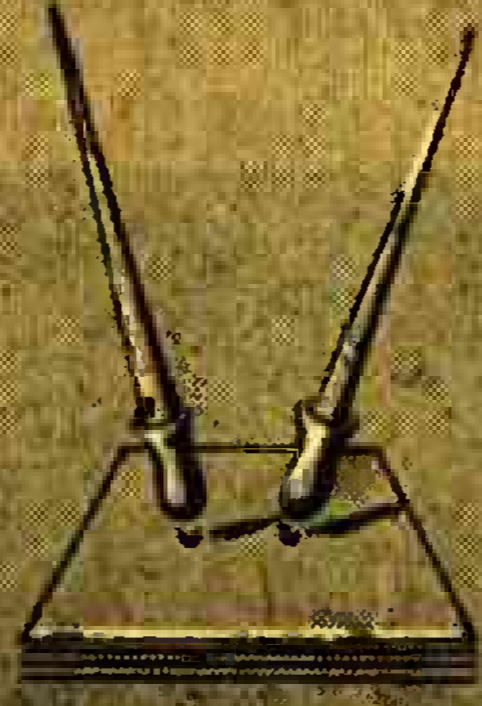




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



# Merged Organization Born

## CIO Office Workers Invited to Join OEIU

## C.I.O. Local Merges With OEIU Local 42

The final steps of the merger of the office employees of former CIO (LIU 72) in Detroit with the office workers of Local 42, OEIU, have been completed. As long ago as October, committees from the two local unions sat down and worked out the details for this merger. As a result of these early meetings, the mechanical details were virtually completed prior to the recent AFL-CIO convention. At this convention the representatives of LIU 72, Winnifred Shapero and Elizabeth Averill, met with the International officers of the OEIU in New York during the merger convention. LIU 72 formerly had jurisdiction over all personnel in UAW and CIO local union offices, including those at Solidarity House, UAW's modern International head-

quarters. The merged group will have a membership of about 1,500 members. It will become one of the largest white collar organizations in the area. OEIU Local 42 has many members in the downtown business offices and in some of the big industrial centers, as well as in many AFL local union offices. The officers of the newly merged organization have announced plans for a large scale organizing drive in the Detroit area.

The representatives of the former LIU 72 are very happy to become part of the new AFL-CIO Office Employees International Union and stated that they believe all LIU's composed of office employees should immediately take steps to complete plans for affiliation or merger with the OEIU, AFL-CIO.



Triumph for labor is signified in this picture as Walter Reuther holds George Meany's arm high after Meany had been unanimously elected president of the merged AFL-CIO at their first convention in New York. It was, too, a triumph for workers the world over, for the general public and for the AFL-CIO Unity Committee which smoothed the way for the amalgamation. In the left background are James B. Carey, who was elected secretary-treasurer of the Industrial Unions Department and an officer of the AFL-CIO Executive Council, and William F. Schnitzler.

The AFL and the CIO became a single organization at the convention held at the 71st Street Regional Armory in New York City on December 5. Previously, during the preceding week both organizations meeting separately had voted overwhelmingly to merge with one another. Labor unity thereby became a successful reality during the four-day first constitutional convention of the American Federation of Labor and the Congress of Industrial Organizations.

During the weekend prior to the merged convention, the Executive Board of the Office Employees International Union, apprised of the merger vote of the AFL and CIO, issued an invitation to CIO local unions of office workers not affiliated with existing International Unions, to affiliate or merge with the Office Employees International Union. In its statement the Executive Board emphasized the fact that the addition of other local unions of office workers will present a stronger and more united picture

to the unorganized office and clerical workers of the United States and Canada.

George Meany, the new president of the AFL-CIO, said: "I share the feeling of elation that we have come this far along the road to unity for all labor in America." Walter Reuther, now an AFL-CIO vice president, exclaimed: "We shall fight together, we shall march together, we shall build together and we shall win a better tomorrow together."

