of management so far on this question of jobs can be best understood in the statement made by D. F. Copell at a Manufacturing Conference held in Schenectady on April 21, 1954:

"Suppose we bury a dangerous fallacy, which is being voiced by many business men, and by many labor leaders, and politicians, that it is the function of business to furnish jobs. From the economic and from the engineering angle, such a statement is sheer nonsense. Rather it is the function of sound industrial management continually to decrease the number of man-hours required to produce a given amount of output."

The transferring of work from Schenectady affects not only the G.E. workers but also affects every professional and business man in this community.

During the first six months of this year, over 2,000 hourly rated men and women have been removed from the payroll. We do not have a record of the number of salaried people who have been removed. Likewise, an additional 2,000 have been transferred within the plant because of lack of work and in many cases were placed in a lower rated job which resulted in a reduction of earnings. Management says, "Don't worry—we will make the move with the least discomfort possible." It may be painless to those affected, but it is not a comfortable outlook to worry about losing your job within the next year.

The Bloomington, Illinois, plant is constructed and maintenance men have been working in Bloomington several months—the report is that the machinery will be moved from Schenectady by November of this year.

IUE-CIO LOCAL 301 NEWS
OFFICIAL ORGAN OF LOCAL 301,
REPRESENTING SCHENECTADY
GE WORKERS

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Unemployment Rises

For the ninth successive month, employment in manufacturing has declined. Latest available figures --from April to May--show 193,000 workers were added to the army of unemployed.