



WHITE

COLLAR

("The Office Worker"—Official Publication

of the Office Employees International Union)



New Gains Scored by OEIU As 6th Convention Opens

300 K. C. Employees For OEIU

In a history-making election, 300 office and clerical employees at the New Haven national headquarters of Knights of Columbus, in an NLRB election, overwhelmingly chose the OEIU as their collective bargaining agent. This election followed a six-month campaign on the part of the OEIU led by Justin Manning, OEIU conference organizer.

Officials of the Knights of Columbus had refused to recognize the Office Employees International Union as the collective bargaining agent for its employes and stated, in effect, that they were exempt under NLRB jurisdiction. However, during the course of the hearings, conducted before the NLRB, the union was able to prove that the Knights of Columbus, through its insurance business, was engaged in commerce. As a result, therefore, the NLRB conducted an election on May 5 which resulted in an overwhelming victory for the OEIU.

Justin Manning feels that this successful election at Knights of Columbus, particularly in view of the NLRB order, will have a far-reaching effect in both the state of Connecticut and the nation itself. It is believed that this is the first order of election in the fraternal field.

The contract has already been drawn up and negotiations have been scheduled with officials of the K. of C.

Represent B.C. Electric Employes



EVERETT KING



BILL LOWE



AL PLAYFAIR

Everett King, business representative, and Bill Lowe, president of Local 378 of the British Columbia Office Employes Association, Vancouver, B. C., in addition to Al Playfair, president of the Victoria branch of the same organization, which affiliated with the Office Employees International Union as of May 1, will be present at the coming convention of the OEIU. Interest in our organization is high at British Columbia. These representatives of 1,300 office employes of the B. C. Electric Company are desirous of attending our convention for the purpose of gaining first-hand knowledge of our International Union. We extend a cordial welcome to these delegates.

OEIU Wins at Koehring Co.

After a campaign of approximately six months, Local 9 in Milwaukee was chosen in an NLRB election as a representative of 100 employes of that company. Conference Organizer Lewandowski and Harold Beck, business representative of Local 9, started this campaign in November, 1954, as a result of meetings of representatives of the ironworkers and technical engineering employes at Koehring. These union representatives arranged for meetings with these employes and other office clericals. From the start of the campaign there was an indication of much interest and as a result of the election conducted on May 6 the employes chose Local 9 by a score of 54 to 38.

The local union is in the process of drawing up proposals to be submitted to management.

ARO Clericals Choose OEIU In Second NLRB Election

Two hundred and thirty-six employes of ARO, Inc., of Tullahoma, Tenn., by a majority vote chose the Office Employees International Union recently to represent them in collective bargaining. This election result is a reversal of an NLRB election held in March, 1954, at which time the employes rejected OEIU.

ARO, Inc., is a St. Louis corporation operating the Arnold Engineering Development Center for the Army Air Force. The Center is a U. S. Air Force establishment which provides facilities for testing and evaluating supersonic aircraft, guided missiles and aircraft engines of all types under simulated free-flight conditions.

Wilson Company Employes Vote OEIU

In an election conducted by the NLRB on April 15, the office employes of the Wilson Company (meat packers) chose the Office Employees International Union by a score of 2 to 1.

Vice President J. O. Bloodworth conducted this campaign and is now in the process of negotiating a contract with that company.

The Metal Trades Council of the AFL represents the production and maintenance employes.

Results of the second election at ARO are a typical example of what can be accomplished when clerical employes continue their fight for union representation even after losing an NLRB election. Vice President J. O. Bloodworth led the OEIU campaign against ARO. At the present time, along with a committee of ARO employes, Bloodworth is negotiating a contract with the company.

Much credit for this success-

WELCOME!

To all delegates, friends and visitors to the sixth convention of the Office Employees International Union:

On behalf of the membership of Office Employees International Union, Local 153, we wish to take this opportunity to welcome you to the City of New York.

This is the first time in the history of the Office Employees International Union that a convention has been held in our city. We are deeply honored. We are exerting every effort to make your visit both interesting and entertaining. A get-together party has been arranged for Sunday, June 12, at 8 p. m. in the Penn Top Room of the Hotel Statler—the convention hotel.

We are looking forward to meeting each and every delegate personally. Please feel free to call on us at any time. Our services are at your disposal.

