



# WHITE

# COLLAR

"The Office Worker" Official Publication of the Office Employees International Union



## NEW ORGANIZERS APPOINTED

International President Howard Coughlin recently announced the appointment of the following as organizers through the OEIU Conference program and through arrangements made with individual local unions:



Cletus Wheeler

In the City of St. Louis, Cletus Wheeler, a young man of some limited organizational experience in the St. Louis area. He has been recommended by officials of the Central Labor Union in that city and was proposed and agreed to by the officers of Local 13. His salary and expenses will be borne jointly by the International Union and Local 13. He will serve as an organizer in the St. Louis area.



Arthur Morris

In Pittsburgh, Arthur Morris, a man with a great deal of organizational experience with a local union of the Teamsters International in Washington, D. C. He has been recommended strongly by officials of the Washington, D. C., labor movement. He will serve as an organizer for the Erie Organizational Conference.

For the Western Organizational Conference, Joseph McGee. He will work out of San Diego, Calif. He has had organizational experience with the American Federation of

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## PACIFIC NORTHWESTERN ORGANIZATIONAL CONFERENCE MEETING

Date: Sunday, December 19, 1954.  
Time: 11:00 A. M.  
Place: Seattle, Wash. Benjamin Franklin Hotel.

## Arbitration Award Made to 308 Member

In an arbitration case brought by Local 308 in its zeal to protect the rights of its members under the contracts now in force at Portsmouth, Ohio, the local spent in excess of \$500 to establish the fact that OEIU local unions believe that "an injury to one is the concern of all."

OEIU General Counsel Joseph E. Finley did a fine job of presenting the case before a professor of Ohio State University after the grievance was filed jointly by M. V. Tudor and J. T. Caldwell as a breach of

ment in my favor in which I was awarded and received the sum of \$609, but of far more importance, it established and fixed the fact that members of Local 308 do have seniority rights which will be respected in the future.

I would also like to thank Mr. Joseph E. Finley, and call the attention of all of our members to his skillful and efficient prosecution of this claim.

Again, I thank you.  
Fraternally yours,  
James T. Caldwell.



James T. Caldwell (center), who received \$609 in an arbiter's award, gets the congratulations of Paul E. Waggoner, chief steward, and Jack Bulloch, Business Representative of OEIU Local 308.

agreement between Local 308 and Peter Kiewit Sons which provides that layoffs shall be by seniority by classification within units. These members were laid off in violation of this article. As a result of the arbiter's award they received all back pay due them while out of work and through a survey of their job description were given an increase to the next higher classification—Senior Material Clerk.

Below is a copy of a letter received from Brother Caldwell:

Route 1, Waverly, Ohio.  
October 18, 1954.

From: James T. Caldwell  
To: Local 308, OEIU, Mr. Firth and Mr Elder  
Subject: Arbitration of Claims.

Dear Mr. Firth:

I wish to express to Local 308, to Mr. Elder and to you my appreciation of the able manner in which my recent grievance claim was successfully handled.

This action resulted in a settle-

## New York Beer Salesmen Ask OEIU Representation

Local 153's Director of Organization Ben J. Cohan reports that early in November, Local 153 won a representation election among the salesmen of the Anheuser-Busch Brewing Company. These salesmen sell Budweiser and Michelob beers in the greater New York area.

The actual results of the election were as follows: Local 153—32, no-union—24, challenged votes—2.

This election was an important one in the organization of salesmen because for the first time the National Labor Relations Board directed that an election be held among the salesmen selling in the metropolitan area. In all previous situations where the employer took the position of requesting a unit encompassing 5 to 7 states, the Na-

tional Labor Relations Board has held that those units were appropriate.

Local 153 is everlastingly grateful for the cooperation extended by the International in connection with this case. Without the help of the International Union, Local 153 would not have been able to get the National Labor Relations Board to reverse its position on the unit question.

As a result of this victory at Budweiser, Local 153 is launching an organizational campaign among the brewery salesmen at Schlitz and Liebmann breweries.

Director of Organization Cohan reports that Local 153 is continuing an extensive organizational drive within the jurisdiction of Local 153 in New York.

## Office Salaries in Canada Show Rise

Salaries of office workers in Canadian manufacturing showed a moderate rise in 1953 over the previous year, according to a study covering five important manufacturing centers.

