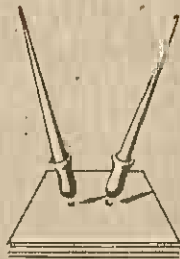




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Organizing Drive Speeded

Denver Cheer Leaders



These cheer leaders, all members of Local 5, Denver, work for the Denver-Chicago Trucking Co., which has a strong entry in the National Industrial Basketball League. The U. S. Olympic team was made up primarily of players from this league.

John C. Taylor Toledo Leader

John C. Taylor, veteran Toledo union leader and former President of the City of Toledo Board of Education, died recently following a short illness.

Born in North Adams, Mass., 69 years ago, he left home at the age of 16 to embark on a career of union leader, newspaper reporter, sailor and day laborer. Brother Taylor was the wise and able counsellor in the formation of an office employees local union in Toledo. He helped found Federal Labor Union 19708 in 1934, which later became Local 19 of the Office Employees International Union. He was part-time business agent of that local for several years. In 1941 he left to become an International Organizer for the Tobacco Workers International Union. He returned to Toledo in 1950 and again became affiliated with OEIU Local 19 as their business representative and an officer of the local. After an extended vacation this past summer, Brother Taylor returned to Local 19 and was active in its affairs until the time of his death. He is survived by his wife Mrs. Helen H. Taylor, and daughters Christine of Hartford, Conn. and Janet of Evanston, Ill.

Important Elections Won in Offices Over 3-State Area

The officers of the International Union are happy to report that the expanded activity of the Organizational Conference Program and the stepped-up activities of the various local unions are resulting in many new members for the OEIU.

Vote Two to One in Pennsylvania

In a recent NLRB election at the Joy Mfg. Company in Franklin, Pa., the 235 office employees voted approximately two to one in favor of representation by the OEIU. Conference Organizer Elmer Cole and a committee of the employees of this company are in the process of negotiating an agreement covering these employees. Brother Cole reports that as a result of this victory he is receiving inquiries for organization in several other plants in the community and at the present time is in the process of petitioning for elections for these plants.

How It Went in New Hampshire

In a recent election in Berlin, New Hampshire at the Brown Company, the office employees voted nearly two to one to be represented by the OEIU and to form a local union. After an extended organizational campaign headed by International Representative Leo Wallace, the office employees have shown by this election that they, too, realize that the best way to protect their future and improve wages, hours and working conditions for white collar workers is to become members of the Office Employees International Union.

Representative Wallace reports that AFL-CIO Regional Director Dan Healy, Assistant Regional Director Frank Avalone and Organizer Maurice Dincen were very helpful in the organizing campaign which preceded this election. In his report Brother Wallace pointed out that Peter Landers, an employe of the Brown Company, was especially helpful during the campaign and acted as our observer during the election.

Balloting at Wurlitzer

International Vice President George Firth reports that after an extensive campaign in which he assisted the officers and members of Local 212 in Buffalo, the NLRB ordered an election in two units of the Wurlitzer Company. This decision of the Board in separating plant clericals from office clericals was arrived at in spite of our vigorous objections. After the OEIU had petitioned for an election for all clerical employes of the company, the IUE, who represents the production and maintenance employes, intervened and was able to appear on the ballot for both units. In spite of this intervention and the active campaign by the IUE, the employes in the office were so convinced of the advantages of being represented by a union dedicated solely to white collar workers that the intervenor did not receive a single vote. In the plant clerical group the intervening union received a majority and, therefore, there will be a runoff between the two unions involved, dropping the opportunity to vote "no union" from the ballot. It is easily seen the disadvantage under which we must work as the result of administrative decision of the National Labor Relations Board. Had one unit been ordered, only one election would have been necessary and the OEIU would have represented all of the employes.

Oakland Local Active in Organizing

The Golden Bear Industrial Uniform Rental Laundry in Hayward, Calif., has been organized by Local 29 and has signed the standard laundry agreement. More recently, Local 29 succeeded in signing a majority of the office employes of the Oakland YWCA. Steps are being taken at the present time to obtain recognition, and negotiations are expected to start shortly for a contract.