EUGENE GOLDSMITH, *President*,
BENJAMIN COHAN, *Chairman*,
Convention Committee.

full election is hereby given to Regional Director Lew Rhodes and Organizer Scott. Brothers Rhodes and Scott rendered great service to OEIU in this victorious organizational campaign.

Pres. Eisenhower's Message

Howard Coughlin, President
Office Employees International Union
707 Continental Building
1012 Fourteenth Street, Northwest
Washington, D. C.

Please extend my greetings to those attending this year's convention of the Office Employees International Union.

Office workers have a most important function in our ever-expanding economy. To keep the machinery of modern business running requires the abilities and resourcefulness of the men and women who do the bookkeeping, the typing, the filing, and the multitude of other office jobs. Moreover, the development of office machines of increased complexity—such as the electric typewriter and electric computer—requires that office workers become capable of higher and higher skills.

By interesting young people in office careers and by urging their adequate training in modern methods and, at the same time, by seeing that older office workers acquire a knowledge of new inventions and techniques, the Office Employees International Union can be of real and lasting service to our country.

DWIGHT D. EISENHOWER.

Activities of Conferences and Local Unions

St. Louis—Margaret J. Ritch, president of Local 13, reports a general wage increase of 5 cents an hour, and pay for Saturday holidays among the improvements obtained in an agreement negotiated with the St. Louis Steel Products Company.

Milwaukee—Contracts negotiated by Local 9 with the Milwaukee & Suburban Transport Corp. and Milwaukee Gas Specialty Co. provide, respectively, a general salary increase of 2.56 per cent and seniority and sick pay improvements, and a general increase ranging from \$8.50 to \$13.50 per month, Business Representative Harold E. Beck reports.

Denver—A wage increase of 5 cents an hour negotiated by Local 5 was obtained for office and clerical employes of Fred Mueller, Inc., in a contract negotiated by Local 5.

New York City—Office and clerical employes of Mergenthaler Linotype Co. have ratified an agreement obtained by Local 153 after arduous negotiations, including economic sanction against the company. Business Representative John P. Tracy reports salary increases ranging from \$2 to \$3.35 per week, retroactive to October, 1954; dues check off, modified union shop and super seniority for union stewards; 10 holidays with pay; overtime pay; life insurance and hospital and medical coverage;

LLPE Conferences

EASTERN AREA

Harrisburg, Pa.—Friday, June 3, 1955—Penn-Harris Hotel (Main Ball Room), 9:30 a. m.—Delaware, Maryland, New Jersey, New York, Ohio, Pennsylvania and West Virginia.

Boston, Mass.—Sunday, June 5, 1955—Bradford Hotel (Roof Garden), 9:30 a. m.—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont.

SOUTHERN AREA

Columbia, S. C.—Wednesday, June 8, 1955—Jefferson Hotel (Club Room), 9:30 a. m.—Florida, Georgia, North Carolina, South Carolina, Tennessee and Virginia.

Birmingham, Ala.—Saturday, June 11, 1955—Conference: Carpenters Hall, 1810-7th Ave., North—Headquarters: Dinkler-Tutwiller Hotel, 9:30 a. m.—Alabama, Arkansas, Louisiana, Mississippi, Oklahoma and Texas.

MIDWESTERN AREA

Chicago, Ill.—Friday, June 17, 1955—Sherman Hotel (Ballroom), 9:30 a. m.—Illinois, Indiana, Kentucky, Michigan, Missouri and Wisconsin.

Des Moines, Iowa—Sunday, June 19, 1955—Hotel Kirkwood, 9:30 a. m.—Iowa, Kansas, Minnesota, Nebraska, North Dakota and South Dakota.

WESTERN AREA

Boise, Idaho—Saturday, June 25, 1955—Conference: Labor Temple, 9:30 a. m.; Headquarters hotel: Hotel Boise—Idaho, Montana, Oregon, Washington and Wyoming.

Phoenix, Ariz.—Wednesday, June 29, 1955—Conference: Laborer's Auditorium, 9:30 a. m.; Headquarters hotel: Hotel Adams—Arizona, California, Colorado, Nevada, New Mexico and Utah.

