

# THE OFFICE WORKER

Official Organ of the Office Employees International Union of the A. F. of L.

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## Convention Action Program To Benefit All Office Workers

Toronto, Ont.—The regular 1951 convention of the OEIU was held at the King Edward Hotel and opened on the morning of June 11 with more delegates and local unions represented than at any previous convention.

Our Canadian local unions were particularly well represented, with delegates coming from as far west as British Columbia, and as far east as Newfoundland.

The invocation was given by Rev. R. T. F. Brain, of St. Mary Magdalene, Anglican. Marjorie Whitten, President of the host Local 131, delivered a welcoming address which was followed by short speeches of welcome by Leslie Saunders, Toronto comptroller, representing the Hon. H. E. McCallum, mayor of Toronto; C. J. Foster, Civil Service commissioner for the Provinces of Ontario and Manitoba; Wm. Jenoves, president of the Toronto District Trades and Labor Council and vice president of the Trades and Labor Congress of Canada; and Russell Harvey, A. F. of L. representative and OEIU Canadian representative.

After the opening ceremonies, temporary Chairman Whitten turned the gavel over to President Hutchings and the convention got down to the business before it. The Executive Board reported as the credentials committee of the convention and the delegates were duly seated.

### Committees Appointed

The following committees were appointed to consider the various resolutions, officers' reports and recommendations: Rules, Constitution and Laws, Organizing, Officers' Reports, Official Publication, Legislation, Resolutions and Press Relations.

The report presented by President Hutchings detailed all of the activities of the International

(Continued on page 3)

## Atomic Project Workers Sign Up

Clinton, Ind.—A substantial majority of the 350 office and clerical employees of the Girdler Corporation (construction contractor at the atomic energy installation in this city) have signed authorization cards designating the OEIU as their bargaining representative.

OEIU Representative R. M. Daugherty, who has been working with this group, has filed a representation petition on their behalf with the NLRB.

## Overwhelming Majority Vote OEIU at Great Aircraft Plant

Fort Worth, Tex.—By an over 80 per cent majority, the approximately 1,500 office and clerical employees of the Consolidated Vultee Aircraft Corp., have voted to establish the OEIU-AFL as their exclusive collective bargaining agency.

Production workers in the big plant are represented by the AFL International Association of Machinists, whose representatives ably assisted in this campaign.

The organizing campaign included the use of radio and two large billboard signs at key points on the six-lane highway approaching the plant, which in a colorful manner reminded the clerical staff of the benefits to be secured by voting "yes" for the OEIU.

The successful organizing campaign was conducted by Southwestern AFL Director Lester Graham, AFL General Organizer James M. Scott and OEIU-AFL Representative Frank E. Morton.

Machinery is already being set up whereby these employees will select committeemen in their respective departments and sub-sections to represent them, and a committee to draft a proposed agreement and establish the policies of their local union.

We welcome this large group of office and clerical employees into the swelling ranks of the OEIU, and assure them that we will do everything possible to secure for them all of the benefits of collective bargaining.

said. But, he warned, the period of uninterrupted increases was bound to end.

He told the delegates that: (1) much more time should be devoted by labor and management to drawing up and negotiating labor agreements; (2) that local unions should be given more guidance by union officials; and (3) that unions and management should devote more study to their mutual problems.

### Keep Lawyers Out

Emphasizing that lawyers have no place in collective bargaining, he stated that "The first time I see a lawyer in a labor negotiation of ours, I will walk out of the room."

"I have no use for lawyers in collective bargaining, on either side," he said, amid applause from the delegates. "We are not there to win an argument, but to solve a problem. Lawyers can't help us solve our (collective bargaining) problems. They are there to win arguments."



Fort Worth, Tex.—This large colorful billboard sign served to remind the office and clerical employees of the Consolidated Vultee Aircraft Corporation of the importance of voting "yes" in the successful organizing campaign recently concluded.

## Abitibi Head Prefers Unions

Toronto, Ont.—D. W. Ambridge, president of the Abitibi Power and Paper Co., Ltd., believes in unions and thinks collective bargaining is the only sound way in which wages can be satisfactorily established.