The first convention of the American Federation of Labor and the Congress of Industrial Organizations was harmonious. If anything, the convention was marked by a determination to organize the unorganized. Both President Meany and Vice President Reuther emphasized the need to organize white collar workers. Unorganized white collar workers of the United States and Canada will be one of the targets of the merged Federation.

Numerous speakers addressed the first convention of the AFL-CIO.

These speakers included Governor Averell Harriman of New York, Adlai Stevenson, Secretary of Labor James P. Mitchell, Senator Hubert Humphrey of Minnesota and Mrs. Eleanor Roosevelt.

(Continued on page 2)

### Complete Merger Details



Above: l. to r.: Winnie Shapero, president, LIU 72; Bob Corrigan, business representative, OEIU 42, and Peggy Averill, recording secretary, LIU 72. They are shown at the meeting which consummated the merger of the two local unions into what is now known as OEIU Local Union, AFL-CIO.

### CONFERENCE MEETINGS SCHEDULED

- JANUARY 21—NORTH CENTRAL ..... CHICAGO, ILL.
- MARCH 31 —NORTHEASTERN ..... CONNECTICUT
- APRIL 14 —EASTERN ..... WASHINGTON, D. C.
- APRIL 21 —ERIE ..... TOLEDO, OHIO
- MAY 5 —SOUTHEASTERN ..... NEW ORLEANS, LA.
- MAY 12 —SOUTHWESTERN ..... GALVESTON, TEX.
- MAY 19 —PACIFIC NORTHWESTERN... TACOMA, WASH.
- MAY 26 —WESTERN ..... SAN FRANCISCO, CALIF.
- JUNE 23 —NORTH CENTRAL .....
- OCTOBER 20—CANADIAN ..... OTTAWA, ONT.

**MERGER**

(Continued from page 1)

A new Industrial Union Department was formed. Sixty-six unions of both the former AFL and the CIO affiliated for all or part of their membership. The OEIU affiliated on behalf of 3,000 members employed in finance, insurance and direct mail. As an immediate result of this affiliation, Howard Coughlin, president of OEIU, became an Executive Board member of the new Industrial Union Department. Walter Reuther was named president of the Department and James Carey, secretary-treasurer. A meeting of the Industrial Union Department will be held in January. It is anticipated that this meeting will kick off a concerted drive to organize on an industrial basis.

In a telephone address from his Gettysburg farm, President Eisenhower paid personal tribute to the unique contribution of American unions to the general welfare of the republic. This contribution, he stated, was "the development of the American philosophy of labor, a philosophy which, if adopted globally, would bring about a world prosperous at peace, sharing the fruits of earth, with justice to all men."

This speech of the President's was the first live speech to any public group since his heart attack in Denver. The President concluded his speech on the note that the American philosophy of labor included three elements: recognition that the ultimate values of mankind are spiritual that the economic interest of employer and employe is mutual prosperity; that labor relations are managed best in honest negotiation between employers and unions, without government's unwarranted interference.

The convention delegates stood in respect as President George Meany introduced him. President Eisenhower received resounding applause when he concluded his 7-minute message.

**New Haven, Conn.**—Members of Local 329 employed at national headquarters of the Knights of Columbus are attending workers education classes conducted by Ruth Warren, education director of the Connecticut Federation of Labor. The responsibilities of stewards, how to handle grievances and contract interpretation were subjects of the first session.

**Strike Is Won at Smith-Corona**

Detroit—Local 42 announces a settlement with Smith-Corona Typewriter Co. following the longest strike of office employes in Detroit's history.

The victory restores all employes to their jobs with back pay for the time they were out, and gives Local 42 full collective bargaining rights, Business Manager Robert G. Corrigan reports.

Corrigan had high praise for the backing of the office employes by the International Association of Machinists and the production workers it represents.

The Machinists struck first when they were unable to reach an agreement with the company. Then the office workers struck after the company denied their demand for recognition of Local 29.

