



WHITE

Official Publication of the



COLLAR

Office Employees International Union



Season's Greetings From Your International Officers



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Denver, Colo.



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Vice President
Decatur, Ga.



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President
Washington, D. C.



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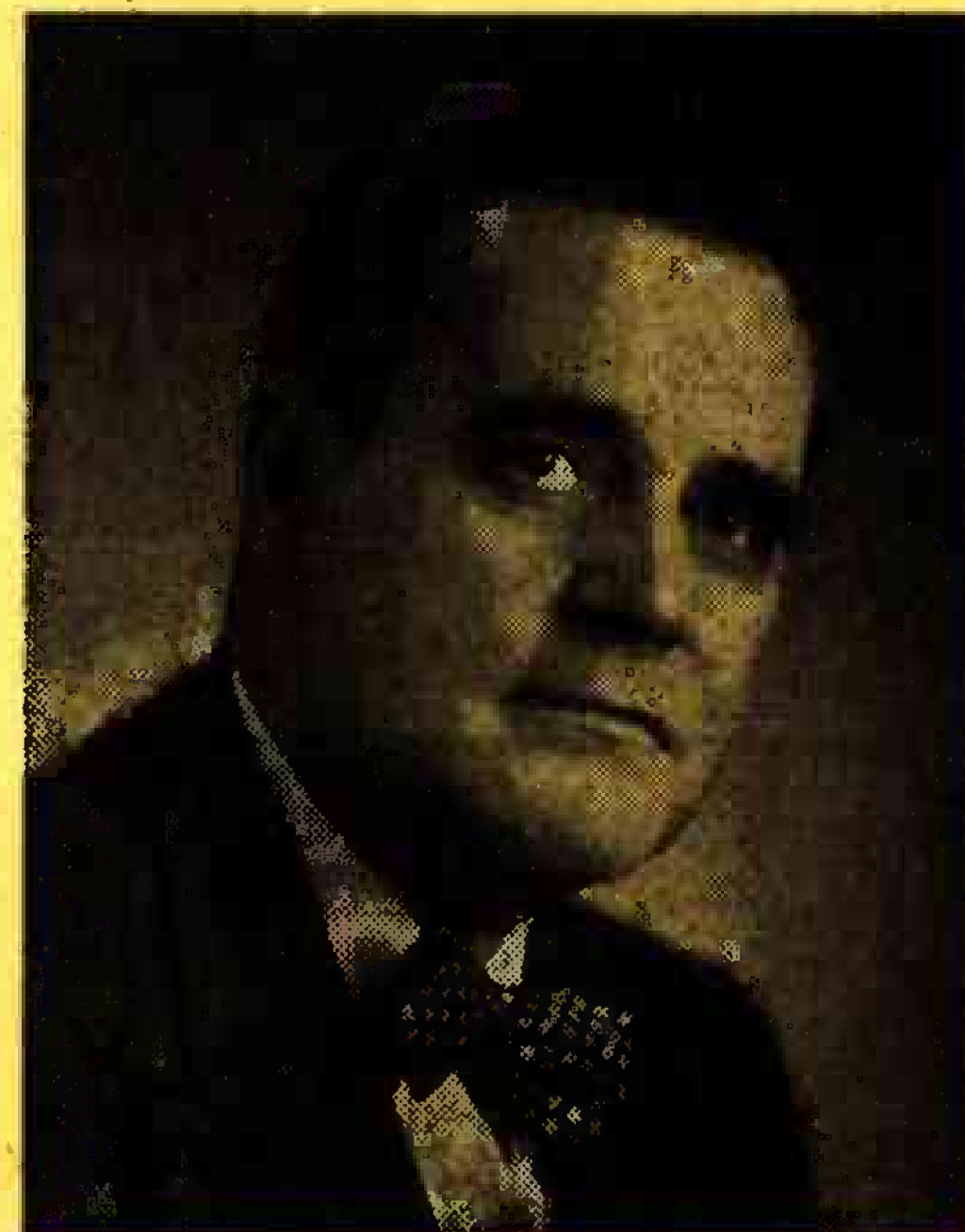