Strike of Local 251 Terminated at Sandia



A nine-day strike of the Office Employees International Union, Local 251, against the Sandia Corp. in Albuquerque, N. Mex., ended after nine days with an agreement by our union and the Metal Trades Council to submit all issues to a panel of the Atomic Energy Commission. The Sandia Corp., which operates this important atomic energy project, has consistently refused to allow the union to participate in its job evaluation program. This important collective bargaining provision, along with the wage question and other matters in dispute, has been submitted to an Atomic Energy Commission panel for decision. This decision must be rendered by June 13.

job classifications and descriptions providing for wage increases from the minimum to the maximum of the rate range.

Negotiations between Local 153 and A. Sulka & Co. resulted in an agreement providing the following benefits for the sales force: A reduction of the workweek from 45 to 37½ hours, without loss in pay and with time and one-half pay for all selling in excess of 7½ hours a day or 37½ hours a week; morning and afternoon coffee breaks; union shop and check off of dues; improved vacations and sick leave.

Chattanooga, Tenn.—Mattie Henry Hale, president of Local 179, reports that, with the assistance of Vice President J. O. Bloodworth, negotiations with U. S. Pipe and Foundry Co. resulted in an increase of \$12 a month for office and clerical employes and an improved shift differential.

Chicopee, Mass.—Representative Wallace reports a 3-cent hourly increase for members of Local 269 at A. G. Spalding & Bros. A maintenance of membership clause and improved contract language was obtained.

Company resulted in a wage increase of \$1.60 per week for office and clerical employes in the Oakland and Berkeley offices.

Woodland, Me.—Local 295 has concluded negotiations with St. Croix Paper Co. which resulted in an agreement increasing wages 4 per cent, improving the hospitalization and pension plan, increasing time-keepers' pay five cents an hour, and increasing vacations to four weeks after 25 years of service.

Newark, N. J.—Local 32 reports a resolution passed by Mercer County Central Labor Union pledging active support and cooperation to efforts of the Office Employees International Union to organize the unorganized white collar workers.

New York City—Local 153 and the Hotel Trades Council won recognition as the collective bargaining representative of the office and clerical employes of the Ambassador Hotel, Matt Thompson, hotel representative, reports.

Ratification of an agreement with White Rock Beverage Co. is re-

New Organizer



Donald A. Filmer was recently appointed to the OEIU staff as an organizer for the Erie Organizational Conference. Mr. Filmer is assigned to the city of Cleveland. He has had considerable background in the labor movement, having worked as an organizer for the Retail Clerks for a period of five years. He is very well known in the labor movement in the Cleveland area.

ported by Business Representative Ben J. Cohan of Local 153. The agreement, reached after a strike vote had been taken, provides for salesmen a base wage increase of \$20 a month this year and a similar increase next year, territorial security and coverage by the Welfare Plan of Local 153.

A new contract signed by Local 153 and G. Schirmer, music publishing concern, increases wages \$5 per week, \$3 retroactive to January 1 and \$2 as of July 1, and improves nearly every phase of working conditions of office and clerical employes. Complete health and welfare coverage features the Welfare Plan of Local 153 and a home and office doctor's call indemnity plan, Business Representative Charles Ponti reports.

An across-the-board increase of \$15 per month for regular route salesmen of Canada Dry and other improvements were won by Local 153 in negotiations headed by Business Representatives Cohan.

A new contract for office and clerical employes and a re-negotiated contract for salesmen of Rupert Brewery are reported by Business Representative Cohan of Local 153. A wage increase of 7 per

cent across the board, coverage by Local 153 Welfare Plan, three week vacations after five years of service and four weeks after 12 years, and job security are among the gains for the clericals.

An increase of \$8.50 per week, pension plan and coverage by Local 153 Welfare Plan, an increase in the car allowance and three-week vacations after five years and four weeks after 12 years were won for the salesmen.

St. Louis, Mo.—Local 13 and Postal Employees Credit Union renewed their agreement providing for \$200 per year bonus on employee's anniversary date of employment after the maximum salary is reached.

Camden, Ark.—National Fireworks Ordnance Company and Local 312 have concluded negotiations for a 2-year agreement with wage reopenings at 6-month intervals. Two additional steps were added to the automatic progression in the majority of the labor grades resulting in a 10 cents per hour increase in grades 3 through 6. Improved seniority and 5 days notice or pay in lieu thereof on layoffs were also obtained with the assistance of Representative Frank Morton.

Toledo, Ohio—Gulf Oil Refining Company employes, members of Local 19, in the fuel oil sales office have received a 4 per cent salary increase with a minimum of \$17.33 per month.

