

# THIS MAY BE YOUR JOB!



The picture shown here was taken Wednesday morning on 2/9/55 and shows machines from the Control Dept. — representing jobs — rolling out of Schenectady. This picture goes on week after week — where does it stop?

## Jobs Going Out!!! Jobs Coming In???

The machines — or jobs — you see pictured on this page as they leave Schenectady are an example of the 4,000 jobs being transferred by G.E. 1,500 jobs are leaving Schenectady for Roanoke, Va.; 1,500 more jobs are leaving for Bloomington, Ill.; also 500 jobs are moving to Waynesboro, Va.; and still another 500 jobs are going to Shelbyville, Ind. This is a picture of the future for the workers and community of Schenectady. The following approximate figures showing the decrease in the factory workers or bargaining unit give a picture of what has already happened in Schenectady:

1954 — 19,000  
1955 — 15,000

**"We looked at the Middle South and found the economic climate right for the operation of a profitable General Electric Plant."**

This is a statement of Ralph J. Cordiner, President of General Electric Company, in which he emphasized that most important is the business climate of the plant community.

He further stated: "When you find good people coupled with other items like friendly cooperation of state and local governments, good shipping facilities and proximity to markets, then you're ready to meet your competition. We found all these in the Middle South."

**What's wrong with Schenectady, Mr. Cordiner??**

G.E. talks of spending 80 million dollars over a period of 5 years for improving the drainage system, research or laboratories. Instead of talking in terms of dollars we would rather talk in terms of people. Will G.E. deny that this could be the picture of the future for Schenectady?

A reduction of 4,000 in the 12 months 1955—the same as in 1954—plus 2,000 more jobs scheduled to leave Control by the end of 1956—would leave a total of 9,000 jobs left in Schenectady at the end of 1956. Further plans for transferring jobs, leaving only Turbine, Large Motor-Generator, Medium Induction Motor Divisions and General Utilities in Schenectady would mean a drop to 8,000 jobs left? Does G.E. deny the picture?

1956 — 9,000 ?  
1957 — 8,000 ?

# LOCAL 301 NEWS

IUE 301 CIO

Vol. 1 — No. 44

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

March 11, 1955

## Stevens Says G. E. Will Try To Prevent A Strike

### SHOULD PETITION BOULWARE

A. C. Stevens, Manager Schenectady Relations and Utilities, speaking to a group of employees last week, stated: "The Company would do everything in its power to prevent a strike." If the national officers of G.E. who are charged with the authority to negotiate a Union Contract believe in the statement made by the Schenectady G.E. Manager, there should not be a strike. However, we say to Mr. Stevens that just giving lip service to this claim will not go very far in trying to achieve this objective, nor will trying to tell the G.E. workers how to run their Union by advising them to make demands on the Union leadership in an attempt to reverse the present position of the Union membership to strike if necessary. If Mr. Stevens is sincere in his efforts to prevent labor trouble, we suggest that he petition Mr. Boulware, his boss, and try to induce him to make an offer to G.E. workers this year that will be acceptable. If this could be accomplished, it would be the best guarantee against labor trouble.

### FORCED BY BOULWARE

Mr. Stevens should know — at least, Mr. Boulware certainly does — that strike action is labor's final weapon to be used against an employer only when the employer refuses to give the employees the things that they justly deserve. After five years of experience with Mr. Boulware's methods of collective bargaining, the G.E. workers through their Union became aware that coming to the collective bargaining table with a hat in hand policy did not pay off very well in benefits to G.E. workers. While it is the aim of the Union to reach reasonable agreements through peaceful negotiations without the

(Continued on Page 3)

There's One In Every Shop . . .

Write your letters to the Joint Labor and Industry Committee representing both Houses. Address them as follows:

Chairman John L. Ostrander  
Joint Labor & Industry Comm.  
New York State Capitol  
Albany, N. Y.

or  
Vice-Chairman Ernst Hatfield  
Joint Labor & Industry Comm.  
New York State Capitol  
Albany, N. Y.