Ottawa Expands Organizing Activity

The organizing committee of Local 225, under the leadership of Jeanne Mallette, has carried on a successful organizing drive during the past few months. Office employes of the following organizations have joined the OEIU: Mutual Press, Ltd., Association of Radio and Television Employees, Cooperative Commonwealth Federation, national office, and the Canadian Brotherhood of Railway Employees, and other transport workers. Negotiations have been completed for the Cooperative Commonwealth Federation and are underway at the other organizations mentioned above.

The Cooperative Commonwealth Federation agreement provides for

pay increases from \$5 to \$20 per month, a reduction in working hours from 36¼ to 35 in a 5-day week, union shop and a checkoff of union dues, 10 paid statutory holidays, 1¼ days vacation for each month of service, 1½ days cumulative sick leave for each month of service and equal pay for equal work for female employes. The contract also provides for payment by the employer of half the cost of hospitalization insurance (or its cash equivalent) and full payment of unemployment insurance levies.

Working with Jeanne Mallette on the organizing committee were Mary Kehoe, Bernice Reid and Nancy Day.

HAVE A HEART!

Give to the
Heart Fund

Northwestern Organizational Conference



The Northwestern Organizational Conference held its semi-annual meeting recently in the Astor Hotel at Vancouver, British Columbia. Director of Organization Douglas attended the meeting and gave a report on organizational activities throughout the United States and Canada. The reports of the local unions evidenced increased organizational activity in the Northwestern area. Local union delegates expressed their enthusiasm for the ever-widening scope of organizational activities in the conference program. Host locals 15 and 378 provided a very excellent lunch for the delegates to the conference.

WHITE COLLAR

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

HOWARD COUGHLIN,
President

J. HOWARD HICKS,
Secretary-Treasurer



New York, N. Y.

Room 1101
265 West 14th St.

POSTMASTERS, ATTENTION. Change of address Form 3579 should be addressed to Office Employees International Union, 1012 14th St., Washington 5, D. C. Published monthly at 810 Rhode Island Ave., N. E., Washington 18, D. C. Entered in the Post Office at Washington, D. C., as second-class mail matter.



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Subscription Price \$1 a Year

Supreme Court Reverses Circuit Court on Strike Deadline

IN A RECENT decision, the U. S. Supreme Court ruled that employes who went on strike while a contract was still in effect did not necessarily lose the protection of the Taft-Hartley Act.

The case at issue involved the right of employes to strike after 60 days notice of a desire to renegotiate concerning provisions of the contract was given. The 8th Circuit Court of Appeals in St. Louis had previously ruled that the Taft-Hartley Act hanned strikes to obtain modification of a contract until the agreement was terminated by the parties.

In effect, therefore, the Supreme Court ruled that a strike which occurs after the union has given 60 days notice of its desire for renegotiations is not an unfair labor practice on the part of the union. In accordance with the lower court's ruling, it was necessary for a union to terminate its contract for the purpose of obtaining modifications.

This ruling of the nation's highest court gives back to the parties what was intended in the first place.

White Collar Conferences

THE recent White Collar Conference held in Washington, D. C. by the Industrial Union Department of the AFL-CIO, pointed out the ever-widening differences between the wages of white collar workers in the U. S. and those of our blue collar brethren. Despite the fact that white collar workers are increasing in numbers far in excess of the increase in blue collar workers, the differential in earnings between the two groups is continuing to widen in favor of the latter. It is apparent to anyone who studies the figures that collective bargaining is the answer. We do hope that the publicity given to those figures will result in widespread unionization of white collar workers throughout the United States and Canada. We feel, too, that the Office Employees International Union will be the instrument through which the vast majority of these people will be organized.