Members of the Machinists settled their dispute first, but respected picket lines of Local 29 until the company settled with it.

The recognition pact was reached in the office of Thomas Roumell, newly appointed regional director of the NLRB.

*OEIU Delegates at Convention*



Above is a picture snapped at the recent convention in New York City of the Office Employees delegates during one of the sessions.

*President Coughlin Meets Governor*



Above, l. to r.: President Howard Coughlin, OEIU; Governor Averell Harriman of New York State; President Jacob Potofsky, Amalgamated Clothing Workers, and H. B. Douglas, Director of Organization, OEIU. This picture was snapped at a party given by President Potofsky at the Amalgamated Bank in New York during the recent AFL-CIO convention.

**Local 9 Hails Harvester Pacts**

Milwaukee—Local 9 is hailing the results of negotiations with International Harvester Company for members employed at the Milwaukee works.

Here are highlights of the agreements, one covering office and clerical and the other technical units, reported by Business Representative Harold E. Beck:

A new non-contributory pension plan and a new health-security plan.

A supplemental unemployment benefit plan similar to those negotiated in the automobile and farm equipment industries and the first in the Milwaukee area for office workers.

A minimum wage boost of \$4.40 a week. An annual improvement factor increase of 2.5 per cent or \$2.40 whichever is greater to be given on August 23, 1956, and on the 1957 anniversary date. Adjustments to be made for every .5 point change in the B. L. S. index.

Three-week vacation after 10 years. An additional holiday on December 24. Triple time for holiday work.

Full union shop. No loss of pay when called as a witness or juror.

Upgrading of 31 jobs, resulting in wage increases ranging from \$11 to \$15 a week.

**Detroit**—An agreement providing for a wage increase of \$4 a week now and \$2.50 a week for each of the next two years, plus a number of other improvements, averted a strike by Local 42 at the McCord Corporation.

**McKesson-Robbins Wage Boost Won**

Detroit—A three-year contract, providing wage increases of 7.5 cents an hour this year, 5 cents next year and 5 cents the third year, has been secured by Local 10 in negotiations with McKesson and Robbins.

Holidays are to be paid for when they fall on Saturday, and three days without loss of pay are provided for death in the family.

The merit system was discontinued and raises were made automatic, the maximum to be reached in one year instead of 30 months.

The company's retirement plan was also included in the contract.

Members of the local are well-satisfied with the results of these negotiations and have expressed warm appreciation to President Thelma O'Dell.

**NABISCO Employees Vote for OEIU**

In a National Labor Relations Board election conducted in Marseilles, Ill., the office employes of the National Biscuit Carton Company voted better than 6 to 1 for the OEIU as their collective bargaining agent.

North Central Organization Conference Organizer Eugene Dwyer reports that the employes are in the process of negotiating their first agreement at the present time.

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**Hammond, Ind.**—North Central Organizational Conference Organizer Eugene Dwyer reports the renewal of an agreement with the Standard Equipment and Supply

Corporation to run for three years between the company and Local 28, OEIU, in Chicago, Ill.

Wage increases in the new agreement range from 3 to 8 cents per hour. The agreement further provides for increased vacations to employes of 8 or more years of service, paid time off for jury duty, three hours paid time off on Good Friday; four hours off with pay on the working day prior to Christmas and the working day prior to New Year's Day, plus several classification adjustments.

The employes were very happy with the improvement of their agreement.

**OEIU Wins Boston Transit Election**

Boston—An overwhelming majority of the 200 office employes of the Metropolitan Transit Authority voted for OEIU Local 6 as their collective bargaining representative in an election conducted by the Massachusetts Labor Relations Board, Business Representative Thomas Flynn announced.

Preparations for negotiation of a contract are now under way.

By their vote, the office employes now line up with several thousand

other employes of the Authority represented by some 20 unions.

