

# LOCAL 301 NEWS

## IUE AFL-CIO

Vol. 7, No. 40 The Voice of G.E. Workers, Local 301 Nov. 11, 1960

### ANNUAL ELECTIONS FOR OFFICERS OF LOCAL 301 NEXT MONTH

#### G.E. NEGOTIATIONS

At the time of this writing, the IUE-GE Conference Board is meeting on Thursday, November 10th, for the purpose of considering the alternatives proposed by the company affecting wages, holidays and vacations.

In the company's original proposal they offered the following:

1. A 3% wage increase effective Oct. 1st, or when an agreement was reached and a 4% increase on April 2, 1962...or,
2. A 3% increase on Oct. 1st, or when an agreement was reached (Oct. 24th) and a 3% increase April 2nd, 1962, with an extra holiday and four weeks vacation for 25 years of service beginning Jan. 1st 1961...or,
3. A 3% increase on Oct. 1st, or when an agreement was reached and a reopener on April 2, 1962, with the right to strike.

The leadership of Local 301 is of the opinion that the alternative proposal No. 1 and 2 should be left to the discretion of each local union in the G.E. Chain...that each Local should be able to choose the proposal best suited to their local needs.

On the Memo of Agreement which was signed on Saturday, Oct. 22nd, all other proposals made by the company on Aug. 30th, were accepted by the IUE except the Retraining Proposal which Carey and the Negotiations Committee rejected.

The effective date of the Wage Agreement which was offered to Mr. Carey was Oct. 17th, inasmuch as the agreement was reached during that week, but this was also turned down by him. He insisted that the agreement be made effective on Oct. 24th. This incidentally represents 30,000 dollars in payroll that will be lost in Schenectady.

The elections for officers of Local 301 will take place again next month in accordance with the Constitution which requires the elections to be scheduled within the first two weeks of December, with the date to be set by the Election Committee.

A 25-man Election Committee will be elected at the regular membership meeting for November, which is scheduled for Monday, Nov. 21, 1960. The second shift will meet at 1:00 p.m., in the afternoon, and the first and third shifts will meet in the evening at 7:30 p.m.

The City officials have been contacted and we have requested the use of the City's election machines again. We have been advised by the City Manager that use of these machines will be granted to us for the election of officers of Local 301 for the years 1961 and 1962.

The usual voting time will prevail in order that our members will have sufficient time to cast their votes for the candidates of their choice, which will be 30 hours "around-the-clock", making it convenient for all shifts.

The elections will take place in our new Auditorium.

The Officers and Executive Board of Local 301 are urging all of our members to make a special effort to participate in the election of officers this year. A large vote is necessary in light of what has transpired in the past few weeks and particularly in view of the road ahead for Local 301 and its membership.

The election of officers in Local 301 is a very costly process but it has been one of the symbols of democracy that Local 301 has been proud of because it offers ample opportunity for every member to vote for the officers of 301 by secret ballot and by securing election machines from the City Election Commissioner, it also provides quick method of casting a vote whereby the members are not inconvenienced by being obliged to spend too much time for this purpose.

COMMUNITY CHEST CHAIRMAN CITES  
LABOR'S ROLE IN AREA ACTIVITIES

Last week, Mr. Harry Armstrong, and others cited labor's role in community activities...particularly in the Annual Community Chest Drive. A representative of the G.E. Co. also attributed a "good share" of the \$300,000 dollar gift by the G.E. employees to the union members of Local 301. "Without their cooperation", he stated, "this would not have been possible."

Mr. Armstrong stated that, "A very good relationship between local labor organizations and the Community Chest exists in this community." Presently, John Shambo is on the Board of Directors of the Chest as is Joseph Badalucco of the Central Labor Council. Leo Jandreau is on the Board of Directors of the Community Welfare Council, and a number of other chest supported agencies have labor representatives on their boards.

"Chest agencies," Armstrong continued, "have also conducted programs to improve their services to the working people of Sch'dy."

EXECUTIVE BOARD MEETING

Monday, November 14th, 7:30 p.m.  
Union Office

OFFICERS will meet at 6:00 p.m.

