



WHITE

COLLAR

("The Office Worker"—Official Publication

of the Office Employees International Union)



1955 Convention Is Called

Over \$100,000 UCC Benefits Won by Action of OEIU Local



Mrs. Rosemarie Przepis, one of the first claimants, is presented benefit check by Mrs. J. Krell, Local 32 office employe, and Business Manager Nicholas Juliano of Local 32.

Based upon decisions of the New Jersey UCC Board of Review, some 135 members of Office Employees International Union Local 32 have been awarded over \$100,000 in unemployment benefits resulting from an appeal instituted by Local 32 on behalf of its members who were employed on the 6 p. m. to 11 p. m. shift at Blue Cross, Newark, N. J. When the Newark Blue Cross decided to discontinue its night operations some 200 members of Local 32 were laid off and the management opposed UCC payments on the basis that an evening night clerical labor market did not exist in the Newark area. Further, under recent amendments to the N. J. UCC statute, part time employees

were limited to partial benefits (about 6 to 8 weeks) for part time availability.

As the result of a thorough survey of the night clerical labor market conducted by Business Manager Juliano of Local 32, such a labor market was established and confirmed by statistics presented at subsequent hearings by Director Bergen, Newark Office of Unemployment Bureau. After some 25 hearings in which individual members testified as to their availability and search for work in addition to witnesses from many Newark firms testifying to the existence of night clerical staffs, the Board of Review awarded benefits to some 130 claimants for a full 26 weeks of

benefits. Only 12 claimants were denied and they are currently appearing on appeals from these decisions.

Of the original 200 members laid off 23 cases were unopposed due to the fact that they were available for work both night or day; 35 were transferred to full time day work with Blue Cross by virtue of our union contract; and of the 142 cases contested by the employer 130 were awarded benefits for a full 26 week period while 12 were denied. Local 32 immediately instituted appeals for the cases that were denied. Eight of these have been reviewed and granted. The balance are still under review.

The 1955 convention call has been issued by President Howard Coughlin and Secretary-Treasurer Howard Hicks. The convention will be held at the Hotel Statler, New York City, beginning at 10 o'clock, Monday morning, June 13. It is anticipated that the convention will be concluded by the end of the business day, Friday, June 17.

From all indications it appears that this coming convention will be the largest in the history of the Office Employees International Union.

Delegates attending organizational conferences sessions have indicated their anticipation and enthusiasm for the New York convention. Numerous credentials have already been received at International headquarters. Many local unions have indicated that they will send observers in addition to their regular delegates.

For the first time in the history

of the International Union, local unions will receive payments from the OEIU Convention Fund, which was established as a result of the last convention. Payments from this fund will encourage many local unions to be in attendance which previously have not been represented. As each local union forwards its delegate credentials to the International Union it will receive a check from Secretary-Treasurer Hicks in the amount of the Convention Fund allotment.

Many trade union officials, including A. F. of L. President George Meany and Secretary-Treasurer Schnitzler, have been invited to address our convention. Invitations have also been extended to key political figures.

(Continued on page 3)

Time Limit on Resolutions

All resolutions, petitions, memorials or appeals to be considered by the convention shall be written and submitted in duplicate signed copies to the Secretary-Treasurer of the International Union and received by him not later than twenty-one (21) days prior to the opening date of the convention. Resolutions can be submitted only by local unions, convention committees, and convention delegates. Resolutions originating with the convention's committee must have relevance to the committee's functions and can be submitted at any time prior to the submission of such committee's final report. Resolutions originating with individual delegates can be submitted at any time during the convention with the consent of the convention by a two-thirds vote.

Executive Board Meeting June 7

The Executive Board of the International Union will go into session on June 7, prior to our sixth convention. Many important pre-convention matters demand the attention of the Board. It is anticipated that numerous proposals dealing with resolutions and the constitution will be recommended to the convention by the Executive Board.

The Board will meet June 7 through June 10, and will be subject to call all during the convention. The meeting will take place at the Hotel Statler—the convention hotel.

Walker Renders Award in ILGWU-OEIU Dispute

As a result of a dispute which ensued during negotiations between New York's Office Employees International Union Local 153 and the national office of the International Ladies' Garment Workers Union, A. F. of L. President George Meany appointed Elmer Walker, general vice president of the International Association of Machinists, to hear and render a decision on the matters in dispute.

Brother Walker conducted a two-day hearing in New York City. He was assisted by George Brown, Assistant to President Meany. The OEIU was repre-

sented by Local 153's attorney, Walter Colleran, and Business Representative Ernest Ettlinger. The International Ladies' Garment Workers was represented by James Lipsig and Dr. Tepper of the International office, and Charles Zimmerman, vice president.