In one of the rare occasions that finds management addressing a labor conference, Mr. Ambridge told the fourth biennial convention of the AFL-TLC Office Employees International Union that he "believes in organized labor and wants to see labor stay organized," and that he "wouldn't know how to run a company without unions."

Mr. Ambridge held that collective bargaining was the only way for employers and employees to deal with each other. He rejected both the idea of management making take-it-or-leave-it proposals, and that of unions adopting a similarly recalcitrant attitude.

### Improved Bargaining

Emphasizing that he wanted to see unions strengthened and the process of collective bargaining improved, Mr. Ambridge said that better methods of bargaining will have to be devised for the less prosperous years that may come.

In recent years any kind of col-



D. W. Ambridge

lective bargaining had been able to get by because wage increases had been passed on to the consumer and profits had continued to rise, he





## HELP BUILD YOUR UNION

Building your union is very much in your own interest. If you do your part to make your organization alive and strong, you can look forward to better pay and better working conditions in the future. And, also greater security than you enjoy today.

On the other hand, if you neglect your union and it becomes debilitated, you can't expect it to do an effective job for you. What you can expect, if you neglect your union, is economic setbacks and misery.

So, in fairness to yourself and fellow trade unionists, won't you do your part to help build your union? It isn't hard. Just take a genuine interest in union affairs. Attend your meetings regularly. Study your union's problems and take part in the discussion. Bring new members into the fold.

This is the sensible, practical way to build your union—and it will pay off for you in deep down satisfaction as well as in dollars and cents. —*American Federationist, May, 1951.*

## GET THE HABIT

Are you listening to Frank Edwards? He's the best news commentator on the air. He broadcasts nightly Monday through Friday over the American Broadcasting System. See your daily paper for time and station.

Get the Frank Edwards Habit! Sponsored by 8,000,000 American Federation of Labor members, Edwards calls the shots as he sees them. He gives complete coverage to news of national importance and he sees it through the eyes of America's common people.

## POWERFUL WEAPON

Unions were originally organized for just one thing—to better the wages, working conditions and living conditions of the men and women who toil. Whenever these unions reach an impasse where the usual procedures of collective bargaining seem inadequate, then, as a last resort, the members are asked to demonstrate their economic power by going on strike. The strike and the right to strike, have been recognized for years as probably the most powerful instruments in the hands of organized workers.

But there is an additional way to show our economic power, which, if all members of unions and their families stick together, would also attain great results for all workers. It would possibly eliminate some strikes but there are no substitutes for them.

This other way is to take the Union Label Pledge—"I promise to patronize firms which display the union label, shop card or union button."

And then keep the pledge. If all union members buy only union-

## "UNION MAID"



"Pardon me—it's time for Frank Edwards and the news!"

## Everything But the Leg Irons

Harrisburg, Pa.—The Pennsylvania Unemployment Compensation Board of Review has ruled that an employer has no right to restrict employe-romancing before and after office hours.

Pennsylvania laws on unemployment compensation bar benefits to anyone breaking company work rules.

A male employe of the J. C. Murphy Co., Mount Joy, Pa., made and kept an after-work date with a woman co-worker, which violated

a company rule which barred men and women employes from associating socially at any time—before, during, or after work hours. The company fired him.

The review board granted full jobless-pay benefits to the discharged employe, ruling that an employe should be considered guilty only for a violation of rules on company time and company premises—employe-dating at other times and places is none of the employer's business.

## Organize Joint Labor Group

Ottawa, Ont.—A joint standing committee to deal with problems of manpower, production, price control and defense mobilization in general has been formed by the four major Canadian trade union organizations.

Over a million workers are represented by the four organizations

involved—the Trades and Labor Congress of Canada, the Canadian Congress of Labor, the Canadian and Catholic Confederation of Labor and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods. The TLC and the CCL include unions which are also affiliated with the AFL and CIO, respectively.

Formation of the committee followed by some months the opening of the first joint labor federation campaign in Canadian history. Toward the end of 1950, organized labor in Canada issued a joint announcement launching a nationwide campaign to urge imposition of price controls and retention of rent controls.

One out of every three Canadian workers is a union member.

Particularly it is up to you to help celebrate Union Label Week, September 2-8, 1951. It is up to every member of organized labor to emphasize the union label for all of that week, by insisting that every dime from your union pay envelope shall be spent for union label goods and services.