Industrial Organization vs. Craft Organization

THE New York Hotel Trades Council, which represents 35,000 workers in the hotel industry in the City of New York, in our opinion is the answer to the unending argument of industrial organization vs. craft organization. In this Council there are approximately 10 International Unions that have agreed on the Council as their collective bargaining agent. The membership, of course, belong to their respective organizations. Through the strength of the united effort of all of these organizations in one Council, conditions have been attained which are far beyond those granted in the hotel industry in any other city throughout the United States. The wage rates are the highest, and a five-day week has long been in effect. A Welfare Plan has been operating for years covering all of the 35,000 members, and more recently a Pension Plan has been effectuated which grants pensions to hotel employes in accordance with length of service as long as these employes work in the industry, rather than any single hotel or chain. A five-story Medical Center, which is free for all hotel workers, is a monument to this living example of craft-industrial collective bargaining.

The labor movement could tear a leaf from the book of the New York Hotel Trades Council.

Detroit, Mich.—Robert Corrigan, secretary-treasurer of Local 42 reports that the strike at the American National Insurance Company has been brought to a suc-

cessful conclusion. After weeks of picketing in severe winter weather, a mutually acceptable agreement was arrived at between the local union and ANICO.

Activities of Conferences and Local Unions

Galesburg, Ill.—President Donald Wade of Local 221, reported the settlement of a two-year agreement with the Gale Products Company. This agreement provides for an increase in life insurance from \$2,000 to \$3,500 and a basic \$200 hospital plan was made available to retired employes.

The agreed upon wage increase amounted to 5 per cent for the first year and 5 per cent the second year. The basis of applying the 5 per cent works to the advantage of each employe. Each employe will receive 5 per cent increase on a salary based on the maximum of his classification, whether or not he had reached the maximum of such classification at the time of the increase. These increases will also be applied to the salary schedule. In addition, several inequities were corrected, which resulted in a further increase of \$10 for these specific classifications.

Clarification of the administration of the contract's operation of vacation periods, splitting vacations and overtime notice was worked out between the union and the company.

President Wade and the committee announced deep appreciation to Don Filmer who assisted the local union in these negotiations.

New York, N. Y.—Business Representatives Don Blake and Walter Gorray of Local 153 announced the signing of a first agreement with the recently organized office employes of the Pioneer Ice Cream Company. This contract provides a 5-hour reduction in the workweek, making the regular working week 35 hours. Also included was a sick leave schedule allowing paid sick leave of one week for the first six months and six weeks per year after ten years service. In addition to the \$5 general increase per week, which was made retroactive to July 23, 1956, several individual adjustments were negotiated.

Although this contract is only for one year, the average increase in 38 cents per hour per employe. The negotiating committee, consisting of chief shop steward, John Dawson and shop stewards, Sylvia Bowie and Millicent White, reported that the employes are very happy with these gains.

Milwaukee, Wis.—Robert Leach, Ann Schrauth and Gerald Wolf,

members of the negotiating committee at the Koering Company, announced the signing of a two-year contract with Local 9. This new contract provides for a general increase of 5 per cent effective November 1956, with an additional 3 per cent added to the minimums and maximums of the rate ranges, together with an additional 5 per cent general increase and 3 per cent added to the minimums, and maximums effective October 1, 1957. In all, the contract calls for a 16 per cent increase in the two-year period. Vacations were liberalized to allow four weeks after twenty years service. An additional holiday was added and the health and welfare benefits were improved.

Milwaukee, Wis.—Local 9 has recently negotiated a two-year agreement with Butler Bin Company providing for a 5 per cent general increase this year and another 5 per cent in 1957. The bargaining committee consisting of Charles Jensen, Bill Rossman and Norman Diestler reported that the union contract also recognizes the day after Thanksgiving as a paid holiday.

Oakland, Calif.—Business Representative John Kinnick reports that Local 29 has settled its trade union agreement and its agreement with the welfare offices on the same basis. Both agreements provide for \$4.50 per week increase as of November 1, 1956 and an additional \$3.50 per week November 1, 1957. The contract was further amended to provide 15 days annual sick leave instead of 12, with the provision that it be integrated with disability insurance payments.