The study, which was conducted by the Canadian Labor Department's Economics and Research Branch, covered 30,689 office workers.

The following table indicates the change in male salary levels between 1952 and 1953 as illustrated by the largest occupational class, general office clerks, in the two largest manufacturing centers, Montreal and Toronto:

### Weekly Salary Rate Increases, 1952-53

Montreal—Senior 6.4%; Inter-

mediate 5.3%, and Junior 4.2%.

Toronto—Senior 4.2%; Intermediate 6.8%; and Junior 5.5%.

Salaries of stenographers and typists increased in all five manufacturing centers, although there appeared to be a wider inter-city variation in gains for typists than for stenographers as the following table shows:

### Weekly Salary Rate Increases, 1952-53

#### Stenographers

Halifax 5.2%; Montreal 6.7%; Toronto 7%; Winnipeg 8.1%, and Vancouver 6.9%.

#### Typists

Halifax 13%; Montreal 4.8%; Toronto 9.1%; Winnipeg 3.3%, and Vancouver 9.3%.

## Good Humor and Good Will Prevail



Representatives of OEIU Local 45, Dallas, and of the ICT Group managers, Jack Cage and Co., sign new contract following brief negotiations. Seated, left to right: Joan Inman, Local 45 president; Frank Morton, OEIU international representative; Everett Latiolais, Jacco personnel director, and Lynn Davis, Local 45 vice president. Standing: Kathryn Radle, job evaluator for the union; Wayne Caldwell, Local 45 trustee, and Bill Wyman of the Jacco controller's division. Contract covers wide area from Beaumont to Lake City to Miami.

## WESTERN ORGANIZATIONAL CONFERENCE MEETING

Date: Saturday, December 18, 1954.  
Time: 2:30 P. M.  
Place: Fresno, Calif. Hotel Californian, Oak Room.

**New Organizers Appointed**

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Government Employees at San Diego and was president of a local lodge of that organization. He is very active in the Central Labor Council of San Diego county and is strongly recommended by John Quimby, secretary-treasurer of the Council.



Joseph McGee

For the Northeastern Organizational Conference, Justin Manning of New Haven, Conn. Mr. Manning is a young man with much organizational experience in the New England area. He has represented both the IBEW and the Connecticut Federation of Labor in the capacity of organizer. He has been well recommended by our own International Representative Leo Wallace.



Justin Manning

In Kansas City, Stanley Zagol, who has had approximately five years experience with the State, County and Municipal Employees Union, in addition to other miscellaneous organizations in the City of St. Louis. Mr. Zagol has been recommended by officials of the Missouri Federation of Labor and the St. Louis Central body. He will serve as an organizer in Kansas City, and his salary and expenses will be shared by the International Union and Local 320.



Stanley Zagol

(Continued on page 3)

# Board Rulings Handcuff Unions

The following is a schedule of the new procedures put into effect by the pro-business National Labor Relations Board as opposed to the rules of the old Board. It is easy to see how these new changes handcuff and restrict all labor unions in their legitimate activities. Organization of the unorganized has been made most difficult and retention of the gains already attained by existing organizations are threatened through the new Board's procedures listed below.

Representatives of local unions should pay particular attention to the rules of the new Board in view of the fact that these rules affect each and everyone of our local unions in their every day activities. It is imperative, too, that our membership be made aware of the

limitations imposed upon us by virtue of the procedures set down by the new Board.

Some of the more important rulings by the Board hold that a union can't distribute sample ballots marked in its favor prior to an NLRB election; can't engage in a slowdown during contract negotiations in order to put pressure on a company; can't picket customer of company with which it has a dispute if the effect is to interfere with dealings between customer and its suppliers; can't file an election petition for six months after withdrawing a request for an election. Management can insist that relatives of management people be included in bargaining unit, provided they enjoy no special status.