The by-word of Union Label Week must be—BUY UNION. And keep it up throughout the years ahead.—*Ray F. Lehney, Secretary-Treasurer, AFL Union Label Trades Department.*

## SAVED BY NEW DEAL

Only four banks in the United States failed last year. And the 7,000 persons who had \$5,000,000 in deposits in them didn't lose a cent. That's because the Federal Deposit Insurance Corporation (FDIC), one of the first New Deal agencies, protects bank deposits.



## Air Line Hostesses

The first convention of the Air Line Stewards and Stewardesses Association, AFL, was held last month in Chicago. Formed in 1946, the Association has, in the past 5 years, won representation rights for flight attendants from practically all of the large U. S. scheduled air lines. The Association now bargains for the employment agreements of more than 3,500 stewardesses, hostesses, flight agents, stewards, and pursers.

Since 1946, working conditions have been greatly improved, monthly flying hours have been reduced, so that it is rare to find cabin personnel flying more than 85 hours in a month. In 1946 starting wages for flight attendants were about \$125 per month, now beginning pay is closer to \$200 a month.

## Pulitzer Prize Winners

Two women were among the 1950 Pulitzer prize winners: Marguerite Higgins for international reporting, and Margaret Louise Coit for a biography of John C. Calhoun.

## More Women Workers

During the last year, there has been a net increase of over 700,000 employed women in the United States. The greatest increases were among operatives (chiefly in factories) and women office workers. These gains probably result from the defense program which requires both production and clerical workers. The greatest decline was among saleswomen.

## Women in Diplomatic Service

President Truman has appointed Frances E. Willis, legation counselor at Helsinki, Finland, for promotion to Class I in the diplomatic service. She is the first American woman to reach that rank as a professional diplomat. Only the permanent rank of career minister is higher.

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INTERNATIONAL UNION



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## Delegates Adopt Action Program

(Continued from page 1)

Union since its last convention held at St. Louis in March, 1949, and also dealt with necessary plans for the future growth of the organization.

The convention heard reports of its auditing committee and reports from Secretary-Treasurer Hicks on the financial operations of the International Union; also a detailed report of the actions of the International Union Executive Board since the previous convention. The Executive Board report included numerous specific recommendations for changes in the International Union laws.

### Research Report

The convention heard a complete report from its research consultant, S. Herbert Unterberger, outlining the assistance he had rendered the International Union and its local unions since early 1950 when he was first employed by OEIU. He ably served as the leader of discussion and moderator at the pre-convention session which was held on Sunday afternoon, June 10 at the King Edward Hotel on the problem of "Developing a Satisfactory Office Salary Structure." The delegates in attendance at the Sunday session were unanimous in their expressions of appreciation for the benefit they derived from his presentation of this problem.

### Justice Gale Decision

Herbert S. Thatcher, General Counsel for the OEIU, advised the delegates with respect to legal decisions affecting labor and this International Union in particular, and also discussed the effect of wage stabilization in the United States and its possible future course. He also commented on Canadian Justice Gale's recent decision which quashed a representation certification and in doing so the Justice ruled against the Ontario Labor Relations Act which provides that decisions of the Board are not subject to appeal to a higher court. Mr. Thatcher told the delegates that the decision "flies in the face of all precedent, of common sense, and is a direct blow at recognized union operations." Under it employers would have the right to inspect union cards and cross-examine union employees. "Not even the most reactionary Taft-Hartley proponents have advocated anything as drastic as this," Counsel Thatcher declared.

Taking cognizance of this decision, the convention unanimously passed a resolution expressing its "complete disagreement with and opposition to" this judgment of Mr. Justice Gale and called upon the International Union to exert every possible effort in obtaining a reversal of the same.

### Inspiring Address

On Tuesday afternoon, June 12, the delegates heard a very inspiring address from D. W. Ambridge, president of the Abitibi Power & Paper Company, Ltd. See separate story on page 1.