PROHIBITION AGAINST CERTAIN PERSONS  
HOLDING OFFICE

The Landrum-Griffin Bill has introduced a new restriction on the eligibility of Union members to hold office in the Union.

SEC. 504(a):-No person who is or has been a member of the Communist Party or who has been convicted of, or served any part of a prison term resulting from his conviction of, robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or a violation of title II or III of this Act, or conspiracy to commit any such crimes, shall serve--

(1) as an officer, director, trustee, member of any executive board or similar governing body, business agent, manager, organizer, or other employee (other than as an employee performing exclusively clerical or custodial duties) of any labor organization,

during or for five years after the termination of his membership in  
(cont'd next column)

I M P O R T A N T  
MEMBERSHIP MEETING

NOMINATIONS FOR OFFICERS:

Nominations for Officers shall be held in the Union Hall at the regular November Membership Meeting. The election will take place the first two weeks of December at a date set by the Election Committee. Installation of Officers will be in the month of January.

Nominations for office shall be made from the floor at the regular November meeting of the Local.

MON., NOV. 21ST, 1960

2nd shift.....1:00 p.m.

1st & 3rd.....7:30 p.m.

Nominations shall be for President, Vice-President, Recording Secretary, Asst. Recording Secretary, Treasurer, Chief Steward, Business Agent, 3 Trustees, Sergeant-at-Arms and Guide.

TERMINATION PAY

Those employees being laid off as of October 24th, are covered by the Termination Provision which provides for one week's pay for each year of service and can be used in several ways, either by asking for the entire amount within a 60-day period from the date of layoff, and in this case termination of the employee's service, or by taking Unemployment Insurance and after the benefits have been exhausted, to continue on at the rate of 50% of the employee's former pay until the employee's fund is exhausted or until the employee is laid off a total of 12 months, whereby he would be entitled to the balance of his fund, if any. On this basis, the employee still retains recall rights under the Contract.

Employees also may choose to use their money immediately following layoff by going to an industrial or vocational school for training for a new type of work.

the Communist Party, or for five years after such conviction or after the end of such imprisonment."

A person who has been convicted of these felonies and who wishes to run for union office before the five years are up must be cleared by the Board of Parole of the United States Department of Justice.

# LOCAL 301 NEWS

IOU AFIL-6100

Vol. 7, No. 41 The Voice of G.E. Workers, Local 301 Nov. 18, 1960

## 1960-63 CONTRACT CHANGES

### WAGES

\* 3% increase effective October 24, 1960.

3% increase effective April 2, 1962.

The above increases are applied after the Cost of Living Adjustments have been added to the job rates, i.e.:

	<u>Job Rate</u>	<u>C.ofL.</u>	<u>New J.R. with 3%</u>
Common Labor - R-10	1.855	0.16	2.08
Toolmaker - R-25	3.06	0.27	3.43

(J.R. X .0877 X 3% = New Job Rate)

### ARTICLE II - (New Section)

Provision for weekly dues deduction left to local option.

### HOLIDAYS

One additional paid holiday.

Locals may negotiate changes in the holidays to be observed.

Article VII in Contract - A new section will be added to 1(A) (3) which will allow an employee to be eligible for holiday pay if he receives payment for Jury Duty or death in family within the week the holiday occurs. This payment will be considered as time worked.

### VACATIONS

Article IX, Sect. 1(B) - Add 4 weeks vacation for 25 years of service.

Sect. 6(B) - For purpose of computing vacation week, time out for absence due to death in family will be considered as time worked.

### TRANSFERS

Article X, Sect. 2(A) (4) - from a job not on a Progression Schedule to an unrelated daywork job having a lower job rate of:

(A) 2.625 and below will be paid a rate not less than two steps below the job rate of the job to which he is transferred.

(B) 2.735 and above will be paid a rate not less than 2.42.

### LEAVE OF ABSENCE FOR UNION OFFICIALS

\* Article XII, Sect. 2(B) (1) - Extend leave of absence for Union Officials from 5 to 8 years.