	New Board's Rule	Old Board's Rule	Case
Bargaining Units	Permits severance where true craftsmen are involved and where union has traditionally bargained for craft; applies similar standards to departmental units.	Granted craft severance liberally on case-by-case basis; banned severance in four highly integrated industries.	American Potash & Chemical Corp.; see p. 85:206.
	Excludes from rank-and-file units employees who spend any time on plant protection or guard duties.	Included in rank-and-file units employees who spent less than 50 per cent of their time on guard duties.	Walterboro Mfg. Corp.; see p. 12:505.
	Includes relatives of management personnel in bargaining unit unless they enjoy special status allying interests with management.	Automatically excluded close relatives of management people from unit.	International Metal Products Co.; see p. 85:800.
Election Procedures	Requires union which withdraws request for election after hearing has been held to wait six months before filing new petition.	Had no restriction on filing of new petition.	Sears, Roebuck & Co.; see p. 85:6b.
	Bans distribution of marked sample ballots prior to election.	Allowed distribution of marked ballots if they were labelled "sample" and didn't carry name of Board agent.	Allied Electric Products; see p. 85:893.
	Allows union's majority to be challenged during first year certification if contract expires or is subject to renewal.	Held that any contract executed during certification year barred election for its full term.	Ludlow Typograph Co.; see p. 85:564.
Free Speech	Permits employer to make anti-union speeches before an election on company time and property without permitting union to reply, unless company has broad no-solicitation rule.	Held that employer who made anti-union speech on company time and property had to grant union's "reasonable" request for chance to reply under similar circumstance.	Livingston Shirt Corp.; see p. 40:75.
	Forbids speeches to "massed assemblies" of employees on company time during 24 hours preceding election.	No ruling.	Peerless Plywood Co.; see p. 85:851.
Grievances	Holds that company can't take up employee's grievance with union which isn't his bargaining agent.	No ruling.	Federal Telephone & Radio Co.; see p. 34:301.
Jurisdiction.	Raised minimum standards to exclude firms whose operations are primarily local in character.	Accepted all cases affecting interstate commerce, provided operations of companies met minimum dollar standards.	NLRB Statement; see p. 12:101.
Lockouts	Holds that company belonging to employer association can lock out its employees in face of strike against another member.	Considered it illegal for company to lock out its employees in answer to a strike against another member of association.	Buffalo Linen Supply Co.; see p. 29:255.
Picketing	Permits discharge of employees who refuse to perform duties requiring them to cross picket line at another firm.	Held that company could replace, but not discharge, employee who refused to cross picket line at another plant.	Auto Parts Co.; see p. 65:602.
	Forbids picketing directed at public which has the effect of persuading employees of other companies not to service struck company's customer.	No prior ruling.	Brewery & Beverage Drivers Union; see p. 65:711.
Questioning	Permits questioning of employees about union activities if "under all the circumstances" it doesn't interfere with their rights.	Ruled that interrogation of employees about union activities was in itself a violation of the law.	Blue Flash Express Co.; see p. 46:631.
Recognition	Allows company to insist on election even though union offers to prove its majority through card check.	Often considered refusal to accept authorization cards as proof of majority a refusal-to-bargain where company was guilty of other unfair practices.	Walmac Co.; see p. 70:101.
Responsibility of Union Members	Holds that company can fire members of militant union who don't disavow union's illegal conduct.	No ruling.	Marathon Electric Co.; see p. 60:723.
Slowdowns	Says that union which conducts a slowdown during contract negotiations is guilty of refusing to bargain.	No ruling.	Textile Workers, CIO; see p. 70:642.
	Permits discharge of employees who participate in hit-and-run strike.	No ruling.	Pacific Telephone Co.; see p. 60:53.
	Allows discharge of employees who walk out suddenly, knowing their action might result in serious damage.	No ruling.	Marshall Car Wheel & Foundry Co.; see p. 26:108.
	Holds that union can't lawfully strike over contract issues unless it waits 60 days after giving notice to company or until expiration or modification date of contract, whichever occurs later.	Held that union which waited out 60-day notice period could strike at any time thereafter even if its contract was still in effect.	Lion Oil Co.; see p. 60:702.
Strikes	Considers strike to compel contract modification unlawful if union failed to notify Federal Mediation Service.	No ruling.	Retail Clerks, AFL; see p. 60:704.
	Holds that contract clause giving union right to settle seniority disputes is illegal in itself.	Considered such clause legal if they didn't require union to base decisions on union affiliation.	Pacific Intermountain Express Co.; see p. 75:536.

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**White Collar—THE OFFICE WORKER**

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



HOWARD COUGHLIN, *President*  
J. HOWARD HICKS, *Secretary-Treasurer*  
707 Continental Building  
1012 14th St., N. W.  
Washington 5, D. C.

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**Court Rules on Right to Picket**

The New York State Court of Appeals ruled that the right to picket cannot be abridged no matter how long the picketing continues.

