

INSULATED MATERIALS DEPARTMENT
TO REMAIN IN SCHENECTADY (cont'd)

WITH THE REDUCTION IN EMPLOYMENT, that will take place in the Turbine Dept. by the end of this year, the action in the I.M. Dept. will help soften this layoff. We feel that the decision to keep the I.M. Dept. in Schenectady and expand here is really progress that will benefit everyone in our community.

WE STAND FOR PROGRESS -- AS LONG AS THAT PROGRESS IS FOR THE GOOD OF THE ENTIRE COMMUNITY.

We of Local 301 have always had and always will have "a constructive attitude" whenever the welfare of our working men and women and that of the entire community is concerned. The future of our city depends upon employment security. When we have full employment, in Schenectady, then we will have prosperity for everyone.

ORGANIZATION DRIVE BEGINS OCT. 1ST (cont'd)

IUE Local 301 has always enjoyed a high percentage of Union members in our Bargaining Unit. As of August, 90% of the eligible employees were members of the Union. This leaves approximately 900 non-members, 200 of whom have resigned from the IUE and who are subject to all back dues and initiation to be paid before they can rejoin the Union. Approximately 700 are eligible for our Union and they should be encouraged to join.

During the Membership Drive, Initiations will be waived for those signing up during the month of October. Each Shop Steward will be supplied with application cards and membership buttons to be worn by members only. Identification of those who are members in good standing will be made on Friday, October 9th; when the member receives his pay check, he will show the Shop Steward the Union dues deduction on his pay stub and receive a membership button. All cash payment members must appear at the Union Office to receive their buttons.

Let's all get behind this Membership Drive and make Local 301 ONE HUNDRED PERCENT UNION MEMBERSHIP among the eligible General Electric employees.

SHOP STEWARD IN SAC WINS CASE

Recently a Shop Steward in SAC complained that he was being forced to do D.W. and development at the D.W. rate while P.W. was available. He filed a grievance in his own behalf. After receiving the usual unsatisfactory answer, the case was scheduled for a 2nd step meeting with Christman, Mastriani and DeGraff negotiating for the Union. The Union negotiators contended the man was entitled to average earnings for all time spent on D.W. as per past practice. The Company finally conceded that the Union position was right and agreed to pay this man average earnings for the time worked which in this case was twenty hours.

FACTS AND RIGHTS OF WORKERS
ON LACK OF WORK

This article is to notify all workers again of their unemployment rights, whether these are caused by lack of work or by a rotation cycle.

First, a worker, when informed by management of L/W or rotation, must report during the week that this condition occurred. If this is the worker's first time on L/W, he should apply at the unemployment office the first day of his time off. If the worker on L/W had previously qualified for unemployment within his year's period, he should report on the first day of unemployment.

Eligibility for benefits, whether waiting time days or compensating days, is determined by these conditions:

1. A worker is qualified if he works any part of any work week, Monday thru Sunday, and earns less than \$45.00.
2. He is qualified for unemployment pay if he has worked 20 weeks or more in the past year.
3. He also qualifies if he has worked 15 weeks or more in the past year and 40 weeks or more in the past 2 years.

The amount of pay a worker receives is determined by his or her earnings during the past year. The maximum is \$45.00 per week; the minimum is \$10.00 per week. (Example: If a worker qualified for \$40.00 per unemployed week, his or her rate of pay per qualified day is \$10.00, as the unemployment rules are such that you can qualify only 4 days in any work week, which is period of 7 days covering Monday thru Sunday. These days are called effective days and a worker can qualify for 104 effective days per year which means you can collect unemployment for 26 weeks in any given year.

We sincerely hope that this information will help to clarify the many questions which come up from time to time. If there is any question by any worker on lack of work and there is any doubt on what he or she should do, they should contact the Union Office.

"SHOP TALK"

WSNY (1240) EVERY MORNING WITH DON WEEKS AND BILL DUFFY 6-7 AM - featuring GE Shop Personal News, Bowling Scores, News, Sports, Music, and Local 301 News and Interviews.

Please send all news items to Art Christopher at our Union Office.

LANSON COLE HIGHEST CONTRIBUTOR

Lanson Cole, Shop Steward for the Firemen in Bldg. 45, has contributed \$10.00 to the Trenton Strike Fund. To date, Steward Cole is the highest contributor to the Strike Fund.