Standard Oil Company, Toledo, and Local 19 settled on 4 per cent salary increase, averaging \$17.50 per month for members employed in the refinery.

Local 19 has also obtained an agreement with the Libbey-Owens-Ford Credit Union providing for average salary increases of \$20 per month, union shop, seniority and promotional rights, arbitration, sick leave benefits and comprehensive Blue Cross-Blue Shield coverage at no cost to the employes.

Rochester, N. Y.—Five cents per hour general increase for Local 34 members employed at Yawman & Erbe Company has been obtained with the assistance of Representative Wallace. An additional 5 cents per hour was obtained for time-keepers as an equity adjustment.

Buffalo Blue Cross Contract Settled

OEIU Local 212 of Buffalo, N. Y., recently negotiated renewal agreements with Blue Cross and Blue Shield of that city. Employees in the bargaining units of both these organizations received a 5-cent hourly wage increase across the board. In addition, another automatic wage step was added to the existing rate ranges.

These contracts were consummated after a strike vote was taken by the members involved. Mediators assisted in bringing about a settlement. Emil Steck, business representative, and W. Frank Roberts represented the local union.

A negotiating committee composed of Joan L. Dailey, Lorraine Ickowski, Jean A. Bateman and Joan A. Wesolowski represented the members of Local 212 employed by Blue Cross and Blue Shield. International Representative George P. Firth assisted in the final stages of the settlement.

Oswego, N. Y.—A wage increase of 5 cents an hour, retroactive to September 8, 1954, was secured by Local 125 in negotiations with Fitzgibbons Boiler Co. A strike vote and mediation assistance brought these lengthy negotiations to a conclusion. Organizer Manning assisted the local.

Philadelphia—Arbiter Joseph D. Phillips has fixed September 15, 1954, as the retroactivity date for wage increases granted to six members of Local 14, AFL-Office Employees International Union, employed by Scranton District Council, AFL-International Ladies' Garment Workers Union, according to a decision received here.

He also awarded an additional \$5 weekly increase to two of the six employes involved, including the office manager and a stenographer-bookkeeper.

Mr. Phillips is business representative of District 1, AFL-International Association of Machinists, Philadelphia. He conducted a hearing here on March 10 when Edward P. Springman, Philadelphia, International Vice President of the OEIU, appeared for the employes and ILGWU District Manager Harry Schindler for the employer.

The arbitration was based on an appendix to an agreement negotiated about a year ago. The appendix provided for a \$5 general increase, effective as of May 17, 1954, and evaluation of jobs by September 15, 1954, to determine whether an additional \$5 per week would be granted. The employer contended no retroactivity should be awarded, while the employes sought retroactivity to the original date of the agreement.

Paterson, N. J.—Local 279 has obtained a \$4 per week increase across the board at Curtiss-Wright Corporation, Propeller Division. Provision for holidays falling on Saturday, changes in classifications and a wage reopener were also won in the two-year agreement.

San Diego, Calif.—Helen Norbeck, secretary-treasurer of Local 139, announces that Mary Lu Peterson has been appointed to the staff of the local union as an organizer. Prior to her appointment Miss Peterson was active with the Retail Clerks and Central Labor Council at Portland, Ore. She will assume her new duties immediately and will intensify activities in the organizing drive now under way among office and clerical workers.

White Collar—THE OFFICE WORKER
 Official Organ of
OFFICE EMPLOYES INTERNATIONAL UNION
 Affiliated with the American Federation of Labor



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 J. HOWARD HICKS, *Secretary-Treasurer*
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 Washington 5, D. C.

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Minimum Wage

While we commented on the need for support of the American Federation of Labor's position for a \$1.25 per hour minimum wage in the April edition of "White Collar," we believe it important to again emphasize this desirable goal.

Industry has been relocating freely from high wage areas to low wage areas, primarily on the basis of low wage rates held out to them by states of our country. This type of industry competition, based on sub-standard wages, can have an adverse effect upon the economy of the nation and will depress wages of both organized and unorganized workers.

A letter-writing campaign directed to U. S. Senators and Congressmen is needed. It is imperative that each of our Representatives at Washington be made aware of the strong feeling of the working people of the United States for a minimum wage of at least \$1.25 per hour.

Meany Accuses Chamber of Commerce

A. F. of L. President George Meany accused the U. S. Chamber of Commerce of attempting to destroy the trade union movement in its call for a national "Right-to-Work" law and other misnamed laws at the state level.