### ARTICLE XIII, Sect. 2(B) (3) - (New Section)

Upon request, local management will give the Local a written reply.

(cont'd. reverse side)

## ARTICLE XXII - INCOME EXTENSION AID

### 1. General

An employee with three or more years of continuous service will, in accordance with the provisions hereinafter set forth, have available an Income Extension arrangement for use in the event of layoff for lack of work or plant closing.

### 2. Computation of Income Extension Aid

The Income Extension Aid shall be computed on the basis of one week's pay for each of the employee's full years of continuous service at the time of layoff. A "week's pay" for an hourly employee on daywork shall be calculated by multiplying his straight-time hourly rate which he was paid during the last week worked by him times the number of hours in the employee's normal work week, up to 40 hours. A "week's pay" for an hourly employee on incentive shall be calculated by multiplying his average straight-time earning rate obtained from the last available periodic statistics applicable to time worked by him during his last week worked times the number of hours in the employee's normal work week, up to 40 hours.

### 3. Benefits Available at Layoff

(1) An eligible employee laid off for lack of work, if not then eligible for optional retirement under the Pension Plan, may elect from the following:

- (a) He may enter upon a course of instruction at a recognized trade or professional school in which event payments will be made to such school from the Income Extension Aid available to him (while he has continuity of service), upon written request therefor by the employee, to be applied to reasonable tuition charges and any other reasonable fees directly associated with the courses charged by the school.
- (b) If he remains on layoff from the Company for a single, uninterrupted period equal to the maximum duration for which unemployment compensation benefits are then payable in the State in which he is employed (for example, 26 weeks in New York State) payments from the Income Extension Aid available to him will be made, if he wishes, providing that he certifies that he is still unemployed and has exhausted his entitlement to any state unemployment compensation benefits. Such payments shall be made weekly, for as long as such unemployment continues, in amounts equal to one-half of the employee's weekly pay as defined in Section 2 until the full amount for which he qualifies is paid.
- (c) In any event, at the end of one year on layoff, any balance in the Income Extension Aid available to him not theretofore paid will be paid in a lump sum to the employee.
- (d) As a special option, he may choose, within 60 days of his being laid off, to terminate his employment and thus forego recall rights and any benefits under the Pension Plan except as noted below. He can then immediately collect the total amount of the Income Extension Aid available to him, his contributions to the Pension Plan and any vacation or other accumulated allowances due him. If he has rights under the Vesting Provision of the Pension Plan, he may prefer not to withdraw his Pension contributions so as to protect his Pension rights thereunder. This option (d) will not be available to an employee in any case where management determines at time of layoff, that the employee's layoff will not exceed 6 months.

(2) An employee will not be entitled to receive any payments under the Income Extension arrangement after he has become eligible for optional retirement.

(3) Income Extension payments made under subsections (a), (b) and (c), above, shall not affect service credits previously accumulated, continuity of service and recall rights. It will not be necessary for an employee to repay any Income Extension Aid payable under said subsections (a), (b) and (c) above.

(cont'd. on attached sheet)

INSURANCE & HEALTH CHANGES - EFFECTIVE OCT. 24, 1960

1. Continuation of program in the event of disability. The company will continue to provide insurance and health coverage for employees with 3 or more years service and their dependents for one year where the employee is totally and permanently disabled. This applies also in the event of pregnancy.
2. Continuation of program in the event of lay-off. The company will continue to provide coverage for the employee with 3 or more years service in the event of lay-off and for dependents for a period of 1 year.
3. Pensioners' health coverage. The maximum payments available for pensioner and spouse will be doubled so that those with 15 or more years service will have \$3000 available for health purposes and those with 10 to 15 years service will have \$2000 available. In the event of the prior death of the pensioner, the spouse may use the balance for her health bills.
4. Maternity. The program will pay for 50% of the first \$450 and 75% of the excess or the present maternity program involving company payment of the first \$150, whichever program is better. A major improvement here is the elimination of the clause "severe complication" under which the employee had to prove that there was a "severe complication" before payment was made. Under the new arrangement, as long as the bills are there, there will be a proportionate payment by the insurance company.
5. Continuation of program to dependents of deceased employee. G.E. agreed to continue coverage for 31 days and to permit conversion rights to the widow and dependents.
6. Dual policy coverage, under exclusion K. G.E., for the first time in 5 years, agreed that where the spouse pays the full cost for a group program under another employer, G.E. will not refuse to provide full coverage under the G.E. program.
7. Conversion rights. Arrangements with the insurance company permits conversion rights for terminated employees, widows and children of deceased employees.
8. Reports. G.E. agrees to furnish the Union with full reports similar to those submitted for negotiated purposes, regularly. This does not include special statistical materials which are not normally available on an annual basis, but which were made available for 1960 negotiations.
9. Effective Date - October 24, 1960.