Irvin R. Kuenzli, secretary-treasurer of the American Federation of Teachers; Harry O'Reilly, A. F. of L. director of organization; and Walter A. Maggiolo, commissioner, Federal Mediation and Conciliation

## International Officers Installed



Toronto, Ont.—Retiring Vice President Frank F. Randall (center back) officiated at the installation of the Office Employees International Union's newly-elected officers, shown left to right: Vice Presidents L. G. Nygren, Minneapolis, Minn.; Winifred Evans, Kansas City; James A. Browning, Jacksonville, Fla.; Edward P. Springman, Philadelphia, Pa.; Max J. Krug, Hollywood, Calif.; and A. R. Carson, Sheffield, Ala.; President Paul R. Hutchings, Washington, D. C.; Secretary-Treasurer J. Howard Hicks, Portland, Oreg.; Vice Presidents Harold E. Beck, Milwaukee, Wis.; Howard J. Coughlin, New York City; Walter W. Milne, Marathon, Ontario; Terry Parker, Seattle, Wash.; John B. Kinnick, Oakland, Calif.; George P. Firth, Pittsburgh, Pa.

Service, extended to the convention the best wishes of their respective organizations. Numerous officials of other national and international unions also brought greetings to the convention—some in person and others by letters and telegrams.

### Constitution Amendments

The convention adopted a series of amendments to the International Union constitution.

The presidents and secretary-treasurers of all local unions have been supplied with mimeographed copies of all constitutional amendments adopted by the convention, and printed copies of the OEIU constitution as amended by convention action will shortly be available to all local unions.

### Resolutions Adopted

Approximately 50 resolutions were accepted for consideration by the convention, referred to the respective committees and acted upon by the convention. These resolutions, in addition to constitutional matters, embraced a wide range of subjects. Included among the actions taken by the convention were resolutions: urging the exclusion of white collar workers from wage controls, demanding repeal of the Taft-Hartley law and the reinstatement of the Wagner Labor Relations Act, urging the roll back of prices to a pre-Korean level and informing the public of price ceilings by means of posters or price lists, requesting the continuation of federal rent control, urging reduction of the tax burden of workers in the lower income brackets by increasing the amount of deductible exemptions for each dependent or decreasing the percentage of tax, requesting the combining of earnings of man and wife as a basis for determining eligibility for old age benefits where the applicant is not otherwise entitled to the same, urging the U. S. Congress to reverse the action of the House of Representatives which had cut the 1952 program for building public low-rent houses from 135,000 to 5,000 units, requesting the International Union Executive Board to draft a plan of organization designed to unionize large numbers of office and clerical employees in the shortest period of time, and presenting Brother Russell Harvey, our Canadian representative, an honorary life-time membership certificate in the

OEIU for his valuable service in Canada.

On Wednesday of the convention week the delegates heard an address by Joseph Godson, labor attache of the United States Embassy at Ottawa, Ontario, in which he discussed some of the labor facets of American foreign policy.

### Officers Elected

The following members were elected as officers of the International Union: President Paul R. Hutchings, Secretary-Treasurer J. Howard Hicks, and Vice Presidents as follows: Region I—Harold E. Beck, Howard J. Coughlin, George P. Firth, Edward P. Springman; Region II—James A. Browning, A. R. Carson; Region III—Winifred Evans, L. G. Nygren; Region IV—John B. Kinnick, Max J. Krug, Terry Parker; Region V—Walter W. Milne.

The full convention proceedings are being prepared in printed form and a copy will be supplied to each of our local unions shortly, in accordance with established procedure.

## Delegates Given Fine Reception

Toronto, Ont.—Under the capable leadership of its President Marjorie Whitten, who served as chairman of its committee on convention arrangements, Toronto Local 131 provided numerous events for the entertainment of the delegates to the recent International Union Convention.

On Sunday evening, June 10, the local sponsored a pre-convention buffet supper party at which time the delegates as they arrived had an opportunity to get acquainted informally with the convention committee, the International Union officers and the delegates from other local unions.

A tour of Toronto on Wednesday evening of the convention week enabled those delegates not otherwise serving on committees meeting that evening to see the sights of this growing metropolis of Canada.

An exceedingly well planned convention banquet was arranged by the Toronto local and held in the King Edward Hotel on Thursday evening. In addition to an excellent meal, an outstanding program of entertainment, including music and floor show was presented.