On March 10, IAM Vice President Walker handed down the following decisions:

1. A general wage increase of 10 cents per hour or \$3.50 per week for all employes excepting junior accountants. Junior accountants to receive \$6 per week and an additional \$6 per week

each year until they reach the maximum of \$90 per week.

2. Except for clerks, the minimum rate shall be increased by \$5. Employes affected by the increase in the minimum rate shall receive the full benefit of such increase, but in no event are they to receive in total less than the general increase of \$3.50.

3. Those clerks who would receive less than \$42 per week shall be raised to that minimum, effective October 16. Six months thereafter they shall receive the minimum rate of \$45.

4. The retroactivity of the agreement shall be the expiration

date of the preceding agreement, which was October 16, 1954. The agreement shall be for a period of two years and shall expire on October 16, 1956.

5. When any of the 8 legal holidays now granted to the employes fall on Saturday, the employes shall be entitled to be paid in full for such holidays.

6. Employes who are laid off shall receive accrued vacation pay. This shall not apply to employes who have voluntarily quit.

7. The present non-contributory pension benefits shall be increased from \$50 to \$65 per month. (This is in addition to Social Security).

8. Any future cost of living increases shall be based on a rise of 3 per cent in the Cost of Living Index, rather than on the former figure of 5 per cent.

On behalf of Local 153, the employes of the ILGWU and Office Employees International Union, we wish to take this opportunity to thank Elmer Walker for the services he rendered in the dispute between our organization and the ILGWU. The role of arbitrator is difficult at best. In this instance it was more than difficult for a well-known trade unionist to settle a dispute between two labor organizations.

Activities of Conferences and Local Unions

Port Arthur, Tex.—President W. O. Walker of Local 66 reports a wage increase of 4 per cent negotiated with the Texas Co. This amounts to a minimum of \$17.50 and a maximum of \$22 a month additional pay for 300 office employes of the company.

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New York City—Local 153 members employed by H. C. Bohack Co. have ratified a new agreement. Business Representative John P. Tracy reports that it provides, among other things, a wage increase of \$4 a week retroactive to September 1, 1954, and an additional \$3 increase effective September 1, 1955; 11 legal holidays, plus time-off to attend religious services on Good Friday, and half a day off the day before Christmas and New Year one to three-week vacations according to the length of service; improved holiday and severance pay; graduated paid sick-leave up to four weeks at full salary after four years of service; life, accident and health insurance at the company's expense, and two coffee breaks a day.

At the conclusion of the ratification meeting, one of the members told the negotiating committee, "That's really bringing home the bacon," to which one girl replied, "Yes, but now the Bohack employes have 'no beef.'"

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Portland, Oreg.—Local 11 has been certified as representative of the clerical and professional staff of the United Fund following the signing of membership applications by a majority of the employes.

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Vallejo, Calif.—In a settlement with Stratford Clothing Co., Local 86 with a wage increase of \$2.50 across the board, three-week vacations after five years of service and two, four and seven days sick leave after one, two and three years of service.