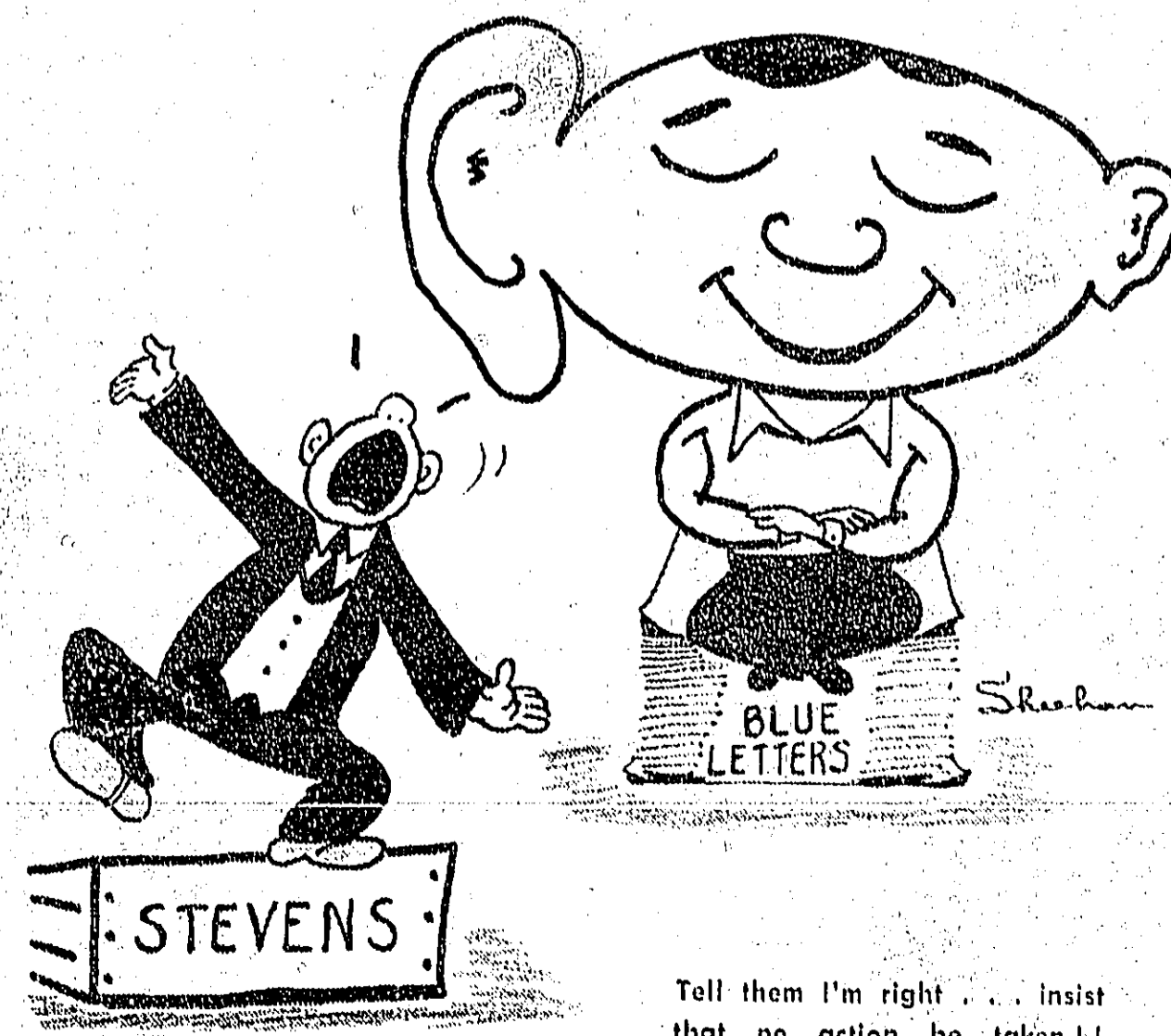
Also, Oswald Heck can be of great influence in getting these Resolutions out of committee and having them approved by both Houses.

### WHO SAID THIS??

Our 2.68% offer is a "deluxe, chrome-plated model" in a "thin year".

Note — The "thin year" netted \$212 million profits.

G.E. officials — Contract Negotiations — June 1954.



Tell them I'm right . . . insist that no action be taken!!

## Wage Increase For Bldg. 85

After months of waiting and many discussions, the Union and the local management agreed last week on a proposal to increase the production workers' rates in Bldg. 85 by 15%.

The increases will only affect those employees who are directly engaged on production operations and not those engaged on service operations which carry the standard plant rates.

The complaint from the production workers was based on their being required to produce incentive quotas and only being paid day work rates. The management claimed they still were developing methods and procedures in the department; however, they conceded the present effort by the employees was satisfactory. The 15% will bring the present rates which are on a day work level to a rate approximately 10c over the comparable A.E.R. rate. While the new rate will be considered as an incentive rate paid for as a result of incentive effort by the workers, it will not fluctuate with production output.

## Urges Higher Wages

"Another year must not be permitted to pass without wages rising to keep pace with gains in efficiency", according to Sumner Slichter, Harvard professor of economics. Continuing wage increases are the best medicine for bringing the economy back to good health he said.

