PROPOSED CONTRACT CHANGES

Laid out below are improvements in the Contract resulting from IUE-CIO proposals and secured by your Negotiating Committee. No other changes in the Contract were made other than those listed. This report on the Contract gives the lie to the wild and reckless charges made by UZ concerning contract changes that would weaken it in any way. IUE-CIO succeeded in eliminating proposed changes by the Company that would in any way have weakened the Contract.

Article II
This article has been renamed “Union Security.” It provides for an irremovable checkoff and for an assurance that revocation can take place only during a given 30-day period in a year and only by registered mail to both the Union and the Company.

Article IV
To Section 3 is added the word “except” after the word “color” in the non-discrimination clause.

Article V
In Section 1 (a) it is provided that if a worker has a change of shift on Monday, if his starting time in the preceding week is his old work day does not, and unless he has 36 hours of rest.

In Section 1 (b) it is double time which is guaranteed for all work in excess of 12 hours in a single work week, and if a worker, or working beyond that workday will be paid double time for all hours worked until he be relieved from work.

In Section 2 (b) it is to be paid in place of the word “same” in the same way.

In Section 3 (a) there is added a new section which will provide that a worker transferred under certain conditions temporarily from his regular shift to another shift and returned to his original shift during the same week or the immediately preceding week will be paid time-and-a-half for the first eight hours of the transfer.

In Section 2 (c) a provision is made for time lost at diagnosis for over 30 minutes instead of time lost exceeding 60 minutes.

Article VI
Section 4 (a) has been amended to drop the first sentence, and the last sentence has been written in the word “protection.”

Section 5 (b) (2) reduces the time to the top of the salary progression schedule for those in Grade 6 and under from 30 months to 18 months.

Article VII
Section 1 (a) is amended to pay workers for the hours they work during the work week in which the holiday occurs when it is the result of a rotating shift or a temporary layoff.

Section 1 (c) (4) is amended to provide that the worker is paid for the hours that he has worked in the week in which the holiday occurs when it is the result of a rotating shift or a temporary layoff.

Section 2 (a) “dependents” will be eliminated.

New Articles

Most IUE-CIO Local 96 have been on strike at the Vickers plant in Detrotr for 36 weeks.

The main reason causing the strike is the company's failure to grant wage increases and better working conditions.

The management of Vickers has promised to work with the workers for a settlement before the strike ends.

All IUE-CIO Local 96 Executive Board members have the cooperation of the company in this important matter.

Contract Signed; Organizing Drive Will Be Intensified

In order that every member of IUE-CIO Local 96 may be informed of the progress of the proposed insurance plan, pages 2 and 3 of this issue of the IUE-CIO News have been devoted to an outlined comparison of the “Outlier” and the “Comprehensive” plans.

All IUE-CIO Local 301 Executive Board members have the cooperation of the company in this important matter.

LOCAL 301 IUE-CIO
Joint Members and STEWARTS
MEETING
2nd Shift
Monday, Sept. 19, 1955 — 100 P.M.
(Before Work)
1st and 3rd Shifts
Monday, Sept. 19, 1955 — 700 P.M.

WESTINGHOUSE STRIKE VOTE

In a note to hold the Company’s proposed to time study for employees of F. C. Pittons, Woodlawn, at E. Pittons, Pa., has been forced to strike.

The IUE-Westinghouse Conference Board has approved Local 96’s plan and has called for a strike vote from the members.

As we go to press, the results of the strike vote show overwhelming support from all Westinghouse workers.

Because of the strike vote, the IUE-Westinghouse Conference Board has agreed with Local 96’s plan and has called for a strike vote from the members.

The issue in question is the financial support of IUE-CIO Local 96 and all IUE-CIO locals.

ATTEND YOUR UNION MEETINGS REGULARLY!
## Comparison of Proposed Insurance Plans

### Proposed Comprehensive Medical Plan — (Non-Occupational)

#### GROUP LIFE INSURANCE
- **Amount**: Two times the employee's annual salary
- **Plan**: Does not require increased contribution for the purpose of sick pay

##### ACCIDENTAL DEATH AND DISABILITY
- **Accidental Death**: One year's salary
- **Disability**: One half year's salary for a period of 50 weeks

##### WEEKLY SICKNESS AND ACCIDENT BENEFITS
- **Amount**: An amount equal to one third of the employee's weekly salary, but not less than $20.00. A week's salary is an amount equal to one half of the weekly salary, but not less than $20.00.