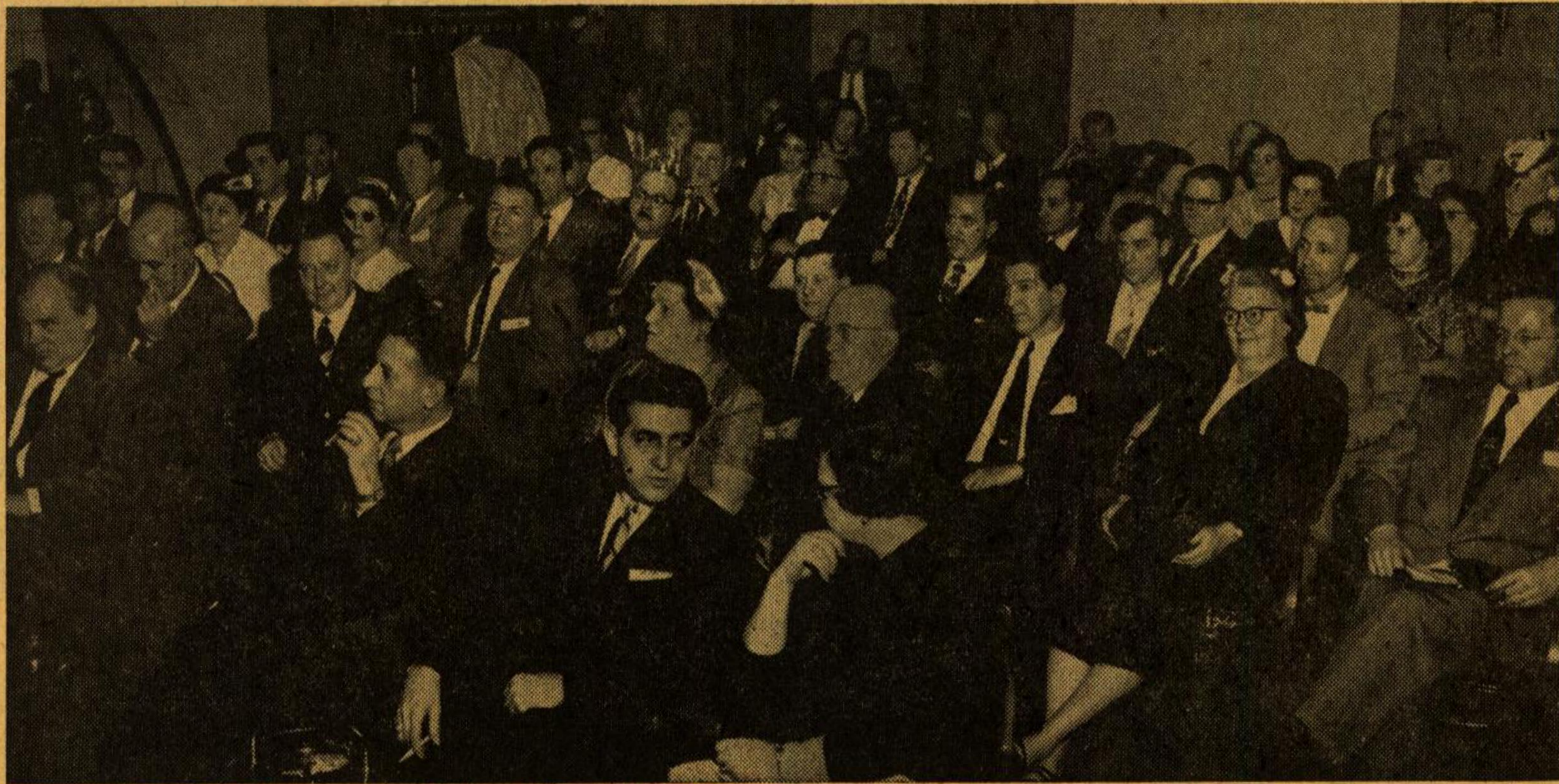
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Philadelphia—Local 14 obtained a wage increase of \$5.75 a week in negotiation of a new contract for office employes of International Color Printing Co. of Wilkes-Barre.

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Oakland, Calif.—A settlement of \$8.65 per month, retroactive to January 1, has been accepted by members of Local 29 employed by Westinghouse Electric Supply Co., Business Representative John Kinnick reports.

2 Conferences Hold Combined Meeting in Gotham



Shown above is the combined meeting of the Eastern and Northeastern Organizational Conferences at the Lexington Hotel in New York City.

New York Local 153 acted as host to the combined meeting of the Eastern and Northeastern Organizational Conferences on April 2, 1955, at the Hotel Lexington in New York City. Local 153 is affiliated with both of these conferences. Eighty delegates representing unions from Maine to Baltimore were in attendance.

Presidents Joseph McCusker of the Eastern Organizational Conference and Thomas Flynn of the Northeastern Organizational Conference requested OEIU President Coughlin to act as chairman of the combined conference meeting. Secretary-Treasurers Leo Wallace of the Northeastern and Edward Springman of the Eastern Conference submitted minutes of prior meetings and financial reports which were accepted as read.

Vice Presidents George Firth, Nicholas Juliano and Edward Springman were introduced. Reports were rendered by Vice President Firth, International Representative Leo Wallace, and conference organizers, Manning, Carrella and Cregar.

As a result of the work of our International representatives and conference organizers, there is much activity in the Eastern and Northeastern areas. Emphasis was placed on an election won by our Boston local in the United Farmers Milk Company. International Representative Wallace and Boston local's Tom Flynn did an excellent job in organizing the office employes and repulsing a Teamster raid in this company. Wallace also reported an election set at the U. S.

Rubber Company in Chicopee Falls, Mass., for April 14. He further reported on numerous other active campaigns in the Northeastern area.

In his report to the combined conference, Justin Manning explained that a petition is now pending at the National Labor Relations Board involving 300 office and clerical employes of the Knights of Columbus at New Haven. He is also active in campaigns at the Waterbury Tool Company and the Wheeler Wire Company. He worked with Elmira Local 137 in organizing and processing a case before the NLRB involving the American LaFrance Company. This petition is now pending before the Board.