"NOT ONE STEP BACKWARD"—GEORGE MEANY

(Story on Page 4)

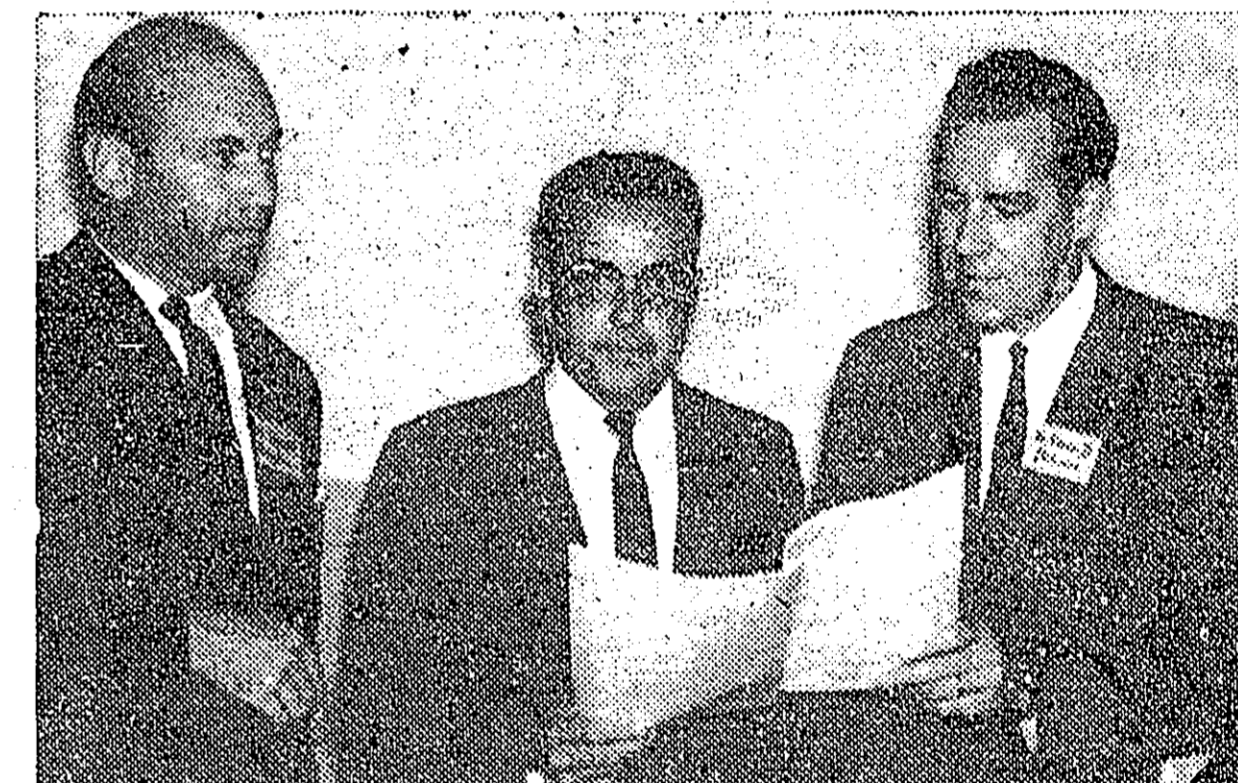
LOCAL 301 NEWS
IUE 301 AFL-CIO

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

October 2, 1959

Membership Drive Now Under Way!



Harold Friedman, retiring president; Leo Jandreau, who spoke on "Labor's Role in Community Services"; and Dr. Edwin D. McLane, new president, discuss program at Annual Meeting of the Family-Child Service Agency held in cooperation with Local 301 at the Union Auditorium last Monday evening.

Family Counseling For Members
Keynotes Meeting At Auditorium

Services including marriage counseling, parent-child relations, homemaker service, foster homes and adoptions were explained at the annual meeting of the Family and Child Service of Schenectady, Monday night, September 28th, 1959. The meeting was held at the IUE Hall, 121 Erie Blvd., in cooperation with Local 301.

Family counseling for the Union member was the theme of the meeting. The principal speaker was Mr. Leo Jandreau, Business Agent of Local 301, whose topic was "Labor's Role in Community Services." A question and discussion panel consisted of: Mrs. John H. English, Mrs. John W. Miller, Mrs. Edith Klemperer and Allen Townsend, Asst. Business Agent.

"People With Problems" the common concern of Labor and Family Service Agencies, was

presented on documentary film with colored slides.

During the past year service was given to 652 different families. This necessitated 4,705 confidential interviews with families in the office, in the home and with other people in the community.

Last year casework service was rendered to over 100 families where at least one member of

(Continued on Page 2)

Yesterday, October 1, 1959, touched off Local 301's membership drive to organize all eligible members of our Bargaining Unit.