In a 4 to 3 decision, the highest tribunal in the State refused to issue an injunction sought by a New York City liquor store owner whose establishment was picketed by the members of a union.

The decision reversed a ruling last December by the Appellate Division of the State Supreme Court.

The State Court of Appeals decision is as it should be. The right to picket is as sacred as the right to free speech and should not be interfered with by the courts.

**Labor's Work at Local Level**

AFL Secretary-Treasurer Wm. Schnitzler emphasized labor's work for the good of the community in a recent speech before the West Virginia State Federation of Labor.

He pointed out that our unions live up to the requirements of good citizenship by seeking to bear their full share of the burden of civic responsibility so as to help make every community a better place in which to work and live. Labor is always ready to accept its responsibilities in each and every community.

**Clericals on the Increase**

In April 1954 nearly eight million men and women were in clerical work, according to the Bureau of the Census. This represents an increase of 64 per cent over 1940.

The number of employes in white collar occupations is more than double that figure and growing at a rapid rate. The tremendous growth of white collar employment presents a challenge to the labor movement. It is essential in the interests of all organized workers and a stable economy that white collar workers be organized. Unfortunately the wage differential between white collar workers and manual workers continues to widen with clericals at the short end. The A. F. of L. has recognized this problem and unanimously passed a resolution which has been forwarded to the Executive Council for the purpose of devising ways and means of organizing this important segment of our society.

**Canadian Labor Force**

The civilian labor force of Canada totalled 5,483,000 in the week ending September 18, 1954. Of this number 4,820,000 or 87.9 per cent worked full time; 344,000 or 6.3 per cent worked less than 35 hours, and 17,000, or 3 per cent, did not have jobs at all and were seeking work; 2.8 per cent had jobs but were not working at the time of the survey.

These figures prepared by the Dominion Bureau of Statistics indicate that while there is some unemployment in Canada, it is considerably less, relatively speaking, than unemployment in the United States. It appears to most United States observers that Canada is developing rapidly. Canada's economy is healthy and, as such, it is attracting American investors. It is anticipated that Canada will become the center of ever-widening industrial development in North America.

At the present time the OEIU has 33 local unions in Canada and is stepping up its activities for the purpose of organizing the ever-increasing number of clerical workers in that country. Only through organization can Canadian clericals keep pace with the rapid increase in Canadian industrial life.

**New Pact With Labor-Owned ICT Signed After 3-Day Negotiation**

DALLAS—The good example in labor-management relations which Texas unionists intended to set when they ventured into business seemed to be materializing as employes and management of the labor-owned ICT Insurance Co. and ICT Group reached quick agreement on a new contract.

**Covers Wide Area**

A three-day negotiation brought representatives of the Office Employees International Union and of Jack Cage and Co., ICT management firm, together on a new contract covering Jacco's far-flung operations.

Bulk of the employes are members of OEIU Local 45, Dallas, but the contract also covers office workers in Houston, San Antonio, Corpus Christi, Beaumont, Lubbock, Salt Lake City, Phoenix, St. Louis, Kansas City, Birmingham and Miami.

The new contract runs for one year, with wage reopening possible after six months, upon 60-day notice. Employes gained provisions for parking fees at company expense and \$1.50 for evening meal where as much as 3½ hours is worked overtime. They already had provision for paid meal-period during such overtime. A provision for two-week termination notice was included, affirming previous practice. International Representative Frank Morton, Fort Worth, assisted the union in negotiations.

**Committee Listed**

The union committee included Joan Inman, Local 45 president; Lynn Davis, vice president; Wayne Caldwell, trustee; Kathryn Radle, job evaluator for Local 45; Dorothy Jones of the Houston OEIU local, and Mattie Jones, OEIU business agent at Birmingham.

**New Organizers Appointed for Many Areas**

(Continued from page 2)



James R. Ruehl

In the Northern New York and New England area, James B. Ruehl will assist the International Union in its organizational efforts. Mr. Ruehl is a former president of the New York State Teamsters Council, the New York State Union Label Council, and for many years was a representative of the International Brotherhood of Teamsters.

**Seen Best Means**

It is the belief of the International Union that the continued policy of expanding our organizing staff as rapidly as the financial condition of the International Union permits, is the best means of organizing the greatest number of office employes into our International Union.