Organizer Carrella is working on the Budd Company and several other companies. In addition, he reported on a case pending before the NLRB involving approximately 200 employes of the Yale & Towne Company.

Newly appointed Conference Organizer Bob Cregar, assigned to Baltimore, was introduced to the combined conference.

Local unions in attendance reported on the various activities in their own cities. A standout report was made by Tom Flynn of Boston Local 6, involving Budweiser salesmen. In conjunction with Local 153, he engaged in an organizational campaign to organize the Budweiser salesmen at the time the New York local was engaged in a similar campaign in the same company. Flynn's organizational efforts resulted in success immediately after a winning campaign in New York City. Both are now engaged in negotiations with that company.

Director of Organization Douglas

4 Conferences To Meet

The Pacific Northwestern, the Western, the North Central and the Southwestern Organizational Conferences will meet at 12:00 noon on June 12 in the Statler Hotel, New York City, prior to the convention.

It is anticipated that these Conferences will have concluded their business by 3:00 P.M. in order that the delegates may participate in the pre-convention forum on Organizational Techniques and Procedures to be conducted by Director of Organization H. B. Douglas.

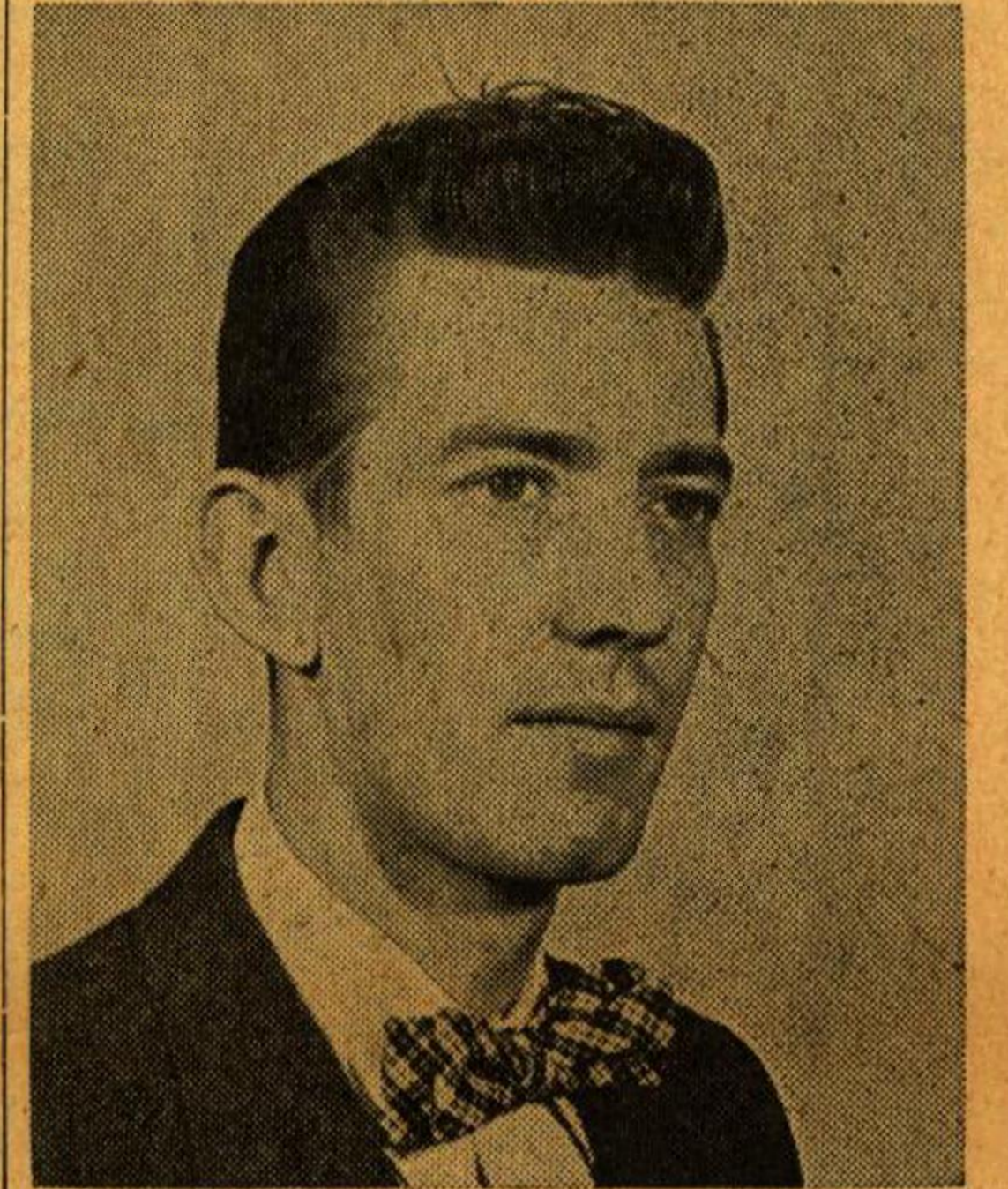
cent general increase and pay for a fourth week of vacation after 10 years,