Elmira, N. Y.—Lee Cowles, President of Local 137 reports the signing of a 5-year agreement with the Remington Rand Company. This new agreement provides for a maintenance of membership, a pension plan with benefits up to \$87.50 per month in addition to Social Security, increased hospital and surgical benefits which include dental care, and a pay increase of from \$2 to \$4 weekly each year of the five years. President Cowles reports that as a result of this new agreement and the benefits obtained therein, the local has acquired 67 new members and at the present time is putting on a

campaign to make this company 100 per cent union for its office employes.

Oswego, N. Y.—President Goewey of Local 125 reports that the union has won a complete victory for the office employes at the Pontiac Hotel. During negotiations the employer threatened to close the hotel and use it only as a summer resort if the union insisted on a union shop agreement. In spite of this threat, the waitresses, cooks, bartenders, chambermaids and service employes who are one hundred per cent union, gave their full cooperation in the local's determination to obtain a union shop agreement.

Besides winning a union shop, a 10 cents per hour for all night clerks and 7-cent per hour for all day clerks was obtained. This one-year agreement also includes a stipulated workweek, paid holidays, meal allowance, grievance procedure and an automatic 5-cent per hour increase for all newly hired employes after the first six months of employment.

President Goewey was high in his praise of Conference Organizer Bud Manning for his assistance in these negotiations.

Boston, Mass.—Tom Flynn, business manager of Local 6, announced the signing of an agreement with Brink's Inc. The new contract provides for a 37½ hour workweek in place of 40, with no reduction in pay. The contract also provides for a 5 cent per hour increase across the board, effective July 1, 1956, and an 8 cent per hour increase effective July 1, 1957. This amounts to approximately 18 cents per hour for the two-year contract.

Detroit, Mich.—Winnie Shap-erso, business representative of Local 42, reports the signing of a new agreement with the Chief Pontiac Federal Credit Union. This new contract provides for a wage increase of from \$2 to \$12 per week in accordance with the various classifications, plus the lowering of the workweek from 40 to 35 hours. This two-year agreement also provides for two weeks vacation with pay after one year of service, plus an additional \$3 per week effective December 1, 1957.

Seattle, Wash.—Conference Organizer Gene Corum announced the signing of an initial agreement

At Northcentral Conference Meeting



The Northcentral Organizational Conference recently held its semi-annual meeting at the Mead Hotel in Wisconsin Rapids. The Conference, which included a panel discussion participated in by local union delegates and conference organizers, was most enlightening. This panel covered such subjects as "How to Organize White Collar Workers," "How to Handle an NLRB Case," "How a Typical Campaign is Run" and related subjects. The host local provided facilities for a get-together on the eve of the conference, which allowed all of the delegates to get better acquainted prior to the meeting.

New Illinois Local Union Receives Charter



AFL-CIO Regional Director Eugene Moats installed the charter of OEIU Local 331 recently at Marseilles, Ill. In his address to the members of the local, Director Moats assured them of the continued cooperation of the Regional office of the AFL-CIO and its staff. He pointed out that he was sure white collar workers would meet the challenge of organizing the unorganized with the same degree of vigor and success that the founding fathers of the AFL met the challenge of organizing the blue collar workers. Standing left to right are: Delores Provanca, secretary-treasurer; LaDora Suddarth, Trustee; Patricia Lowrey, recording secretary; Eugene P. Moats AFL-CIO Regional Director; Jack Sutton, president; Ward Stebbins, vice president; Gerbert Denninger, Trustee, and Steve Tarochione, business agent.

between the recently organized employes of the Austin Construction Company and Local 8. This contract provides for seven guaranteed holidays, two weeks vacation with pay, 10 cents per hour medical insurance and lost time pay, termination notice, along with 15 cents per hour general wage increase retroactive to November 14, 1956, and a 15 to 25 cents per hour increase effective July 1, 1957. The total increase for this two-year agreement is approximately 60 cents per hour.

The members of Local 8, employed by the above company are very happy with the contents of their new agreement.