Sister Whitten was pleasantly surprised during the banquet eve-



Broadcasting—Radio Station WEVD, Local 153, New York City, \$3 to \$7.50 per week.

Civic Assoc.—National Committee for Labor Israel, Local 153, New York City, \$2.50 per week.

Milk Products—The Borden Company Limited, Local 131, Toronto, Ontario, \$4 to \$13.50 per week, merit increments increased \$3.50 per week.

Newspapers—Goodrich Publishing Co., Local 70, Trenton, N. J., 10 per cent.

Jersey Publishing Co., Local 142, Jersey City, N. J., \$2.50 to \$7 per week.

Laundries and Cleaning—Ambassador Ldry. Co., Calif. Linen Supply Co., Century Towel & Linen Supply Co., DeLuxe Ldry., Market Ldry., Oakland-California Towel Co., Oakland Ldry Co., Peerless Ldry. & Cleaning Co., Pioneer Ldry. & Cleaning Co., Troy-Manhattan-Excelsior Co., Local 29, Oakland, Calif., \$1.60 per week (cost of living escalator increase during term of agreement).

Periodicals—American News Co., Local 29, Oakland, Calif., \$2.90 per week.

Ludington News Co., Local 10, Detroit, Mich., 7½ cents per hour.

Mfg. Food Products—Standard Brands, Inc., Local 142, Jersey City, N. J., \$17.34 per month.

Trucking—Consolidated Freightways, Inc., Local 29, Oakland, Calif., 10 to 15 cents per hour.

Designers & Bldrs.—The Lummus Co., Local 153, New York City, 12½ cents per hour.

Grocery Stores—A-G. Stores, Inc., Local 10, Detroit, Mich., 8 cents per hour.

Paper Mills—Abitibi Power & Paper Co., Ltd.; (Local 151, Iroquois Falls, Ont.; Local 161, Smooth Rock Falls, Ont.; Local 214, Sault Ste. Marie, Ont.; and Local 236, Port Arthur, Ont.); Manitoba Paper Co., Ltd., Local 216, Pine Falls, Manitoba; Ste. Anne Paper Company, Ltd., Local 191, Beaupre, Quebec; Anglo-Newfoundland Development Co., Ltd., Local 255, Grand Falls, Nfld.; Bowaters-Newfoundland Pulp & Paper Mills, Ltd., Local 264, Corner Brook, Nfld.; Marathon Paper Mills of Canada, Ltd., Local 219, Marathon, Ont.; 14 per cent.

Canadian International Paper Co. and its affiliated companies, Local 110, Gatineau, Que.; Local 114, Dalhousie, N. B.; Local 154, Temiskaming, Que.; Local 165, Hawkesbury, Ont.; Local 265, Three Rivers, Que.; Anglo-Canadian Pulp and Paper Co., Ltd. and Northeastern Paper Products, Ltd., Local 241, Quebec City, Que.; 12½ per cent.

ning on being selected and crowned as the Queen of the Convention.

There is no question but that all delegates were truly appreciative of the splendid reception accorded them and the entertainment furnished by Toronto Local 131 during their stay in the city.

# TORONTO *Roundup*



Paul R. Hutchings, OEIU President: "We must dedicate our full energies to building our organization into a strong, capable and respected union."



Marjorie Whitten, Pres., Toronto OEIU Local 131, immediately after being crowned Queen of the Convention. We know of no one more deserving of the honor.



J. Howard Hicks, OEIU Secretary-Treasurer: "We know our problems . . . we know we are going to overcome those problems, (and) increase the unionization of Office Workers."



Leslie Saunders, Toronto Controller: "All of us enjoy many privileges — never forget it is because of organization."



C. J. Foster, Civil Service Commissioner for Ont. and Man.: "Labor and capital can find a common basis to work out their problems."



William Jenaves, Pres., Toronto Trades and Labor Council: "We are proud of our accomplishments here in Toronto."



Marjorie Whitten, Pres., Toronto OEIU Local 131: "I hope we will have these fine people back with us in Toronto again."



Russell Harvey, AFL Rep. and OEIU Canadian Rep.: "We are with you in making our Continent a glowing example of what can be done when people believe in themselves, their government, and freedom."

## OEIU 4th CONVENTION, TORONTO, CANADA