★ ★

Portsmouth, Ohio—A number of recent grievances have been successfully settled by Local 308, Portsmouth, Ohio, for members employed by the contractors at the Atomic Energy Plant. Reinstatements were won for two members at Grinnell Corporation following a third-step hearing; a violation of call-in pay involving five employes at Peter Kiewit Sons' and subsequent awarding of four hours pay due to no work being available after they had reported was also settled after a third step hearing; supervisors working in union classifications and denial of work on premium days were other grievances settled to the satisfaction of the Union and the employes.

Arbitration is pending on another case involving the demotion of a supervisor into a union classification. Mr. Joseph E. Finley, counsel for Local 308, is assisting in this case.

New Organizer



E. Robert Cregar

The appointment of E. Robert Cregar as an organizer for the Eastern Organizational Conference has been announced by International President Howard Coughlin. He has been assigned to Baltimore, Md.

Mr. Cregar has had organizational experience with the Chemical Workers International Union, AFL; has been a teacher at the Institute of Management and Labor Relations of Rutgers University, and is familiar with National Labor Relations Board procedures and organizational tactics. He has been recommended by Vice President Edward P. Springman.

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Detroit—Negotiations just concluded by Local 10 with the Ludington News Co. resulted in a 7 1/2-

Pact Signed With Yellow Cab



Pictured above is the signing of a new agreement by Local 14 and the Yellow Cab Company of Philadelphia. Seated, left to right: Edward P. Springman, business representative of Local 14, and David Kohn, vice president of Yellow Cab. Standing, left to right: Marie Amand, Marie Searie, Mary Morris, Catherine Green, Local 14 stewards and negotiating committee, and Marie M. Hutchinson, secretary-treasurer of Local 14. The agreement provides an average increase of approximately 10 cents per hour, automatic step-rate schedule based on length of service and increased life insurance and sick and accident insurance.

Public Service Council Meets



International President Howard Coughlin addressed the annual winter meeting of the System Council of OEIU local unions representing office and clerical employes of the Public Service Electric & Gas Co. at Pennington, N. J. Seated, left to right: Frederick Muller, recording secretary; Joseph P. McCusker, president; President Coughlin; James McWilliam, secretary-treasurer. Standing, left to right: Thomas Miller, trustee; James Ackroyd, vice president; Willard Jobs, trustee, and Emil Oelkers, trustee.

White Collar—THE OFFICE WORKER

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the American Federation of Labor



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J. HOWARD HICKS, *Secretary-Treasurer*
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PUBLISHED MONTHLY

Entered in the Post Office at Washington, D. C., as second-class mail matter.



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Subscription Price \$1 a Year

Dollar and a Quarter Minimum Wage

The American Federation of Labor has advanced many reasons for its support of \$1.25 per hour as the minimum wage under the Fair Labor Standards Act. Among these reasons are its answers to the opponents of the higher wage.

It points out, for example, that the opponents of the former increase from 40c to 75c predicted freely that many industries would not be able to pay the increased minimum. After the establishment of the 75c minimum practically no plant shut-downs or layoffs resulted from the higher minimum, despite the fact that it was almost double the previous minimum rate.

In discounting the arguments of the opposition the A. F. of L. predicts that the higher minimum wage of \$1.25 per hour will improve the nutrition, health, housing and education of low wage workers, thus contributing to a general advance in social conditions for the entire community.

1955 LLPE Drive

James McDevitt, Director of Labor's League for Political Education, officially opened the 1955 campaign to raise funds to elect liberal candidates to public office.

Mr. McDevitt stresses this need for funds by pointing to the 18 states that have passed "Right-to-Wreck" laws in this country. He also reminds us that there is not a union security contract in America that cannot be wiped off the books by legislative action.

We, therefore, remind our membership of the very important need for contributions to Labor's League for Political Education.

It is important to remember that it is illegal for a union to use its funds for political purposes. Therefore, it is imperative that our individual members contribute to this very important end.