Meany's charges came after the Chamber's 43rd annual meeting calling on its affiliates across the nation to press for a national "wreck" law and urged the states to step up their drives for the so-called "right-to-work" laws.

The U. S. Chamber of Commerce also adopted labor relations planks calling for curbs on the right to strike and stripping unions of their protection from attack under the antitrust laws.

When considering the U. S. Chamber of Commerce's present antiunion position it must be remembered that this same body opposed social security, unemployment compensation, workmen's compensation, health insurance, and other protective measures designed to help the American working classes.

Postal Pay Raise Vetoed

The average 8.8 per cent pay increase for 500,000 postal workers was vetoed by President Eisenhower after it had received overwhelming approval of both House and the Senate.

It is difficult to understand the action of President Eisenhower in view of the fact that he recently approved increases of 50 per cent for members of the House of Representatives.

The wages of clerical workers everywhere, including postal workers, have a direct bearing on the results of OEIU negotiations with private employers.

NLRB Reverses Itself

The National Labor Relations Board recently revised its objections to elections rules to provide that copies of such objections must be sent immediately to the other parties in the case.

The NLRB recently refused to consider objections to an election because the union involved filed copies with the company two days after filing with the Board itself. The Board held that this two-day delay was a violation of its rules.

This unreasonable attitude of the Board is not understandable. However, we will have to live with this type of decision until the present personnel of the Board is changed.

Canadian Corner

By Harold Ogden
 President, Canadian Organizational Conference

CIP Negotiations Reach Deadlock

After extended negotiations between the Canadian International Paper Company, representing the New Brunswick International Paper Co., Industrial Cellulose Research Ltd., International Plywoods Ltd., International Fibre Board Ltd., Masonite Company of Canada, Ltd.; Gatineau Boom Company, International Fibre Board and Plywood Sales Ltd., and Commercial Alcohols Ltd., and the Office Employees International Union representing their various local unions, a deadlock was reached.

The issues on which the companies and the unions were unable to agree upon were the automatic progression within rate ranges and the application of a wage increase uniformly to all employees covered by the agreement. The position of the company was that the salary schedule should be based upon meritorious service of the individual to be changed unilaterally by the company representative after the individual employee had reached the standard for the rate range. The company also would not agree to apply the same increase to any employee whose wages, as a result of the job evaluation program, were considered to be above the stipulated maximum for the rate of the job being performed. The unions took the position that wages are a matter of collective bargaining and once established should not be subject to the unilateral decision of management. They also took the position that when job evaluation was installed the employer stated that the employees whose jobs may be rated at a lower rate of pay than they were currently receiving would suffer no loss as a result of the evaluation and that to refuse these employees the same increase as the balance of the employees would in effect be causing them to lose money as a result of the job evaluation program.

Before the negotiations deadlocked, the companies and the unions agreed to amend the current contract to include the following:

- (1) Contribute \$1.25 per month toward the cost of each employee's hospitalization insurance.
- (2) Issue salary checks bi-weekly instead of semi-monthly.
- (3) Observe statutory holidays falling on Sunday on Monday.
- (4) Increase the shift differential to 4 cents and 6 cents per hour for the second and third shifts of operation.
- (5) Increase the current rate of pay by 5 per cent with no one receiving less than \$10 per month increase except those employees now receiving a higher rate of pay than the normal rate for the job they are performing.
- (6) Provide the French-speaking employees with a copy of the agreement printed in French.
- (7) Allow the employees paid on an hourly basis to be paid on a monthly basis.
- (8) Allow the hourly paid employees to receive the benefit of the improvements negotiated by the manual employees' union.

The unions have started conciliation proceedings in the various provinces of Canada.

These negotiations were carried on by OEIU Representative A. F. MacArthur, who was assisted by H. B. Douglas, Director of Organization for OEIU.

Canadian Organizer

Robert R. Hennessey of Three Rivers, Que., has been appointed as an organizer to work on behalf of the Canadian Organizational Conference in Eastern Canada. It is believed that the work of A. F. MacArthur and Robert Hennessey will serve to expedite OEIU organizational campaigns in Canada.

Port Arthur, Ont.—Certification of the scaling group employed at Abitibi Power & Paper Company, Woodlands Division, has been is-

sued by the Ontario Labor Relations Board. Local 236 has been awaiting this decision since filing for this group approximately a year ago. Representative MacArthur was present at the hearing conducted by the board in November, 1954.