President Coughlin also indicated that we anticipate employing an organizer for Eastern Canada in the very near future. He also announced that in the Southwestern Conference he had temporarily appointed Arthur J. Perkins to work in the Houston area along with International Representative Frank Morton who is at the present time assisting in several organizational campaigns within the Southwestern Organizational Conference area.

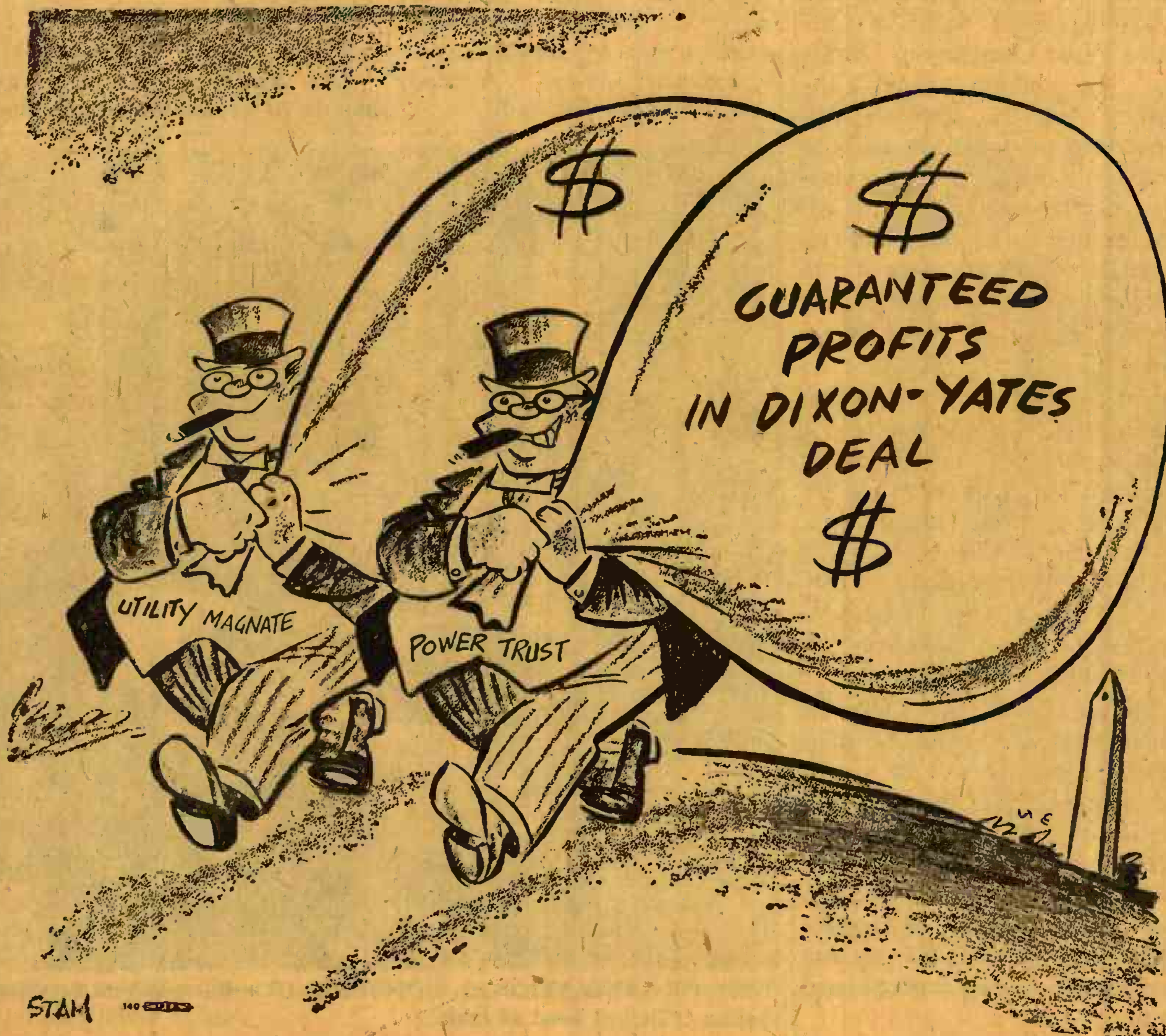
Splendid progress has been reported from each area where these new men are now assisting in the various campaigns.