**Baltimore, Md.**—Increases in wages were obtained in the negotiation of new contracts between Local 301 and locals of the Hod Carriers and International Ladies Garment Workers. The increase for office employes of the Hod Carriers ranges from \$5 to \$7.50 a week and for the Garment Workers' employes, \$2.50 to \$10, plus job classifications. Bob Cregar, Eastern Organizational Conference organizer, negotiated these contracts. He reports much organizing activity in the area.

*OEIU Executive Board Meets*



Above is the OEIU International Executive Board at their recent meeting in New York City. The Board meeting was held at the same time as the AFL convention and the merged AFL-CIO convention. During this meeting the Board considered many problems developing as a result of the merger of the two great labor organizations in the United States. The Board issued an invitation to all CIO office workers to join in one great white collar union, the OEIU, AFL-CIO.

**WHITE COLLAR**

Official Organ of  
OFFICE EMPLOYES INTERNATIONAL UNION  
Affiliated with the AFL-CIO

HOWARD COUGHLIN,  
President

J. HOWARD HICKS,  
Secretary-Treasurer



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**Ike's Statement Recalled**

President Eisenhower, when a candidate for the presidency, told the American Federation of Labor convention at the Hotel Commodore in New York City, that he favored changing the Taft-Hartley Act to protect strikers against loss of status as employees in the event a National Labor Relations Board held an election during the course of the strike. In other words, he said he favored giving strikers an opportunity to vote in such an election whereas under the Taft-Hartley Act such right is denied. Despite this promise, the National Labor Relations Board had consistently held elections and deprived strikers of the right to vote in such elections.

One of the latest gimmicks used by an employer and concurred in by the general counsel of the NLRB, Theophil C. Kammholz, goes far beyond the law and contradicts the policy enunciated by President Eisenhower in his statement to the AFL convention in 1952. In this instance a group of 32 employees struck a particular company. In order to find an excuse against re-hiring strikers, during the strike the company instituted a new hiring policy. In the midst of the strike of these 32 employees the company involved decided on a policy of not hiring any employees over 35 years of age. When the strike was over the company denied the application for reemployment of 28 strikers who were more than 35 years of age. This is a clear-cut violation even of the Taft-Hartley Act. However, the general counsel of the NLRB pointed out that it was legal for the company to do so. He ruled, therefore, that since the company's new hiring policy was in itself legal, the company was permitted to offer it as a reason for refusal to hire strikers. The general counsel, therefore, refused to issue a complaint against the employer concerned.

This decision was made public on October 6, 1955. It became apparent, therefore, that labor will receive little solace from the members who presently make up the National Labor Relations Board, or from the general counsel himself. It is unfortunate that President Eisenhower could not have seen fit to appoint to the Board or to administrative positions on the Board people who because of their non-partisan background would administer the Labor-Management Relations Act of 1947 in a fair and equitable manner.

**Merger Aim—Better World**

George Meany told the 1,500 delegates in his first speech to the merged Federation that "the birth of the AFL-CIO is the most important trade union development of our time." He further stated that the AFL-CIO is dedicated to organizing the unorganized and to shaping a better country and a free world. All segments of the United States have paid tribute to the merged Federation. President Eisenhower stated that the American philosophy of labor if adopted globally "would bring about a world prosperous at peace, sharing the fruits of earth, with justice to all men." The merged Federation means a new running start for the working people of America.

**Hicks Calls For Higher Wage Exemptions**

Secretary-Treasurer J. Howard Hicks in testifying at hearings conducted by the Wage and Hour Division of the U. S. Department of Labor, asked that executive and administrative employee exemptions be placed at a higher figure.

At the present time the law provides that executive and administrative personnel can be excluded from overtime payments if paid a minimum of \$55 and \$75, respectively. Secretary Hicks presented forceful arguments in which he called for the law to be changed to provide a minimum of \$100 weekly for executive personnel and \$140-150 weekly for administrative and professional personnel, before overtime payments can be waived.