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Oakland, Calif.—The negotiating committee of the California Life Insurance Company, consisting of Marcella Farinha, Betty Rigney and Darleen Smith, assisted by Business Representative John Kinnick, report that the recent negotiations resulted in an average increase of \$23 per month retroactive to October 1, 1956, with an additional average pay raise of \$15 during the contract year. The agreement also includes a union shop provision, obtained after strenuous negotiations, and improvements in the sick leave clause.

★ ★

Oakland, Calif.—The contract between Local 29 in the food and allied industries has been amended to provide a \$3 per week increase effective November 1, 1956, and \$3 per week effective November 1, 1957. As of June 1, 1957, welfare contributions will be increased from the present \$3.50 per month to \$5.50 per month. The holiday section was re-written to make the paid holidays coincide with those of the Food Clerks Union resulting in the office employes receiving Admission Day as a holiday rather than Armistice Day.

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San Francisco, Calif.—Local 3 announces an amendment to its contract with the Mohawk Petroleum Corporation to provide for a 10½ cents hourly increase and the day after Thanksgiving as an additional paid holiday.

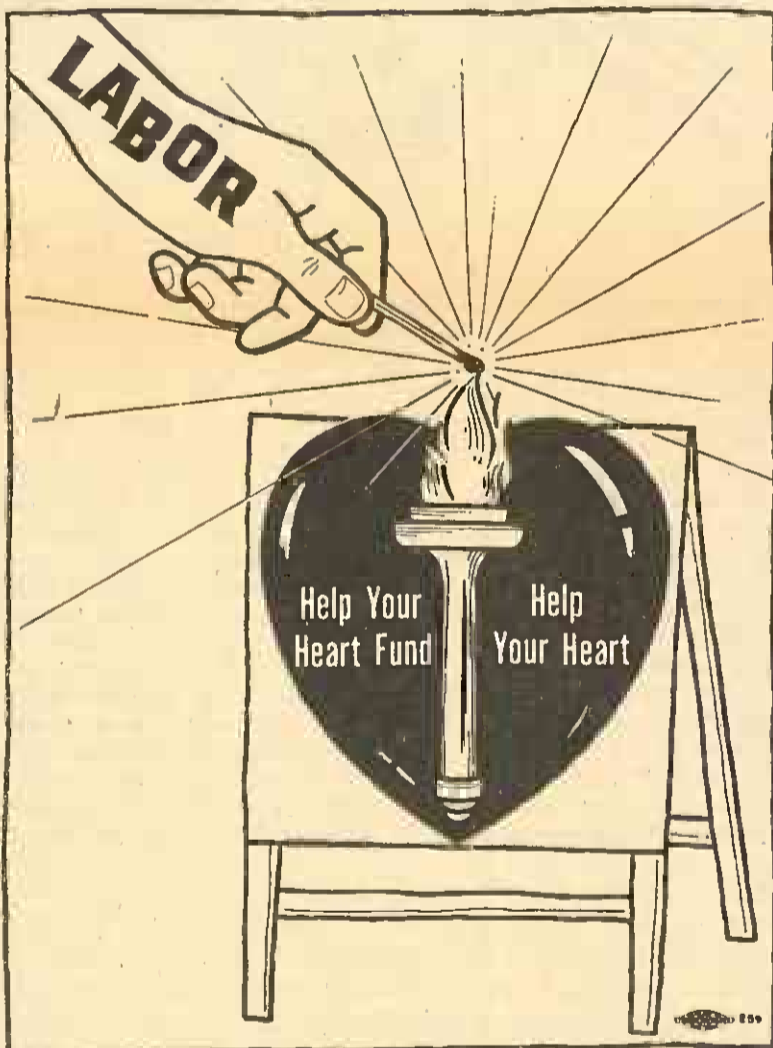
★ ★

Cornell, Wis.—Conference Organizer Arthur Lewandowski reports the signing of an agreement between the Cornell Paperboard Company and Local 74. This new contract provides for a 10 cents per hour general increase retroactive to October 29, 1956, with individual adjustments as a result of a job classification study conducted jointly by the union and the company ranging from 2 to 15 cents per hour in addition to the wage increase, along with improvements

in the clause covering sick leave, holidays and personal time off. The pension plan was improved and the welfare plan was amended to provide that the company is to pay the cost for those employes on retirement.