In times like these and under some of the conditions that exist in the GE Plants today, IT PAYS TO BELONG TO A UNION!

The purpose for the drive is to fortify our ranks by organizing the unorganized and thus better strengthen our ranks for the coming negotiations in 1960. From observations being made on current contract negotiations, coupled with the G.E. Company Official's attitudes, we will need all the strength and support we can muster in order to make some economic progress for all General Electric workers in October, 1960.

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IUE-CIO LOCAL 301 NEWS

OFFICIAL ORGAN OF LOCAL 301, REPRESENTING SCHENECTADY GE WORKERS

Published by the Editorial Committee
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121 Erie Blvd. Schenectady 5, N. Y.

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Family Counseling

(Continued from Page 1)

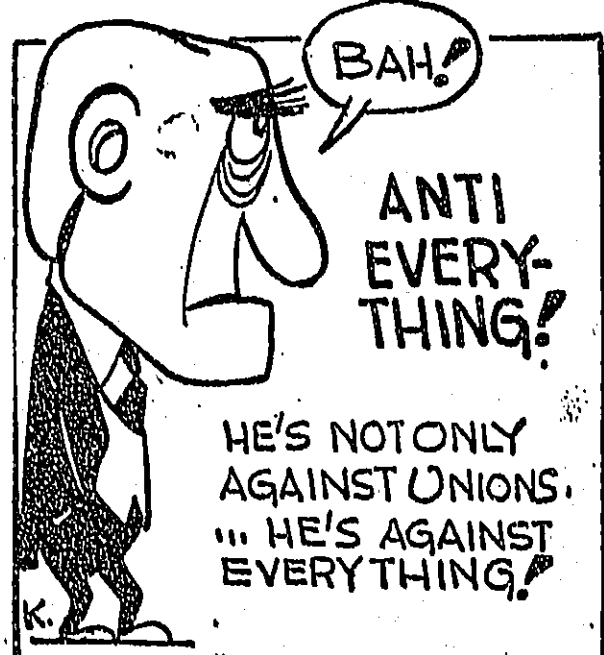
the family was employed by the General Electric Company.

Labor Unions, through Union Representatives, have taken an active part in aiding members to find the appropriate help for personal problems.

The purpose of the meeting was to become better acquainted with the agency's work and to ascertain whether a closer liaison between the union and the agency will be beneficial to all concerned.

Leo Jandreau stated, "We are endeavoring as part of our community relations program to bring groups in our community closer to us and at the same time to understand their programs and activities as well as they understand ours."

Small People



Copyrighted Labor Posture

EDITORIAL:

For Your Own Protection . . .

In times like these . . . and under some of the conditions that exist in the GE plants . . . IT PAYS TO BELONG TO A UNION!

A chain-wide membership drive is now on in your department to unionize that non-union worker . . . the man or woman who, either because of selfish reasons or the fact that he or she just doesn't understand the need for unity, is free-loading on your organization.

For only 13c a day everyone can secure the best insurance policy in the world . . . UNIONISM.

The only thing that GE understands is STRENGTH . . . and that can only be secured by UNITY!

SIGN UP THAT NON-UNION MEMBER TODAY.

\$1,418.95 to Trenton Strikers . . .

The members of Local 301, are to be commended for the fine display of loyalty to their fellow strikers at Local 455, IUE in Trenton, N. J. \$1,418.95 was forwarded to them in record time to help relieve their hard pressed families who were forced to tighten-up their belts for 12 full weeks . . . We're glad to see that they have finally returned to work once again. . . .

Is This Their Reward?

We'd like to cite a recent case of how GE rewards its non-union employees after years of faithful service. . . .

Ed Lahey, a former foreman, was hired by the company in 1916 . . . 44 years ago. Mr. Lahey was employed as a foreman for 32 years supplying the entire plant (before decentralization) from purchasing and stores provisions. Today, with this vast experience and amount of service they can't find a suitable job for him. He has been working on a grade 12 job for the Turbine Department. . . . It seems they couldn't locate any lower grade than a 12 so they sent him to work as a stock keeper, Class A, in the Turbine Dept. He was given no choice of shifts and is now working on the 2nd shift.

THIS WAS HIS REWARD!

GE is forever claiming that they always treat their employees fairly and squarely. . . . They're forever trying to convince their salaried employees that they don't need a union. . . .

In our opinion the treatment of this employee, after so many years of faithful service, is indeed a disgrace!

We wouldn't be a bit surprised to see someone else with this kind of service (in the salaried unit) sweeping the floor for us, someday. . . .