It is apparent that the existing standards for executive and administrative personnel are out-moded and that the law should be changed.

**Canadian Corner**

By Lloyd Chapman  
President, Canadian Organizational Conference

**New Conference President**



At the recent Canadian Organizational Conference meeting held in Montreal, Ontario, the delegates elected Lloyd Chapman as the new

procedure, standard hours of work, overtime rates of pay, vacation allowances and many other conditions governing the employees of Catalytic. It is anticipated that this agreement will greatly increase our membership in Canada.

Toronto, Ont.—The OEIU employees of the Abitibi Power & Paper Company have come to an agreement with the management of the company regarding Sunday work for the balance of this year. Under the agreement, all work performed on Saturday and Sunday shall be paid for at time and one-half. In addition to this, each employe in the unit so affected will receive a \$60 bonus to be paid at Christmas. This agreement was reached after a joint meeting of the representatives of all local unions involved.

Toronto, Ont.—Representative MacArthur reports the signing of an agreement between the Catalytic Construction of Canada, Ltd. and the Ontario Maintenance Council. This Council includes the OEIU and 12 other International Unions. It covers all of the maintenance work performed by Catalytic Construction and includes all clerical employees attached to the field organization in offices or workshops of Catalytic or Catalytic's customers.

The agreement provides for union, security, seniority, grievance

president for the ensuing term. Brother Chapman is a member of Local 110, Gatineau, Quebec, and is an employe of the Canadian International Paper Company.

The new Canadian Organizational Conference President has a long record of active union participation and has announced his intentions of stepping up the organizational activities in Canada among office employes.

Port Arthur, Ont.—Canadian Organizational Conference Representative, A. F. MacArthur, reports the signing of an agreement with the Abitibi Power & Paper Company, for the scalers and tallymen of the Lakehead Woodlands Division. This contract provides for union security, seniority protection, vacations with pay, sick leave, statutory holidays including Friday afternoon when a holiday falls on Saturday, and grievance procedure to settle all disputes arising under the agreement. Wage increases were negotiated and separation pay is provided for in this new agreement. The new scale of wages runs from \$252 to \$418 per month and is retroactive to May 1, 1955.

**Vice President McCusker Honored**



Above is a picture snapped at the testimonial dinner given recently in Newark, N. J., in honor of newly-elected International Vice President Joseph McCusker. During the evening, Vice President McCusker was presented with a camera and projector as a memento from his many friends in Region II.

**"WE DID IT"**





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### NLRB Refuses to Protect Worker Fired for Testifying Before It

Under subpoena issued by the National Labor Relations Board, Eugene Pedersen testified before the Board in a case involving his employer, the Northern Linen and Laundry Service, Inc. at Rutland, Vt. Less than two weeks later Mr. Pedersen was fired by the company because of his testimony.

The action of the employer was clearly illegal. Section 8(a)(4) of the Labor-Management Relations Act of 1947 states: "It shall be an unfair labor practice for an employer to discharge or otherwise discriminate against an employe because he has filed charges or given testimony under this Act." Despite the wording of the Act, the NLRB refused to hear Mr. Pedersen's plea for reinstatement, even though he was fired because of testimony he gave under subpoena in a prior NLRB case.

The Board justified its position on the grounds that through its own rules it had changed its jurisdictional standards between the two cases. In other words, at the time of Mr. Pedersen's prior testimony the Board had ruled that Modern Linen and Laundry Service, Inc. came under the jurisdiction of the standards then set down by the Board. Subsequent to Mr. Pedersen's testimony the Board unilaterally changed its own standards, thus placing Modern Linen and Laundry Service, Inc. beyond the realm of the Board's powers.