The bargaining committee, which consisted of Bernice Swanson, Lorraine Thon, Nancy Stanley, V. Knez and Bud Hurlburt, praised very highly the assistance rendered to them by Conference Organizer Lewandowski in these negotiations.

Lighting the Way



There are various ways of telling the story of heart disease and illustrating the need for full public support of the American Heart Association's 1957 Heart Fund drive.

For example, we can cite statistics. Diseases of the heart and blood vessels cause more than 50 per cent of all deaths in the United States. They are the leading cause of death in persons under 65. They rank second only to on-the-job accidents as a cause of lost work-hours and lost wages. One out of every 16 Americans has some form of these diseases.

Statistics such as these suggest compelling, personal reasons for supporting the Heart Fund. Each of us has at one time lost a relative, friend or fellow worker as a result of the heart diseases. We know of others who have lost their earning power for a period following a heart attack. Those of us who have heart disease have a real stake in this fight. Those of us with healthy hearts want to keep them healthy.

While medical science has not yet determined the underlying causes of the major forms of heart disease, research has achieved notable advances in recent years.

Many of these advances have resulted from research supported by the American Heart Association and its affiliates. These organizations also carry on educational programs, bringing the physician the latest information and helping the general public understand how to fight heart disease. The association also sponsors community heart programs which help people to help themselves.

This vital work needs and demands our support, in the form of Heart Fund contributions—an investment in our future health. Remember—when you help the Heart Fund, you help your heart.

Canadian Corner

BY LLOYD CHAPMAN
President, Canadian Organization Conference



Vanconver, B. C.—Local 15 announced the signing of its initial agreement with the Continental Can Company of Canada, Ltd. The recently organized employes of this company, with the assistance of Conference Organizer Bill Lowe, negotiated a contract providing for a minimum salary of \$250 per month. Prior to joining the OEIU, salaries were less than \$190 per month.

As a result of the new salary schedule, these employes have received substantial wage increases ranging as high as \$120 per month. At the present time the local union and the company are studying job descriptions for the purpose of job classifications and adjustment of inequities. As soon as these studies are complete additional wage adjustments will be made to correct any existing inequities. All increases in the new agreement are made retroactive to June 1, 1956, which is the date that the OEIU was certified as the bargaining agent for these employes.

Also provided in this agreement are seniority rights, group insurance, weekly sickness and accident insurance, union shop, hospital expense insurance covering dependent maternity and hospital and surgical insurance.

Shop Steward Steve Matiation assisted organizer Lowe in these negotiations and reported that the employes are very happy with the settlement and believe that it is proof positive that office employes can best improve their wages, hours and working conditions by belonging to a union dedicated exclusively to white collar workers than by being a minority portion of an overall industrial union covering production, maintenance and office employes.

Jonquiere-Kenogami-Riverbend, Quebec.—Organizer Romeo Carheil reports that as a result of the untiring efforts of OEIU Local 272 and 278 the female employes of Price Brothers operations will receive wage adjustments ranging from \$40 to \$80 per month, retroactive to May 1, 1956. These adjustments are in addition to a general wage increase of \$21 per month gained in May 1956, and an automatic 5 per cent increase effective May 1, 1957. In the past, these employes' rates were based on prevailing rates in other companies. The improvements were obtained as the result of contract negotiations between the local union and Price Brothers.

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Dolbeau, Quebec.—As a result of an organizational campaign at the St. Lawrence Corp., Ltd., in the Mill and Woodlands Department Canadian Conference Organizer Romeo Corbeil has applied to the Quebec Labor Relations Board for certification of the office employes in these units. Brother Corbeil reports that a very large majority of the office employes have paid initiation fees and the first months dues, and are anxiously awaiting certification by the Board so that a committee may commence negotiations with the company to improve wages, hours and working conditions of the 85 office employes involved.