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Merritton, Ont.—Negotiations with Alliance Paper Mills and Local 263 are under way with the assistance of Representative MacArthur.

Reach Accord with Abitibi Paper Co.

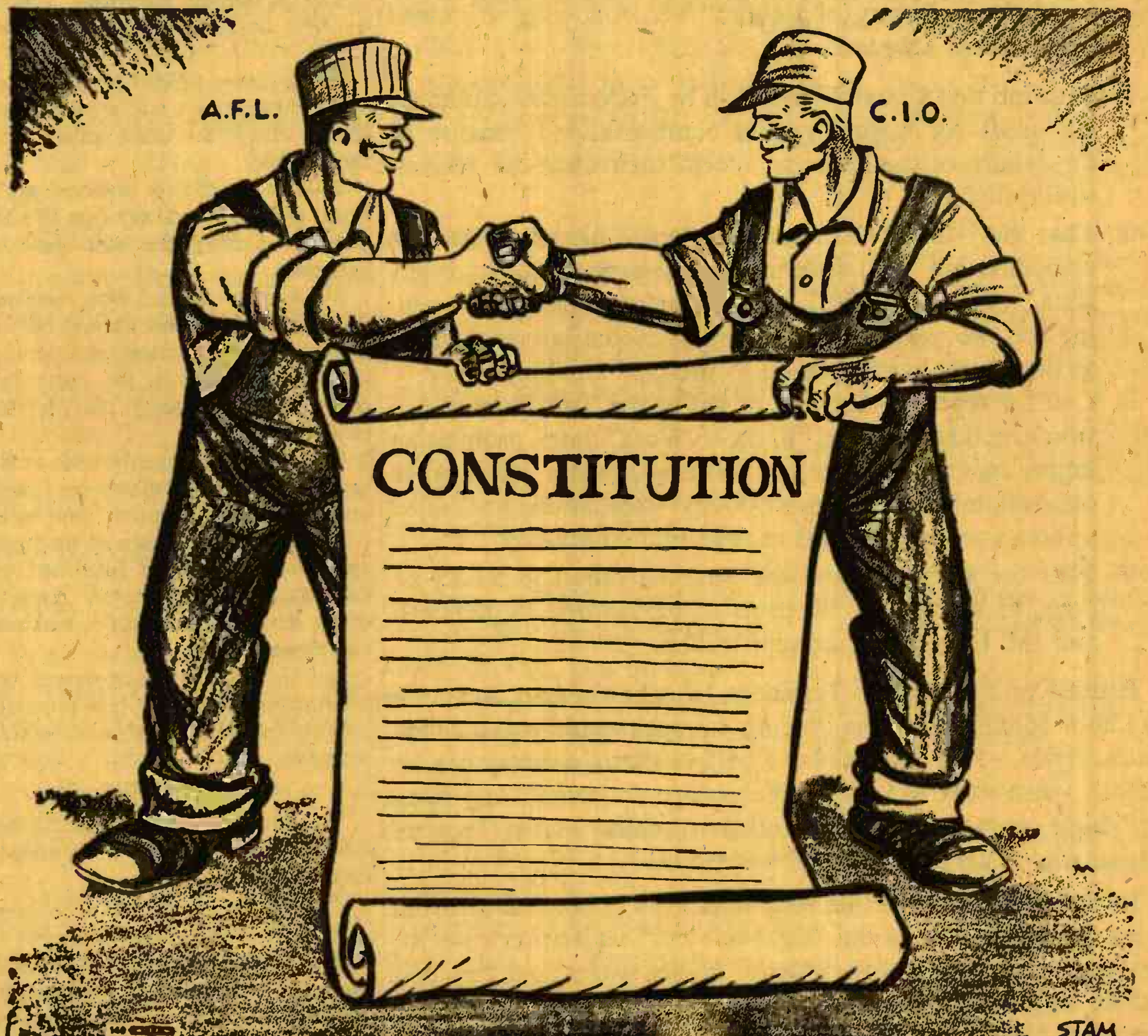
Representative A. F. MacArthur announced the results of the recent negotiations with the Abitibi Power & Paper Company, Ltd., which were successfully concluded early in May.