### MEDICAL AND HOSPITAL EXPENSE

#### Employee and Dependent Maximum Payments
- **Hospitalization and Medical Expenses**: $75.00 for each individual during any one period of sickness
- **Ambulance Services**: $5.00 for each individual during any one period of sickness

**Benefits**
- **Hospital Services**: $900.00
- **Outpatient Services**: $500.00
- **Prescription Drugs**: $25.00
- **Dental Care**: $25.00
- **Eye Care**: $75.00

### Proposed Standard Hospital-Surgical Plan with Extended Medical Expense Benefits — (Non-Occupational)

#### GROUP LIFE INSURANCE
- **Amount**: Two times the employee's annual salary
- **Plan**: Does not require increased contribution for the purpose of sick pay

##### ACCIDENTAL DEATH AND DISABILITY
- **Accidental Death**: One year's salary
- **Disability**: One half year's salary for a period of 50 weeks

##### WEEKLY SICKNESS AND ACCIDENT BENEFITS
- **Amount**: An amount equal to one third of the employee's weekly salary, but not less than $20.00. A week's salary is an amount equal to one half of the weekly salary, but not less than $20.00.

### MEDICAL AND HOSPITAL EXPENSE

#### Employee and Dependent Maximum Payments
- **Hospitalization and Medical Expenses**: $75.00 for each individual during any one period of sickness
- **Ambulance Services**: $5.00 for each individual during any one period of sickness

**Benefits**
- **Hospital Services**: $900.00
- **Outpatient Services**: $500.00
- **Prescription Drugs**: $25.00
- **Dental Care**: $25.00
- **Eye Care**: $75.00

### LIMITATION ON PSYCHIATRIC CARE
- For employees, when totally disabled and permanently unable to work, leaving work temporarily for the purpose of psychiatric treatment and convalescence will be considered as the equivalent of the treatment of the illness for which the employee was on sick leave. The employee's sick leave benefit shall be limited to 60% of the employee's weekly salary at the rate of $20.00 per week, but not less than $20.00 per week.

### MATERNITY BENEFITS
- **Female employees and Dependent Wives**: $125 per week
- **Dependent Children**: $25 per week

### COMMON ACCIDENT CLAUSE
- If the employee is injured or becomes disabled through the sole fault or neglect of another, the plan will pay 75% of the amount by which the employee's normal weekly wages exceeds the amount set forth above.

### CONTINUATION OF MEDICAL EXPENSE BENEFITS AFTER RETIREMENT
- **Retirement Prior to Age 65**: An employee who retires at pension age or prior to age 65 may continue his hospital, surgical, and medical expense benefits as long as he is eligible under the plan.
- **Retirement at Age 65**: If an employee has had 10 years of service and is 65 years of age, he will receive 75% of his hospital and medical expense benefits for life.

### Retirement at Age 65
- **Benefits for the Retired Employee and His Dependent**: 75% of the amount set forth above.

### Reimbursement
- The amount set forth above in (a) above shall be reduced by the amount received by the employee or his dependents in respect of the services covered by the medical expense insurance policy granted by the company.

### Other Medical Expenses
- **Surgery and Hospital Services**: $75.00 for each operation, other than for surgery including specialists.
- **Dental Services**: $25.00
- **Optometry**: $75.00
- **Physician Services**: $75.00

### Reimbursement
- **Hospital and Medical**: A reimbursement of 75% of the amount by which the total of all medical expense benefits exceeds the amount of all benefits otherwise payable under the plan plus $100.00
- **Reimbursement for Services Provided by an Employee**: Not applicable

### Dental Care
- **Benefits for Employees**: $25.00
- **Benefits for Dependents**: $25.00

### Vision Care
- **Benefits for Employees**: $25.00
- **Benefits for Dependents**: $25.00

### Eye Care
- **Benefits for Employees**: $75.00
- **Benefits for Dependents**: $75.00

### Ambulance Services
- **Benefits for Employees**: $5.00
- **Benefits for Dependents**: $5.00

### Home Nursing Services
- **Benefits for Employees**: $100.00
- **Benefits for Dependents**: $100.00

### Laboratory Services
- **Benefits for Employees**: $5.00
- **Benefits for Dependents**: $5.00

### Other Services
- **Benefits**: As provided by the company.