★ ★

Bell Island, Nfld.—Local 264 reports an amendment to their agreement with Dominion Wababa Ore., Ltd. to provide for a 4 per cent wage increase effective January 1, 1957. This increase is the result of extended negotiations between the company and the local union.

Milwaukee, Wis.—Local 9 reports the signing of a two-year agreement with the Miller Brewing Company, which provides for a wage increase effective December 1, 1956, of 5½ per cent in all steps of the salary ranges of the job evaluation plan, and 12 cents per hour for jobs not included in the plan. Effective December 1, 1957, all steps included in the plan will receive an increase of \$13 per month, and those not covered by the plan will receive an additional \$17 per month. In addition to this average 10 per cent increase, fringe benefits were liberalized to provide 8½ paid holidays, three weeks vacation after 8 years, four weeks after 15 years, and a \$1,500 paid up life insurance policy for retired employes.

Assisting Business Representative Beck in these negotiations were Dick Matheys, Dick Lederer, Mike Bauman, Bob Goeldner and George Schuld.

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Oakland, Calif.—Local 29 reports a wage increase of \$3.50 per week effective January 1, 1957 and \$3.50 per week effective January 1, 1958, and health and welfare costing \$2

per week are included in the new agreement with the JOURNAL PRESS and EAST BAY LABOR JOURNAL. The Welfare Plan will be effective as of January 1, 1957. Negotiations were carried on for the local union by John Kinnick and Leah Newberry.

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San Francisco, Calif.—Secretary-Treasurer Phyllis Mitchell of Local 3 announced the signing of a new agreement with the Yellow Cab Company. This agreement provides for a union shop, improvement in the vacation clause by the addition of three weeks after ten years service, and wage increases of 10 to 12½ cents per hour. Secretary Mitchell was very well pleased with the assistance of Conference Organizer Hogan in these negotiations.

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Chicago, Ill.—Local 28 announced an amendment to their agreement with the Painters Health and Welfare Fund to provide for a 25 cents per hour general wage increase, an improved vacation plan and substantial sick leave provisions.

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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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IUD Meeting

THE Industrial Union Department of the AFL-CIO called a special meeting of its affiliates to deal with the subject of "The White Collar Worker and His Problems." This two-day meeting was held in Washington, D. C., on December 13 and 14, in the Hotel Statler.

The Industrial Union Department called this conference in line with its educational and statistical functions. It does not have the right under its charter from the AFL-CIO to organize or to initiate an organizational program. Therefore, the conference was purely educational in scope and dealt with much information relative to the economic plight of the white collar worker, automation, white collar attitudes and organizational techniques. The meeting was presided over by I. U. D. Director Al Whitehouse. Speakers included U. A. W. President Walker Reuther, I. U. E. President James Carey, AFL-CIO Director of Organization John W. Livingston, AFL-CIO Secretary-Treasurer William Schnitzler and President George Meany.

Economic Plight

Certain specially prepared papers were delivered by invited guests. Lois McKinstry, a representative of the Retail Clerks International Association in Los Angeles, delivered a paper describing at some length the economic plight of the white collar employe and some of her Union's experiences in dealing with that situation. This paper was officially entitled "The Wilting White Collar." Doctor Allen V. Astin, Director of the National Bureau of Standards of the Department of Commerce, delivered a paper on "How Will Automation Affect the White Collar Worker." Stanley H. Ruttenberg, Director of Research, AFL-CIO, gave a dissertation on "Today's White Collar Worker."

Much of the information presented to the conference, which numbered approximately 250 representatives from I. U. D. affiliated Unions, was not new to the representatives of the Office Employees International Union, which included your President.

Third of Working Force

Representatives of our International Union have, on numerous occasions, presented figures which were pretty much in line with those presented at this recent white collar conference. However, some of this information is of more recent origin and will be of interest to the membership of the Office Employees International Union. For example, it is estimated by various statistical agencies that the white collar population of the United States ranges somewhere between 17 and 21 million. White collar workers now exceed one-third of the working force of this country. When one subtracts the total that cannot be organized because of type of employment, such as, the professions, the self-employed, executives, etc., the white collar groups represent a figure even beyond that mentioned above.