Kansas "Right-to-Work" Bill Vetoed

Republican Governor Fred Hall of Kansas vetoed a "right-to-work" bill which passed through both houses of the state legislature overwhelmingly.

Advocates of this bill, which would eliminate union security and make open shops compulsory, have attempted to enact this type of legislature for ten years. Fortunately, Governor Hall saw the real reasons behind this legislation and vetoed the bill on the ground that it was punitive in nature and not necessary in the State of Kansas.

We salute Governor Hall!

Merger

William Schnitzler, Secretary-Treasurer of the American Federation of Labor, recently pointed out the many organizational benefits that can be gained as a result of the merger of the AFL and the CIO, which will probably take place before the end of 1955.

Secretary Schnitzler states in effect that organizers of both the AFL and the CIO who for years have been used to defend those already organized against attack by a rival organization, can now be deployed to the very real task of organizing the unorganized. Hundreds of organizers of both the AFL and the CIO are now free to devote all of their time toward the unionization of millions of unorganized workers of all crafts and industries.

If this alone were the only tangible result, the merger would be well worth the effort extended to bring it about.

Election Won at Boston Dairy

Boston—Office employees of United Farmers of New England, Inc., a big dairy, voted overwhelmingly for OEIU Local 6 as their collective bargaining representative and in doing so repulsed an attempt by the Teamsters to organize outside their AFL-designated jurisdiction.

The victory in a run-off elec-

tion, conducted by the NLRB, is a credit to Local 6 officers and members, particularly Hilda Merriam, Local 6 vice president, and Dorothy Prendergast, shop steward at Deerfoot Farms.

Prior to the election, Local 6 officials and members telephoned and visited every United Farmer

office employee. The result was a sound defeat for the Teamsters who received only 8 votes out of a unit of approximately 40.

This victory is an example of what can be done when the necessary effort and know-how are vigorously put to work in organizing the unorganized office employees.

Convention Call

(Continued from page 1)

A pre-convention forum on organizational techniques and procedures is scheduled for Sunday, June 12, 1955, at 3:00 P.M. at the convention hotel. OEIU Director of Organization H. B. Douglas will lead the discussion and serve as moderator. All delegates are encouraged to make arrangements to be present at this important pre-convention session.

Four organizational conferences will be held just prior to the pre-convention forum. The Pacific Northwestern, the Western, the Southwestern and the North Central Organizational Conferences are all scheduled to meet at 12:00 noon.

Ben Cohan, chairman of New York Local 153's convention committee, announced that the local is busy working out a schedule of entertainment for convention delegates. He has also announced plans for a convention get-together on Sunday evening in the convention hotel. Specific notices will be forwarded by the New York local to all registered delegates.

Denver—Ringsby Truck Lines has been directed to re-employ Ila Simons in its Denver terminal in a position comparable to the one she held before her discharge by the arbitrator to which the dispute was submitted by Local 5 and the company. She has already received over \$300 because of the unjust discharge.

Middleport, N. Y.—A general increase of \$8 per month and other improvements were won by Local 184 in negotiations recently concluded with Food Machinery Corp.