## WHO SAID THIS??

"There is no sense in having to go through a lot of rigamarole as though we were a bunch of thieves haggling over some stolen trinkets in a flea-bitten Eastern bazaar".

G.E. officials — Employee Relations Letter — 5/28/54.

IUE Local 301  
Meet Your  
Executive Board

William Stewart, Bldg. 273

Bill is a Turbine Erector, 1st shift, with 27 years of service during which he has served many terms as Shop Steward and Board Member.



He is chairman of the Legislative Committee for District 3 and a member of the local committee. Bill has served on various National committees also over the years.

Bill is a veteran of World War I, having served 4 years in the U. S. Navy. He is a member of the K. of C., AOH and James T. Bergen Post American Legion in Amsterdam, where he and his wife Winifred live at 27 Ramsey Ave.

Winifred is also an active unionist, being President of the Textile Workers Local 845 at the Chalmers Knitting Co. She is also President of the Joint Board of Textile Workers in Amsterdam.

John De Graff, Bldg. 85

During his 15 years' service with the Company John has been a Shop Steward most of that time and was returned to Executive Board again this year.



He is a Machine Repairman on 1st shift in Bldg. 85. Last year he served on the Little League Baseball Committee of the Executive Board.

John lives at 5 Albermarle Road, Scotia, with his wife Madeline and their three children: John, age 11 and twin daughters, Elaine and Elcene, age 8.

Workers in LMG Division Invite Stevens' Answer

Over 350 members in Large Motor Generator Division invited Mr. Stevens, Schenectady Manager Relations and Utilities, to their meeting last week so that he could hear their answer.

Of course, Mr. Stevens refused to attend the meeting, as an answer from the people would prevent him from blaming out-of-towners for the position Local 301 and the IUE have taken.

Board Member Charles Scott conducted the meeting and informed the membership of the excessive number of grievances in process that supervision has refused to settle satisfactorily. This despite Mr. Burrows' recent instructions to foremen to start settling grievances — after the signing of the strike petitions.

President Jim Cagnetta also addressed the meeting and reviewed the Union's position in the coming Contract Negotiations. Profits of \$212 million — and an even better year anticipated by the company — show our demands to be reasonable, he said. The meeting unanimously reaffirmed their position, "No Contract — No Work", but Mr. Stevens wasn't there to hear it.

Calls Anti-Unionism Subversive Activity

Anti-unionism is "one of the most dangerous forms of subversive activities", the Rev. J. L. Twomey, regent of the law school of Loyola University, New Orleans, stated in a speech at Little Rock, Ark. The forces that fight unionism, said Father Twomey, are in fact fighting "man's God-given and Constitutional rights". He pointed out that Arkansas, with its "right-to-work" law, is 47th among the states in per capita income, and said that what Arkansas needs most is "a strong, organized labor movement."

Satisfactory Settlement of 11 Points Best Answer

Proposal Acceptable to GE Worker Will Prevent Labor Trouble

I. A guaranteed Annual Wage to provide assurance of regular income and a buttress against the tragedy of unemployment and mass layoffs. This demand should also include a severance pay arrangement, based on one week's pay for each year of service, to alleviate situations where production may be dropped or transferred, thus throwing thousands out of their jobs.

II. A substantial wage increase for 1955, to match increased productivity, to improve living standards, and to maintain sufficient purchasing power to keep the nation's economy sound and prevent unemployment.

III. A corporation-wide minimum wage of \$1.25 an hour to prevent the undermining of wage scales and job security through the establishment of plants in rural or other areas victimized by depressed wage standards.

IV. Equal pay for equal work, a matter of simple economic justice and a means of preventing management from injuring both men and women workers by paying substandard wages to women.

V. Profit-sharing, to provide workers the same privi-

leges accorded managers — the right to share in the profits the workers produce.

VI. Further improvement in pension, health and insurance programs.

VII. Eight paid holidays without strings, with one left to local option when, for example, plants close on state holidays and workers lose a day's pay.

VIII. A minimum of four weeks vacation after 25 years, plus additional days for service ranging between 5 and 15 years, and 16 and 25 years.

IX. For hourly workers the same privileges enjoyed by salaried workers, including at least five days paid sick leave and paid leave for death in the immediate family.

X. Improvement in the incentive system — to protect earnings and to factor in "payroll adds" so as to provide that a 1% increase in production results in a 1% increase in take-home pay.

XI. Union Shop.

Speaker O. D. Heck Notified of Union's Opposition to Proposed Panther Dam

In a letter to Oswald D. Heck, Speaker of the New York Assembly, Business Agent Leo Jandreau reiterated the position taken by members of our local Union in opposing the building of Panther Mountain Dam, proposed by the Black River Regulating Board.