GE SAYS YOU DON'T NEED A UNION . . . WE SAY, "YOU DO!"

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YOUR FAMILY NEEDS SECURITY, SO DO YOU!

DON'T DELAY, SIGN UP TODAY!

IN UNION THERE IS STRENGTH,

JOIN THE UNION, BE SECURE!

Watervliet Local 308, IUE Signs First Contract: 15c to 25c Raise

A 15c to 25c raise in salary, a Union Shop, overtime and double-time for holidays were just a few of the many benefits gained by employees of the Watervliet Iron and Brass Company who voted for the IUE just a short time ago.

Members of Local 308, IUE, also gained the following besides other contractual gains:

- Check-off dues
Jury Duty Pay
Funerals—3 days off
7 paid holidays
Seniority
Job Posting

Vacations: 1 week for 1 year's service, 2 weeks for over 1 year's service (vacation week to be 40 hours).

Washup time: 5 minutes before lunch, 5 minutes before quitting time.

Company to pay 50% Insurance, Hospitalization, Medical and Surgical amounting to about .06 per hour per employee.

McClellan Committee

The McCLELLAN COMMITTEE'S three-year investigation of "labor-management corruption" has now tentatively ended. The committee's closing day, early in September, was marked by GOP political demands for a "thorough-going" study of the UNITED AUTO WORKERS. REPUBLICAN members of the committee have been attempting to attack the UAW by bringing up decade-old charges and "leaking" stories to the press of testimony developed during executive session. SEN. JOHN KENNEDY (D., Mass.) called the new UAW hearings a "monumental waste of time" and charged GOP members with using the committee to "carry on political warfare" and to "indict a union whose political philosophy differed from theirs."

How to "Break" a Strike (?)

DUN'S REVIEW, in an article entitled, "The Anatomy of a Strike," tells employers how to "shape" strike strategy. Its advice includes: "Remember a strike is an industrial war" and "Don't assume that a strike will be short-lived." It lists three ways for the employer to "win." These include the "strategy of the summit settlement," the "strategy of over-the-head (of the union) to the worker," and the "strategy of the power play" in which the company deliberately keeps the plant open.

PLACEMENT NEWS

The following are the shortest service Office Cleaners in the plant as of 9/25/59:

Table with 2 columns: Service Date and corresponding hours/plant information.

The following are the shortest service dates in the plant on laborer jobs as of 9/25/59:

Table with 3 columns: Code No., Service Date, and department name.

As you can readily see by the above information, it now takes more than 17 years of service for women to even hold down a 40-hr. cleaning job.

Also, it is apparent that 9 years service for Common Labor work isn't too good and with the continued layoffs in Turbine, it's bound to move back rapidly in the near future.

It must also be mentioned that these low rated laborer job dates are going to move back rapidly. Some examples are the following shortest service R-10 workers in the following departments:

- LM&G—8/7/50
LST —8/2/48
SAC —11/9/48
MAC —7/29/47
Fdry. —8/2/50

There have been more than 60 workers displaced on Common Laborer jobs in the past 2 weeks.

"YOUR VIEWS IN THE NEWS"

"COFFEE BREAK"

Workers in the Bearing Section of Building 273, "D" Bay were treated last week to a sight that could be found no where else. Twelve members of the Harris Committee paraded down the aisle, each with a cup of coffee in his hand.

Some say that G. E. coffee is brewed so strong and Harris Committee members are so weak that one man can just about carry one cup of brew. Others in the know say that the committee could not agree on who should get the coffee and as the Harris Committee must always be in agreement it was agreed all should go together. Still others think that the committee figured it most efficient to have all twelve men busy and not waiting around for their coffee. Be that as it may the proof is there that the Harris Committee approves and participates in that honored American custom "the coffee break".

We who saw the parade are glad to know the coffee break

has approval of the efficient committee but wonder as to the efficiency of twelve men to carry twelve cups. A suggestion has been turned in on a money saving system for the committee to secure their coffee. In expectation of being duly rewarded and having our picture taken some of us are wearing clean shirts to work every day.

A. Daszewski, #273

"WELL DONE"

Michael J. Riggs, with many years of service in Local 301, recently complimented all the officers of the union for fighting so hard to win his case in a signed testimonial which he sent to Union Office.

In his note he urges all non-union members of the bargaining unit to "protect their rights by signing up now. Membership in our union is like insurance . . . it pays off!"

It sure is nice to receive a compliment, once in a while, for a job well done.

Al Townsend, Ass't Bus. Agt.