A member of the Board—Abe Murdock—sharply dissented from the Board's decision. He pointed out that regardless of the jurisdictional standards, the Board had administratively established for its own convenience, "there is no question that the Board has legal jurisdiction in this matter." Murdock went on to say in his dissent: "To place complainant and other witnesses in such an impossible situation where they are compelled to aid the Board in effectuating the public interest but are denied protection against unlawful discharge after doing so is unjust and intolerable. I can only view the Board's failure to assert jurisdiction herein as an abdication of its responsibilities under the Act."

It is difficult to understand how the National Labor Relations Board could issue a subpoena to an individual, thereby forcing him to testify in a case involving his employer and subsequently turn its back when the employer retaliated by discharging the employe who testified under subpoena.

Members of the present administration, including the President himself, have stated time and time again that the policies of the administration are fair and equitable to labor. The case involving Eugene Pedersen is clear-cut testimony to the contrary.

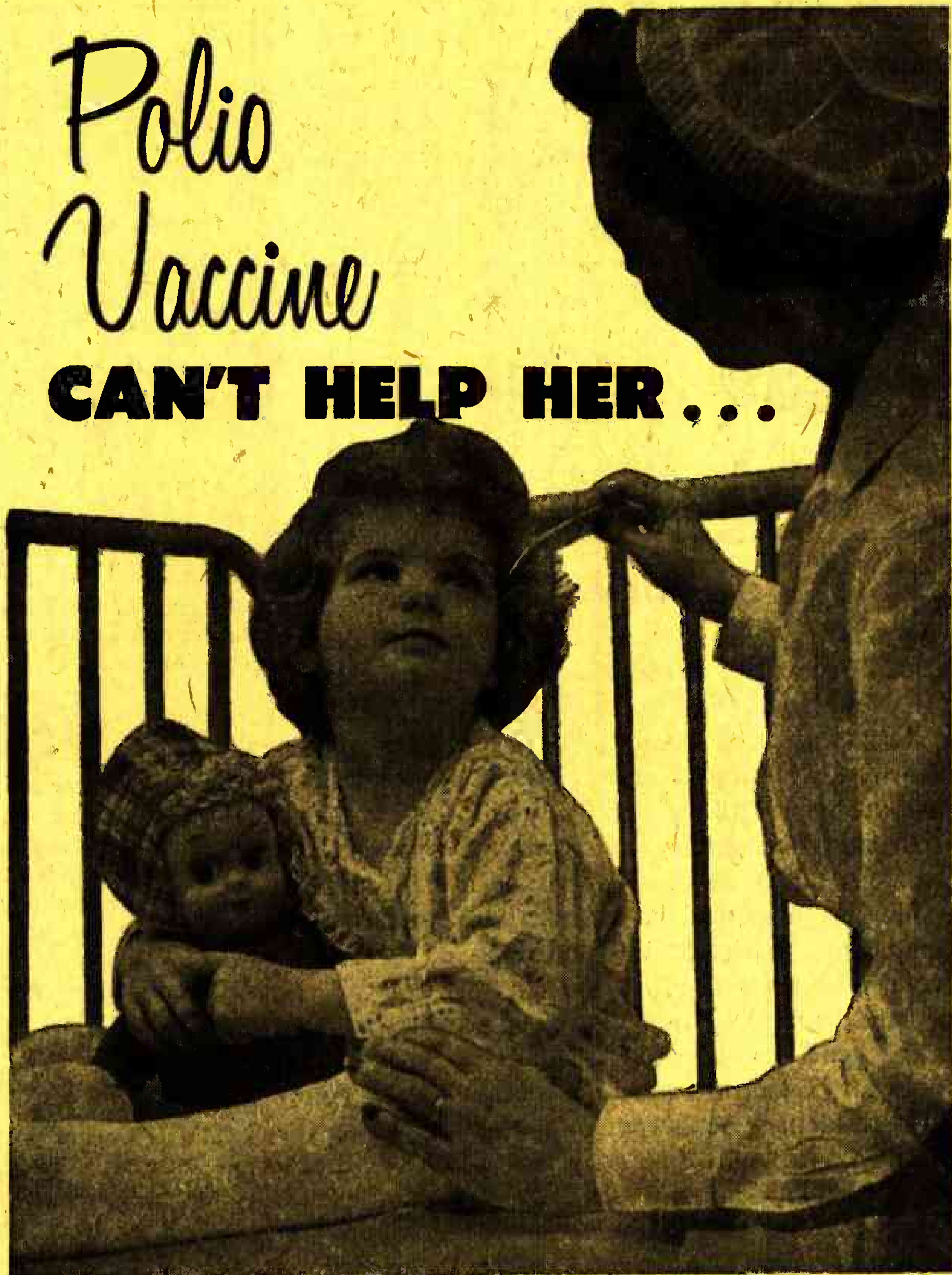
### Organizational Campaign Mapped

Enthusiastic delegates to the AFL-CIO convention applauded vigorously when Vice President Walter P. Reuther called for an organizational drive to organize millions of men and women in mills, factories, mines and offices. Reuther stated: "We have the resources and the tools. Let us demonstrate that we have the common dedication and the common will, and let us go forward with our banners high, confident that between now and the next convention we can organize millions of unorganized workers into unions."

Reuther's own organization voted \$1.5 million from its treasury to aid in the organizational drive. It was apparent from the tenor of the convention that all unions of the merged Federation will join together in the common cause to organize the unorganized. The merged organization promises much for the unorganized worker.

Your International officers recognize that there are distinct advantages to be obtained through affiliation with the Industrial Union Department, headed by Vice President Walter Reuther. As a result, therefore, the OEIU affiliated with this new department for purposes of its membership in finance, insurance and direct mail. We are hopeful that through this affiliation we can advance the interests of the Office Employees International Union, AFL-CIO.