He pointed out that the voters of the State of New York in 1953 approved the Ostrander Amendment to the Constitution to prevent construction of power dams in the Forest Preserve. The Stokes Act was also passed by the Legislature with the intent to prohibit the building of the dam. Despite this record of opposition, the Legislature passed the Wise-McGuinness Amendment last year as a result of a strong lobby attacking the legislators, instigated by the Black River Board and its water power

beneficiaries. Bro. Jandreau stated further, "It is our opinion that the Legislature would be acting in favor of the people of the State of New York if they defeated the Wise Amendment this year and adopted legislation that would make district river regulating boards responsible and subject to some agency of State Government rather than allowing them autonomy to carry out their decisions even when such decisions are detrimental to public welfare."

PRAISE FOR PRESS CLUB

A resolution praising the National Press Club of Washington, D. C., for voting to admit to membership Louis R. Lautier, of the National Negro Press Association, was adopted at the meeting of the IUE-CIO Civil Rights Conference.

Stevens Says G.E. Will Try to Prevent a Strike

(Continued from Page 1)

need to resort to strike, it was deemed necessary to notify the G.E. officials that the workers were determined to be treated fairly this year by virtue of having a strike vote on record before discussions start.

WORKERS' DECISION

The problem is a very simple one — General Electric made 212 million dollars in profit last year as the result of the efforts of G.E. workers. G.E. workers need a few things such as a better Pension Plan, a more adequate hospitalization and insurance plan, more job security and a better contract, giving decent working conditions. General Electric has the full responsibility to decide whether they will meet the needs of the G.E. workers or whether they will ignore their employees' demands and seek trouble. The final offer of the company will determine this. The judge and jury will be the G.E. workers — they will make the decision as to whether it is acceptable or not.

Progress Even When It Hurts

New machines were introduced in the Large Motor-Generator Dept. for doing a coil forming operation more efficiently. The supervision proposed to cut the job rate which would drastically reduce the machine operators' earnings. Similar machines were produced in the Medium Induction Motor Division, raising the same problem. The operator, while he was willing to accept the fact that new machines will replace old methods in the so-called march of progress, certainly did not understand and was opposed to the proposition that he was expected to take a cut in wages as his contribution towards higher profit goals for the company (212 million — 1954). The machine operator filed a grievance requesting that his wages remain intact. The foreman in a typical Large Motor-Generator supervisory fashion gave the following answer:

"G. Vincent 2/10/55  
Subject: James Machine & Browning Tool Grievances  
For the good of our employees and the General Electric Co., we as a department will continue,

wherever possible, to introduce better methods and more efficient machinery. Only in this way can we maintain our position of leadership and provide the maximum number of jobs. When new methods or machinery are introduced, it requires an adjustment of piece prices and also, just as important, cooperation of the people on the job to see that mutually satisfactory prices are obtained.

I have worked with employees on the James Machine and the Browning Tools and will continue to work toward the long run benefit for increased business to maintain our competitive position.

When new machines perform work formerly impossible on old equipment, it is necessary to place work within the capacities of the new machines and sometimes this reduces the job value.

(Signed)  
R. J. BOSLEY  
(substituting for C. G. Safford)"

Can you observe the slightest worry about maintaining the employees' standards? It is this unilateral outlook by company representatives that lies at the root of many of our problems.

Union Members Help Set All Time Safety Record

"General Electric established the best safety record in its 76 year history during 1954", according to the Works News of 2/25/55.

True to Boulware policy, no credit was given to the Union, although approximately 100 cases had to be processed at the Manager's level in Schenectady to correct unsafe working conditions.

Most Foremen are safety conscious but their suggestions can be turned down by short-sighted supervision trying to save more money in their budget. The Union Shop Steward has the Contract to back up his demands on safety under Article III which reads as follows:

Article III  
Working Conditions

1. The Company will continue to provide systematic safety inspections, safety devices, guards and medical service to minimize accidents and health hazards on its premises.

We think a lot of alert members, Shop Stewards and Article III of the Contract deserve some credit for helping to establish this new Safety Record.

LABOR ADVISORY COMMITTEE

The CIO Executive Board has named President Walter P. Reuther, Secretary-Treasurer James B. Carey, and Vice President Joseph A. Beirne to the Labor Advisory Committee of the Department of Labor.

Formation of such a committee was proposed by Secretary of Labor Mitchell after he announced he intended to form a business men's advisory committee.