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PENSION CHANGES - EFFECTIVE JAN. 1ST, 1961

1. Minimum Pension. \$2.40 a month for each year of service for those retiring January 1, 1961; \$2.50 a month for each year of service for those retiring on or after April 2, 1962.
2. Past service credits. Credit for all years of service before September 1, 1946 for active and for retired employees is increased by 30%.
3. Vesting. All persons with 15 or more years of service, regardless of age, are eligible for vested rights. All persons 40 years old or older with 10 or more years of service are likewise eligible for vested rights.
4. Early retirement and disability. The supplement available for both has been improved from \$55 a month to \$65 a month. The minimum from both is still \$3.00 a month for each year of service plus the new supplement of \$65 a month.
5. Limitation on years of service for minimum. This has been eliminated. Under the old contract the maximum credit was for 25 years. Now, there is no limit to the years of credit. This is very important for three special benefits:
  - (a) minimum pension at age 65;
  - (b) minimum special early retirement at age 60. Under the old plan, the maximum pension for those retiring at age 60 was \$130 a month.

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5.(b) cont'd.

Now those retiring at 60 with 40 years service would have a minimum of \$120 plus the \$65 supplement or \$185. Those retiring with 30 years service would have \$90 plus the \$65 supplement or \$155.

(c) the same would apply to those who were disabled if they had more than 25 years service at the time of disability.

6. Minimum benefits for those regularly working less than 40 hours a week. Employees working on short work schedules of less than 40 hours shall receive service credits on following schedule:

35 or more hours	-	full credit	
26 to 35	"	- 3/4	"
18 to 26	"	- 1/2	"
9 to 18	"	- 1/4	"

7. Union Representatives. The charge by G.E. for covering union representatives under the G.E. plan has been reduced by one-third.

8. Actuarial report. The company agreed to more detailed actuarial and reporting information and to a more adequate actuary's certificate.

9. Early retirement rights for those laid off at age 59. An employee laid off for lack of work at age 59, after exhausting his unemployment benefits and Extension Aid benefits, shall be eligible at age 60 to qualify for early retirement benefits under the Pension Plan.

10. Effective Date - January 1, 1961.

SAC DEPT. MANAGEMENT  
SHOWS GOOD FAITH

After several meetings between management and union representatives last week concerning the present workload and lack of work situation, top management held a meeting late last Friday afternoon and came up with the following conclusions:

1. They agreed to stockpile approximately 25 to 30 percent over the present marketing forecast, the necessary amounts of stock motors in Bldg. 85 for the next 6 months, to maintain the present work force. This is, of course, under the assumption that the present marketing forecast is somewhere close. This means that approximately 50 to 60 workers will have work the next several months who would have been laid off under normal procedure. You must realize that the present work load is approximately 40% under what it was last Sept. and still means that 15 to 20 workers have to be laid off even with this stockpiling in the picture.
2. In Bldgs. 81 and 89, management is willing to stockpile approximately 20% in stock motors in order to keep the present work force intact.

(cont'd. next column)

This means that approximately 50 workers will be retained who would have been laid off if this conclusion had not been reached.

The Union feels that this type of effort on the part of management in the SAC Department will go a long way in establishing good will among the SAC employees and it is this type of effort on the part of management that the Union has been trying to promote in establishing more job security for our employees.

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