New York's Father Knickerbocker Draws the Winning Tickets

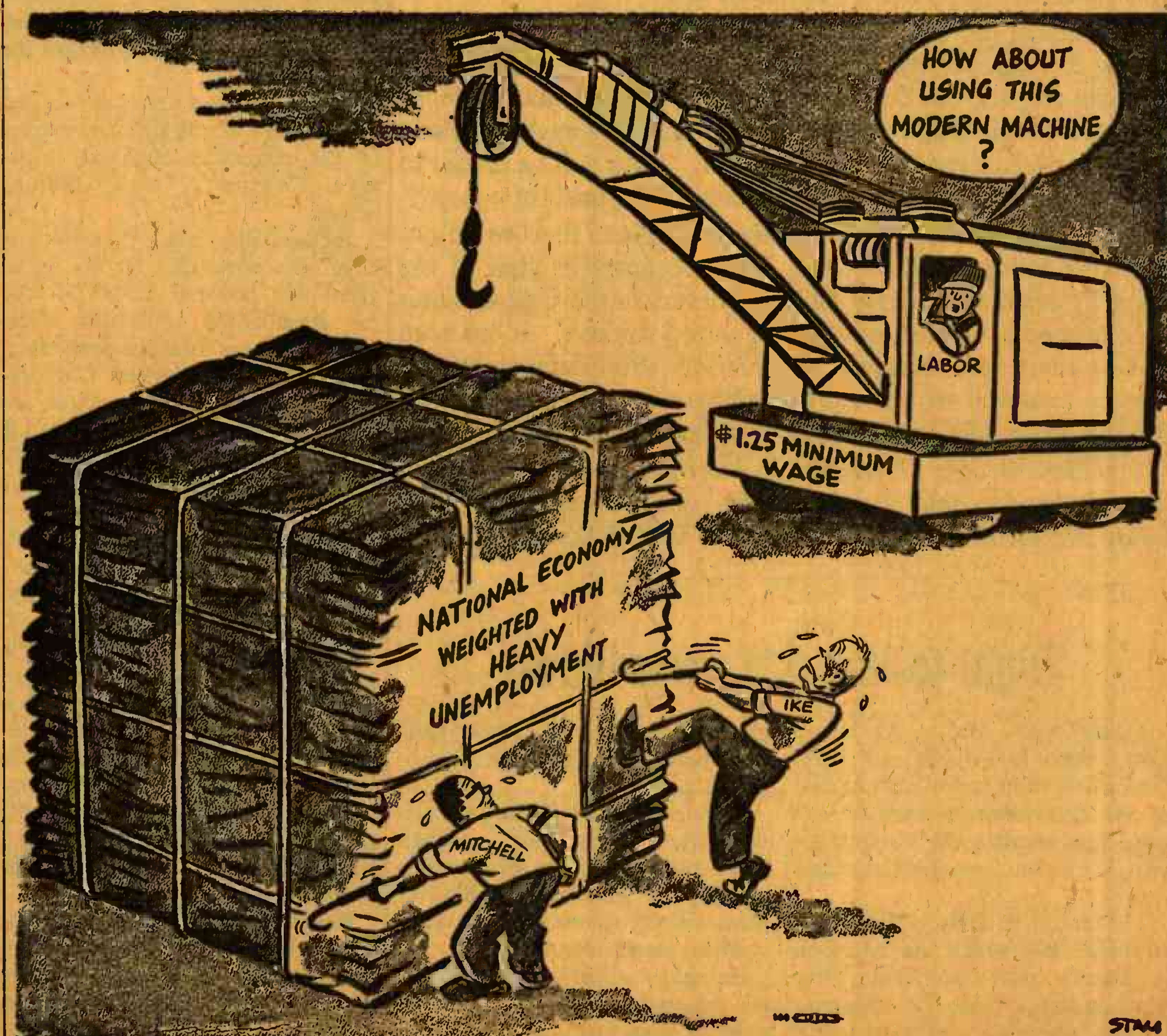
Local 153 of New York City recently conducted a raffle among its members for the purpose of raising funds to defray its expenses as host local for the coming New York 1955 convention of the OEIU.

Leaders of the union, business representatives, organizers, shop stewards and active members joined together to make this raffle a huge success. Eugene Goldsmith, president of Local 153, and Father Knickerbocker, who represents the spirit of New York, are pictured above as Father "Nick" draws out the first of the winning tickets.

The Convention Committee of Local 153 is working feverishly on arrangements to entertain the delegates to the convention to be held at the Hotel Statler, New York City beginning June 13, 1955.

The local committee was composed of President Gerald Morris, Secretary George T. White, Recording Secretary Lois G. Molnar, Geraldine Hoffman, Arlene A. McCabe, Freda J. Woodworth, Howard Keep, William Cotriss and Lester Kelkenberg.

Detroit—As a result of an arbitration proceeding between Local 10 and the Jewish Community Council, Elaine C. Landay was awarded one-week vacation pay and Jacqueline Leaman was awarded two weeks, one day and one hour of vacation and severance pay.

Lift That Bale

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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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A. F. of L's. President George Meany

In a little more than two years in office as President of the American Federation of Labor, George Meany has made a tremendous contribution to both the A. F. of L. and the organized labor movement.

In rapid succession he consummated the AFL-CIO No-Raid Pact and the A. F. of L. Internal Disputes Plan. The AFL-CIO No-Raid Pact was long overdue. However, not much was done about it until George Meany assumed the presidency of the A. F. of L. He was able to point out to all interested labor leaders of the AFL and the CIO that raiding was a losing game. He quoted National Labor Relations Board election figures to prove that this activity cost each union so engaged thousands of wasted dollars. He was also able to show that in a majority of instances more members were lost than gained in the raiding processes. He gave great emphasis to the fact that the raiding union was always the union most raided by other unions. This No-Raid Pact was overwhelmingly ratified by a majority of the unions in the AFL and the CIO.