IUE Local 301  
Meet Your  
Executive Board

Sunday Lupi, Bldg. 89

Sunday is a Bench Assembler, 1st shift, Bldg. 89, with 14 years of service with the Company.



He has served in many Union activities and is presently a member of the Control Committee to Save Jobs.

A veteran of World War II, he served 3 years with the 38th Division of the U. S. Army. He spent over 1 year in the Pacific Theatre including Bataan and the Philippines. He is also a member of the Young Men's Republican Club and a 2nd Vice-President of the Mt. Carmel Holy Name Society.

Sunday and his wife Livia reside at 535 Mumford St., Schenectady, with their three children: Joanna Dean, age 10; Wayne, age 3 and Dennis, age 1 1/2.

Howard McLean, CART

A Machinist at CART, 1st shift, Howard has 15 years of service with the Company and was reelected to the Executive Board this year.



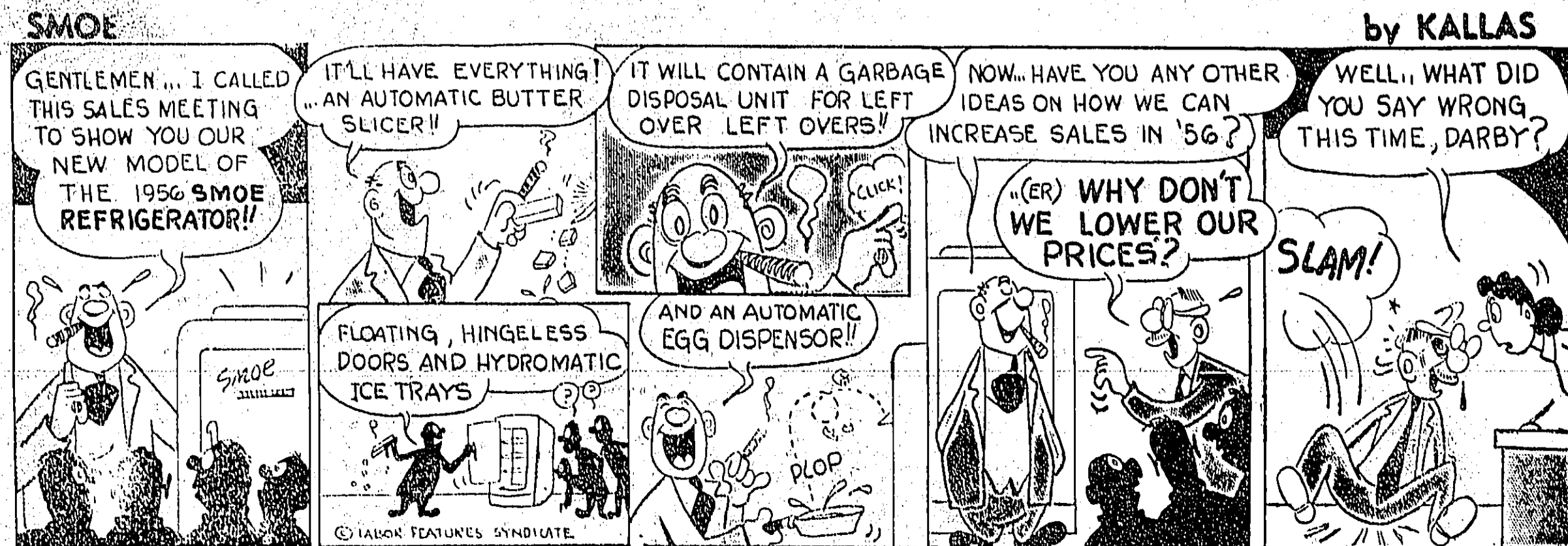
CART #2 has been added to the section he represents as Board Member.

Howard is a member of the Knights of Columbus and the Mt. Carmel Holy Name Society.

He and his wife Ellen live at 523 Mumford St., Schenectady, with their three children. Howard, Jr. is a Mont Pleasant High School Junior; Joyce is a Sophomore at St. Columba's High and Robert attends St. Columba's grade school.

CRACK MILER A UNIONIST

Gunnar Nielsen, 26, a shining star in the current galaxy of mile runners, has been a member in good standing of the Danish printers' union, since 1945. He set a new indoor record for the mile recently.



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

Published by the Editorial Committee

President	James J. Cagnetta
Vice President	Joseph Alois
Treasurer	Joseph Whitbeck
Recording Secretary	Miles Moon
Ass't Recording Secretary	Allen E. Townsend
Chief Shop Steward	William Mastrom
Business Agent	Leo Jandreau
301 LIBERTY ST.	SCHENECTADY, N. Y.