**Local 179 Fetes International Officers**



Office Employees Local 179 entertained with a supper party Monday evening honoring Secretary-Treasurer J. Howard Hicks. Pictured above are (l. to r.): Helen Uhlich, secretary-treasurer, Local 179; Mr. Hicks; Mattie Henry Hale, president, and Billie Hall, vice president of Local 179. Standing: A. R. Carson, OEIU International Representative; Charles Houk, secretary-treasurer, TFL; J. O. Bloodworth, OEIU International Representative, and Stanton Smith, president, TFL.

**The Eleven Percenters**



STAM

★ ★ ★ ★ ★  
*from the desk  
of the*  
**PRESIDENT**

★ ★ ★ ★ ★  
**HOWARD COUGHLIN**

★ ★ ★ ★ ★  
**Destructive Law**

The power of the Taft-Hartley Act to destroy a union has been brought to the attention of the American public by the American Federation of Labor through its labor press. The A. F. of L. Makers and the Pulp and Sulphite Workers, two of the most progressive unions of the American Federation of Labor, won a representation election involving the workers of the Calcasieu Paper Company by a 3 to 1 majority.

This successful election culminated years of a struggle to organize this particular company. The National Labor Relations Board had thrown out a previous election and ruled that the company had sought to influence the workers with coercion and intimidation. The unions negotiated with the company and were unable to secure an agreement.

When every peaceful attempt to gain an agreement failed, the unions waged a strike against the employer. The company then proceeded to use scabs and strike breakers and subsequently petitioned the NLRB for an election.

The unions told the Board and the employer that they did not wish an election conducted and did not want to be on the ballot. Despite those objections, the NLRB held the election, refused to permit the strikers to vote and allowed only the scabbing employes to vote. As a result the scabbing employes voted 673 to 18 for no union.

The election virtually put to an end the two-year struggle of the workers for their legal collective bargaining rights with the Calcasieu Paper Company in Louisiana. In addition to the Taft-Hartley Act, the company obtained restrictive court injunctions limiting the picket lines and closing company-owned hotels to union representatives and strikers. All strikers were also evicted from company-owned homes.

The right of the Government under the Taft-Hartley Act to conduct an election which deprives striking employes of the right to vote was mentioned by President Eisenhower during his campaign for election in 1952. As yet, this provision of the Act has not been changed and is being used successfully by big business for the purpose of destroying labor unions.

The lesson of the Calcasieu Paper Company strikers brings vividly to the minds of all American workers the union-busting provisions of the Taft-Hartley Act. The things that occurred at the Calcasieu Paper Company can occur in any company in America today while the Taft-Hartley Act continues to operate in its present form.

# Conference and Local Union Activities

Pittsburgh, Pa.—A 5 cents per hour wage increase has been obtained for members of Local 33 employed at General Electric Supply Company in a renewal agreement negotiated by Erie Conference Organizer Morris. Vacations of 2 weeks after 1 year, and 3 weeks after 15 years, 7 paid holidays and sick leave are also included in the agreement.

Organizer Morris has also negotiated a renewal agreement between Spears & Company and Local 33. The agreement runs for 3 years with wage reopenings provided on each anniversary date and present rates increase \$1.50 per week. Other features include union shop, automatic increases, insurance and health and welfare benefits, 3 weeks vacation after 15 years, and sick leave and overtime provisions.

Oakland, Calif.—Local 29 has completed negotiations with Oakland Sheet Metal Company resulting in an increase in new wage rates of \$15 months and a minimum increase of \$10 monthly for all employes. Other provisions in this contract include 3 weeks vacation after 10 years; better job security; increased sick leave and a clause that the company before hiring new personnel will notify the union three days in advance.

St. Regis Paper Company and Local 29 have settled on a wage increase of \$10.50 monthly, effective October 1.

McKesson & Robbins, Inc., signed a 2-year renewal agreement with Local 29 retroactive to August 1, providing for increases in basic rates from \$8 monthly upward and a wage reopening in August 1955. The union shop, 8 holidays, 3 weeks vacation after 15 years, and sick leave and overtime provisions are also included in the agreement.

Local 29 also reports negotiations completed for the following newly organized offices: Eden Medical Group, with an average increase of 7½ cents hourly above former rates and all other conditions similar to the contract held with Kaiser Foundation Hospital; United Crusade, with a 2 per cent wage increase and the inclusion of a new step rate providing for an additional \$10 monthly for over 5 years service; Oakland Restaurant and Tavern Owners Welfare Fund agreed to sign the standard agreement effective October 1. A weekly raise of \$20 was obtained.