The growth of the white collar population of the United States is startling to the extent that it far exceeds the growth of manual workers. For example, between the years 1940 and 1954, white collar workers increased 67 per cent as compared to only a 26 per cent increase for manual or blue collar workers. It is paradoxical that as automation enters the factories, the number of white collar workers increases by leaps and bounds.

Solution to Problem

All authorities on the subject agree that we will soon be a nation of white collar workers. Predominantly white collar industries now employ 52 per cent of the workers of the United States as compared to 48 per cent for predominantly blue collar industries. It is also a paradox that while white collar workers are increasing in numbers, there is also a scarcity of capable clericals throughout the country. While it is normally true that the law of supply and demand has an effect upon the sale of articles of commerce, it is not true insofar as wages of white collar workers are concerned. Despite the fact that there is a scarcity of capable clerical employes, wages of these workers

'High' Again!



More News from the Locals

Joliet, Ill.—North Central Conference Organizer Gene Dwyer reports the completion of negotiations covering the recently organized office employes of the Ruberoid Company. The new contract between this company and Local 348 provides for a \$6 per week increase across the board, plus additional wage adjustments as much as \$8.40 per week, and a modified union shop. Other conditions provided by the agreement were eight paid holidays, one week sick leave for each year of service accumulative to 13 weeks, and two weeks vacation after one year with vacations graduated thereafter.

The negotiating committee composed of Chris Christopher, Mary

Churchill and Lea Fitz, assisted organizer Dwyer in these negotiations.

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San Francisco, Calif.—Local 3 reports the signing of a new agreement with the Decca Distributing Corporation. These recently organized employes were able to obtain a \$11.25 per week wage increase effective October 1, 1956, along with a 40-hour workweek, Monday through Friday and overtime provisions in their first contract. The agreement also provides for a union shop, vacations with pay, paid holidays and sick leave, plus \$10.50 per month for a welfare plan paid in full by the company. These employes are very happy

with the improvements in their working conditions obtained by joining the Office Employees International Union.

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Pittsburgh, Pa.—Local 33 recently amended its agreement with the Bakery Drivers Union Local 485 to establish a severance pay provision. This provision is based on a formula of one hundred times the years of employment, that portion of 100 corresponding to any portion of a year of service.

OEIU Member Named Labor Aide

James F. Shea, research assistant in the AFL-CIO Research Department for the past four years, has resigned to become U. S. Labor Attache in Brazil.

Brother Shea, who was an active member of Local 2 in Washington, D. C., has served on many committees and as an officer of the local union. After a month of briefing in the State Department in Washington, he will leave for his new post, accompanied by his wife and three children.

Brother Shea received a degree of Bachelor of Science in foreign service magna cum laude in 1951. He also attended the University of Perugia, Italy in 1952.

have not kept pace with those of manual types. It becomes apparent to anyone looking objectively at this picture that collective bargaining is the only solution for white collar workers.

Nelson Cruikshank, AFL-CIO Director of Social Security, in his presentation brought out the startling fact that white collar workers in the year 1955, when laid off, averaged a 14-week layoff period before reemployment. This includes white collar workers of all types, such as, salesmen, retail employes and office workers of all ages. Age is a very definite factor. It was pointed out that newly-graduated engineers are at a premium, whereas those with 15 or more years of experience can be hired quite readily.

Your President emphasized the need for a white collar approach to the unorganized office and clerical workers, rather than the tactics used by certain manual worker unions which seem to attempt to organize clericals simply for purposes of adding to their membership. Adequate classifications, proper rate ranges and automatic systems of increases, from the minima to the maxima of the rate ranges, in addition to job posting, promotional increases and promotional progression paths were also stressed by your President in his presentation.

Secretary-Treasurer Hicks called for a public relations program designed to attract white collar workers.

We believe that this conference will tend to stimulate the thinking of the leaders of the AFL-CIO towards the unionization of white collar workers.