As a result of these negotiations the company has agreed to increase the contribution toward employees' hospitalization insurance by \$1.25 per month per employee; to observe statutory holidays falling on Sunday on Monday, and to allow one-half day off on Friday when the statutory holiday falls on Saturday; to increase shift differentials to 4 and 6 cents per hour for the second and third shifts and to grant a 5 per cent increase in wages to all employees covered by this agreement figured to the next highest dollar. Several other articles in the agreement were clarified in order to avoid the possibility of grievances resulting over misinterpretation.

This new agreement between the company and OEIU Locals 151, Iroquois Falls; 161, Smooth Rock Falls; 214, Sault Ste. Marie; 236, Port Arthur; 282, Sturgeon Falls, in Ontario Province, and 191, Beaupre, Quebec, and 216, Pine Falls, Manitoba, expires April 30, 1956.

During these negotiations the local delegates and Representative MacArthur were assisted by H. B. Douglas, director of organization, OEIU.

'In Order to Form a More Perfect Union...'



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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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Secretary of Labor Rebuffed

The 21st annual conference on state labor legislation held recently in Washington resulted in a rebuff to Secretary of Labor James P. Mitchell. Mitchell was responsible for his own rebuff because of his declaration at the opening session of the conference that "the states are once again demonstrating to the delight of their friends and the surprise of their critics that they can meet the social and economic needs of their own citizens. They are showing that they can in many ways do more for working people than it is possible or practicable for the Federal Government to do."

Mitchell further told the delegates: "There is occurring in the United States today a fundamental change in the course of government. . . . We have felt certain that progress could be achieved and that the people's needs and hopes could be met and satisfied more easily, fully and economically if they took action to help themselves or if their state governments took action to help them than if sole or even primary reliance were placed on the Federal Government."

Delegates Resent Failure

The resentment of the delegates to this 21st annual conference on state labor legislation was particularly bitter with regard to the unemployment compensation issue. President Eisenhower and Secretary Mitchell have consistently refused to back Federal legislation setting up minimum standards for states to follow regarding benefit payments and their duration. Instead they wrote letters to the State Governors urging the states to improve their unemployment compensation laws. The standards urged were compensation at a rate not less than 50 per cent of regular earnings nor more than 66 2/3 per cent, along with a uniform duration period of not less than 26 weeks.

The delegates recognized the futility of such recommendations when they discovered that not a single state has as yet met these standards.

Delegates Demand Federal Action

More than 150 delegates from every part of the country adopted resolutions in direct opposition to the fundamental position of the Secretary of Labor. The following are some of the resolutions adopted:

1. Demand that Congress establish by Federal law minimum standards for unemployment compensation "because of the failure of the states to accept their clear-cut responsibility."
2. That the Federal Government adopt a model workmen's compensation law covering workers engaged in interstate commerce. The Labor Department has been working for two years on developing a model law as a guide to the states, but has failed to produce anything yet.
3. Call for repeal of Section 14 (b) of the Taft-Hartley Act which makes possible "Right-to-Work" laws prohibiting union security. Secretary Mitchell, while publicly in opposition to the "Right-to-Work" legislation, has failed to come out against this change in Taft-Hartley.
4. That the Federal minimum wage be raised to \$1.25 an hour, as against the 90 cents figure favored by Mitchell and the Eisenhower administration.

It must be apparent to President Eisenhower and Secretary of Labor Mitchell that the country cannot be sold on so-called states' rights. It is impossible to believe that a country can be healthy when some of its states encourage collective bargaining and high wage levels, while others prohibit union security clauses and foster sub-standard wage rates.

Representatives of certain state chambers of commerce, from areas where low wages and "right-to-work" legislation co-exist, constantly call on firms in areas of higher wages and free collective bargaining to relocate. Can President Eisenhower and Secretary of Labor Mitchell feel that this condition is desirable?

Welfare Fund Code Adopted by Council of AFL

A hard-hitting, comprehensive code designed to stamp out abuses in the handling of health and welfare funds has been adopted by the AFL Executive Council. The code spells out the duties of union officials, in dealing with employers and insurance companies on fund operations and calls for national and state legislation that would place fund administration in a "goldfish bowl."

Expect Adherence

The council adopted the code, first presented to it in February, after extensive study and a survey of all AFL affiliates, on the recommendation of a subcommittee composed of AFL Vice Presidents David Dubinsky, Al Hayes and Maurice A. Hutcheson.