**EASTERN ORGANIZATIONAL CONFERENCE**—At table, left to right: International Vice President Edward P. Springman, Conference President Joe McCusker and International President Coughlin.

Santa Rita, N. Mex.—Local 62 has obtained an increase of 5 cents per hour as a result of a wage reopening in their contract with Kennecott Copper Corp., Chino Mines Division. In addition, bargaining rights for all clerical jobs in the newly-established Industrial Relations Department were won through the grievance procedure.

St. Louis, Mo.—Margaret Ritch, president of Local 13, reports a wage increase amounting to 8 cents hourly for members at Busch-Sulzer Division of Nordberg Mfg. Co., as a result of renewal of the agreement with both the Production Control and the Timekeeping groups. They also won an additional holiday, and an improved vacation plan. Other provisions include union shop and a company paid insurance and welfare plan, and double time in addition to regular pay for work on holidays.

New Haven, Conn.—Local 287 has renewed their contract with Wilson H. Lee Company for 2 years with wage increases of 5.5 per cent the first year, an additional 3 per cent the second year, and an improved vacation schedule of 3 weeks after 7 years. Included in the contract are provisions for union shop, joint negotiation of new rates, job posting and company paid group insurance and welfare benefits.

Los Angeles—After many months of exhausting negotiations,

a first contract has been signed with Pacific-Mercury Television Company.

Despite the fact that this Company is largely controlled by Sears-Roebuck Company whose policy is opposed to the Union Shop, Local 30—with fine cooperation from the Carpenters District Council, the Los Angeles Central Labor Council and the Teamsters Joint Council—was able to win the full Union Shop, and dues check-off, in the contract. In addition, a complete review of all classifications and wage schedules was made and many inequities adjusted, plus a general wage increase averaging 7.7 cents per hour. There were also improvements made in the vacation schedules and the employes now enjoy the protection of seniority, grievance and arbitration provisions.

The Company is an important manufacturer of television sets for Sears-Roebuck, and manufactures other kinds of electronic devices.

Other gains on the contract front include a two dollar and fifty cents (\$2.50) per week wage increase and a fully employer paid health and welfare plan, known as the Office Employees Trust Fund, for all members employed in Trade Union offices, and a five dollar (\$5) per week wage increase for members employed by Union attorney's offices; a two dollar (\$2) per week wage increase at R. C. A. Service, Inc., and a five dollar (\$5) per week wage increase, plus health and welfare coverage, for members at Harry C. Fisher, C. P. A. offices.

In addition to the successful or-

ganization of Pacific-Mercury Television Corporation, new members are also joining from the recently established local office of the Union Label Department of the American Federation of Labor, and the newly established vacation fund office of the Sheet Metal Workers International Union.

With the arrival of Brother Charles Henderson, International Organizer, assigned to the Western Organization Conference, Local 30 is making plans to devote even more effort to organizing the unorganized and, to this end, the membership recently voted a permanent employe for the office to enable the secretary to spend some time in the field and relieve the Business Representative to spend more time organizing.

New York City—Substantial improvements in the contract between Local 153 and the Pioneer Ice Cream Division of the Borden Company covering the salesmen have been won after hard fought and lengthy negotiations. Three weeks vacation after 5 years (formerly 3 weeks after 15 years), increases in car allowance and in commissions are among the main improvements which assures these salesmen of earnings in the top bracket in the New York area.

Office and clerical employes of the above company are covered in a separate contract with Local 153. Negotiations recently completed resulted in a \$2.50 per week increase in addition to the outstanding provisions already won; such as 11 paid holidays, seniority protected beyond the bargaining unit, bumping rights, union shop, pay for holidays falling on Saturday, 35 hours workweek, 3 weeks vacation after 5 years, pro-rated sick leave up to 6 months after 10 years, severance pay of 1 week after 6 months to a maximum of 26 weeks and Blue Cross and Blue Shield coverage. Additional protection in the form of training opportunities in the event of changes in office procedure is also provided.



**ERIE ORGANIZATIONAL CONFERENCE**—International President Coughlin and Conference President Thelma O'Dell at head of table.