Polio  
Vaccine  
CAN'T HELP HER...



only **YOU** can

Join the **MARCH OF DIMES**  
January 3 to 31

### Minimum Salaries Set by Wage and Hour Division Called 'Ridiculous'

Washington, D. C. — Terming present minimum salaries established by the Wage and Hour Division, U. S. Department of Labor, for executive, administrative and professional workers "almost ridiculous," OEIU spokesman launched an attack in an effort to gain an increase in the present minimums. The International Union's position was made clear by Secretary-Treasurer J. Howard Hicks in a hard-hitting attack before a panel convened by the Wage and Hour Division for the purpose of hearing the argument.

Pointing out that the arbitrary

designation of workers as executive, administrative or professional by employers is the basis for many employer abuses, including longer working hours than other employes without overtime compensation, Hicks argued for a substantial increase in the present \$55 weekly minimum for executive and \$75 weekly minimum for administrative and professional workers. Declaring that "The responsibilities of executive and administrative employes which are not equaled in any establishment except by proprietors or very top level management, de-

mand that they be accorded fair economic treatment based on present economic levels and their relative position in the structure of the firm where employed," he went on to demand "nothing less than a \$100 weekly minimum for executive personnel and \$140 to \$150 weekly minimum for administrative and professional personnel."

Hicks hit hard for a sizable increase in the minimum rate for executives by pointing out that workers today in manufacturing establishments receive in excess of \$2.04 per hour or \$81.62 for a 40-hour workweek. Pointing out that a recent survey disclosed that starting salaries offered to inexperienced college graduates averaged \$341 monthly even when not employed in executive, administrative or professional positions, Hicks asserted that "all present-day factors considered, including economic, social, future industrial potential, the duties and responsibilities inherent in the job content of executive, administrative and professional workers" demand that a substantial increase be made in existing minimum salaries by the Wage and Hour Division.



Secretary-Treasurer Hicks, right, testifies before panel that includes, from left: Alfred Meyers, Department of Labor; William Hoffman, Wage and Hour Division, and Harry Weiss, assistant administrator, Wage and Hour Division.