Subsequently, he turned his attention to the intra-union raiding that existed within the American Federation of Labor. Using the same type of logical argument which prevailed in the AFL-CIO No-Raid Pact discussions, President Meany gained a unanimous decision at the Los Angeles convention of the American Federation of Labor. While it is true that some unions have not yet signed these very important pacts, it is also true that the vast majority of the labor leadership in this country recognize the value of these instruments.

Most Important Contribution

President's Meany's most important contribution to the organized labor movement is the industry he displayed toward bringing about the signing of the agreement by AFL and CIO negotiators. This proposed merger agreement must be ratified by AFL and CIO conventions this year. However, it is anticipated that it will pass through both conventions overwhelmingly, if not unanimously.

Through this agreement, which will eventually bring about the merger of the two great labor organizations, President Meany has accomplished a mammoth task.

Organizing the unorganized rather than raiding one another will be the order of the new day. Labor's united strength will have its impact on both the industrial and political life of America. Politicians and industrialists will no longer be able to play one organization against the other. Both will be forced to deal with the new merged organization on the basis of equality.

It has been said by many present-day writers that we do not have true industrial democracy in this country in view of the disparity between the sixty million workers in the United States as compared to eighteen million organized workers. It has been said by these same writers that true industrial democracy can only be achieved when all sixty million workers are organized and are negotiating with industry on an equal footing.

President George Meany has chartered the way for all American workers to join together under one banner in order to insure industrial democracy within the United States.

'Right-to-Wreck' Causes Unrest

Montgomery, Ala. — Alabama Gov. James E. Folsom said here, "There has been more labor unrest in the first three months of my second administration than there was in the four years of my first term."

The reason, he feels, is the "right-to-wreck" law which the Alabama Legislature put into effect. By "right-to-wreck," he was referring to the so-called "right-to-work"

laws, that is, compulsory open shop for unions other than lawyers', dentists', etc.

Governor Folsom made the statement when he rejected a request to send the militia to assist strike-breakers in Birmingham, but ordered reinforcement of the state highway patrol there.

He said he did not intend "to use the state militia as a strike-breaking organization."

AFL Organizers Hear Meany Outline Plans



Flanked on his left by Organizing Director Harry O'Reilly and on the right by Assistant Organizing Director Peter McGavin, AFL President George Meany outlined for regional directors conferring in Washington plans to organize the unorganized.

LOCAL UNION ACTIVITIES

St. Louis—Elections have been won at Tri-City Grocery in Granite City, Ill., and Hostess Bakery, St. Louis. Organizer Wheeler reports an overwhelming vote for Local 13 as bargaining representative for the office employees of these two firms.

New Orleans—Southeastern Con-

representation by Local 8 in a recent election conducted by the NLRB.

New York City—Local 205 obtained a wage increase of up to \$4.66 per week in a renewal agreement with the New York Cotton Exchange. Included in the agree-

ment are provisions for check-off of dues; vacation of 1 week after 3 months up to 3 weeks after 15 years; all holidays observed by the Exchange; 30½-hour workweek; severance pay up to 25 weeks after 21 years' service; automatic increases and a bonus plan. Employees are also covered by a non-contributory group insurance plan.

Gala Evening for Local 308



The St. Patrick's dance of Portsmouth, Ohio, Local 308 was a grand success. Above is the scene in the gayly decorated National Guard armory where the dance was held.

Where did you get that black eye?
It's a birth mark.
Whaddya mean?
I got in the wrong one on the Pullman last nite.

ference Organizer Otis reports the organization of the office employees of the American National Insurance Company, New Orleans branch.

Jacksonville, Fla.—Negotiations have been concluded for the initial agreement between Local 73 and the Presidential Insurance Company, Business Management, Inc., and American Securities Corporation. The agreement provides for a 38¾-hour workweek with double time for all overtime; one day per month vacation up to 3 weeks after 5 years; 7½ holidays with Saturday holidays observed on Friday and double time plus regular pay for any holidays worked; 12 days sick leave the first year up to 30 days after 3 years, and automatic increases. Excellent seniority provisions and a continuous Joint Job Evaluation Committee are also provided. Any additional offices to be opened or operated by these companies are also covered by the agreement. Vice President Bloodworth assisted the local in their negotiations.

Seattle, Wash.—Organizer Gene Corum of the Pacific Northwestern Organizational Conference advises that the office employees of Booth Fisheries voted 100 per cent for

At LLPE Victory Banquet



Pennsylvania Governor George M. Leader, Mrs. Marie M. Hutchinson, secretary of OEIU Local 14 and a director of Labor's League for Political Education, and William F. Schnitzler, secretary of the American Federation of Labor, are shown at the sixth annual LLPE banquet and victory celebration in Philadelphia.