AFL President George Meany, commenting on the council action, declared "we expect our unions to adhere to these standards." Loose practices will not be tolerated under AFL policy and procedure, he said.

The CIO Executive Board took similar action, approving a series of recommendations worked up by the CIO Ethical Practices Committee. The recommendations are similar to the AFL program, differing somewhat in legislative recommendations.

The AFL code points out that labor unions have secured for their members the best protection available in the absence of a system of national health insurance and for the health and welfare plans won at the collective bargaining table and on the picket line "the best interests of the members must be the governing consideration."

The private interests of others concerned with the plans, "whether union officials, employers, insurance carriers and agents, public officials, doctors or others, must not be permitted to stand in the way of any steps that may be required to protect the rights of beneficiaries."

Principles Outlined

The code calls on AFL affiliates to institute constitutional amendments or changes in administrative procedures to place its provisions in effect "at the earliest practicable time."

The principles governing action by AFL unions handling funds include:

- 1—A union official serving as a representative on a welfare program should draw no extra salary for these duties.
- 2—Union officials involved with funds should be entirely free of any compromising ties with outside agencies.
- 3—A union official who receives an improper payment should be removed. Legal action should be pressed against both the party receiving and the party making the payment.
- 4—Complete records and audit reports should be maintained and made available to union members.
- 5—A full annual report on fund operations should be furnished to individual members upon request with a detailed statement of receipts and expenses.
- 6—All possible plans should be examined to make the best possible services available to members at the lowest cost.

Competitive Bids

- 7—Competitive bids should be solicited from a number of insurance carriers.
- 8—Complete records of claims and benefits paid should be kept.
- 9—The investment of welfare funds in the business of a contributing employer or in any enterprise in which any fund official has a finan-

At AFL Cornerstone Ceremony



William Schnitzler, Secretary-Treasurer of the American Federation of Labor, is pictured above with OEIU Secretary-Treasurer J. Howard Hicks at the laying of the cornerstone for the new A. F. of L. building in Washington, D. C.

Gov. Harriman to Address Convention

Averell Harriman, governor of the state of New York, will informally address the OEIU convention on Wednesday, June 15, at the Statler Hotel in New York City.

Governor Harriman's interest in white collar workers is well known throughout the state of New York and the nation as a whole.

As a candidate for the governorship prior to the last election, Mr. Harriman expressed himself as deeply sympathetic to the plight of the white collar worker. During his present regime as governor of New York state, Mr. Harriman has approved a low-cost housing project which has been commonly called "White Collar Housing."

William Schnitzler, Secretary-Treasurer of the American Federation of Labor, will also address the convention. Delegates who heard Mr. Schnitzler in 1953 can anticipate another fine address. His deep interest in our organization is well known to our membership.

Among other speakers who will address the convention are: Thomas Murray, president, New York State Federation of Labor;

Collins, regional director of the American Federation of Labor of New York and New Jersey; Arthur Stark, executive director of the New York Board of Mediation; Robert Gritta, secretary-treasurer of the Metal Trades Department of the American Federation of Labor; Ralph Wright of the International Labor Office, and Peter McGavin, assistant director of organization of the American Federation of Labor, who will bring a message from A. F. of L. President George Meany.

10—Eligibility waiting periods should be short and eligibility extended to all workers making a substantial contribution.

11—Every program should have adequate appeals machinery.

12—The duty of policing and enforcing these standards should be shared by all union officials and members.

On the legislative front, the code recommends that every health and welfare plan should be required to file each year with the Bureau of Internal Revenue a complete financial statement, readily available to all groups concerned, in order to qualify for a tax deduction.

State laws, under the code, would be amended to eliminate unnecessary agents' fees now required by law in some states and make state regulatory bodies governing insurance operations more representative of public and consumer interests.

The CIO plan calls for Federal legislation authorizing the Labor Department to administer the proposed law providing for filing full financial statements and calling for fines and prison terms for violators.

Martin Lacey, president, Central Trades and Labor Council of New York; James Quinn, secretary, Central Trades and Labor Council of New York; William

In view of the importance of the introduction of new machinery to the future of OEIU, Mr. Albert Pleydell of a well-known firm of labor managements consultants, will conduct a session on automation. Mr. Pleydell is well-versed in all of the latest office machinery rapidly being introduced into the offices of the country.

We believe this session will be of the utmost importance to all of the delegates in attendance at the convention.