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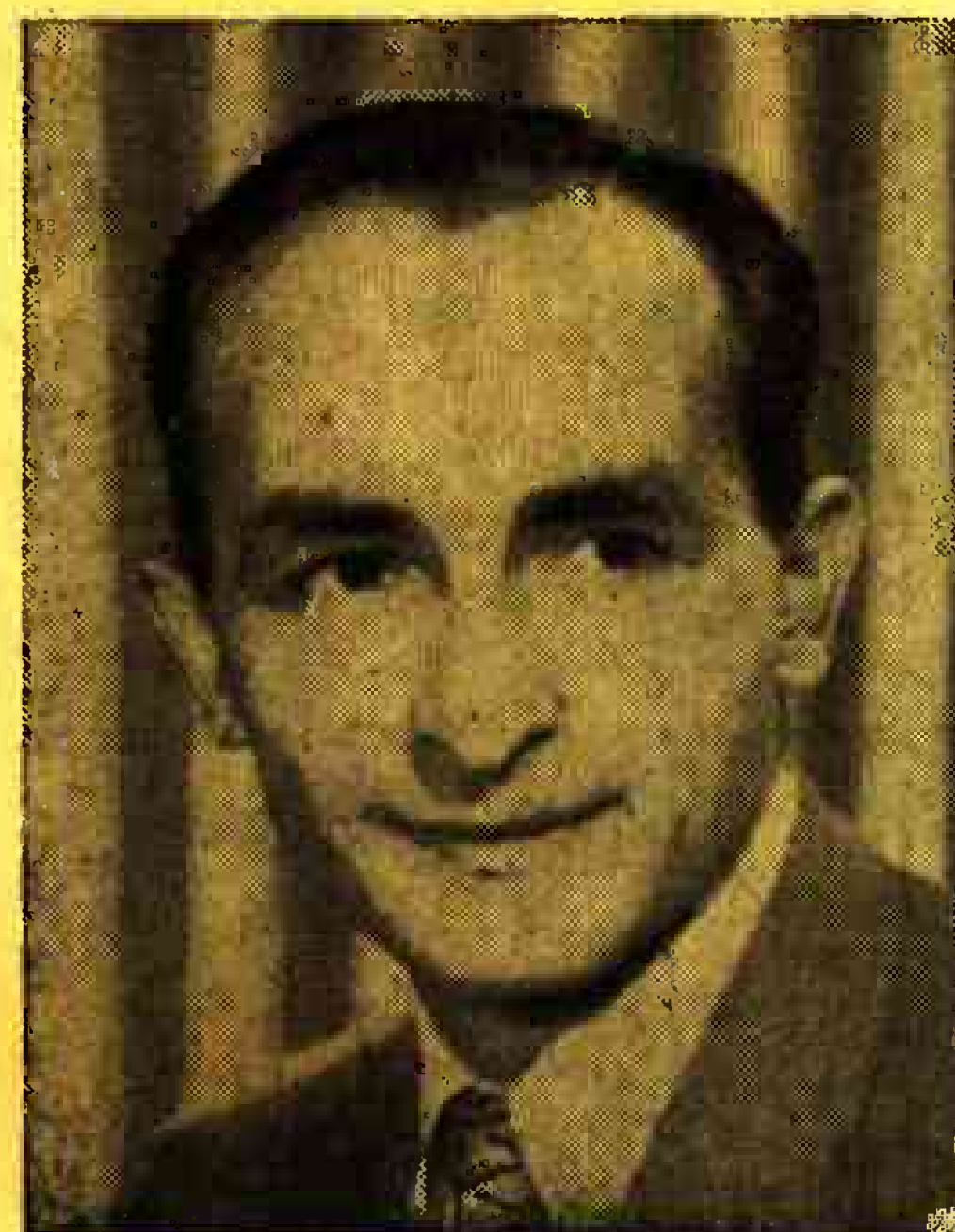
Your International Officers take this opportunity at year's end, to bid Friendliest Yule greetings to all members of the great family of the Office Employees International Union. We hope that the coming year brings to all a full measure of Health and Prosperity.



John T. Finnerty
Vice President
Cleveland, Ohio.



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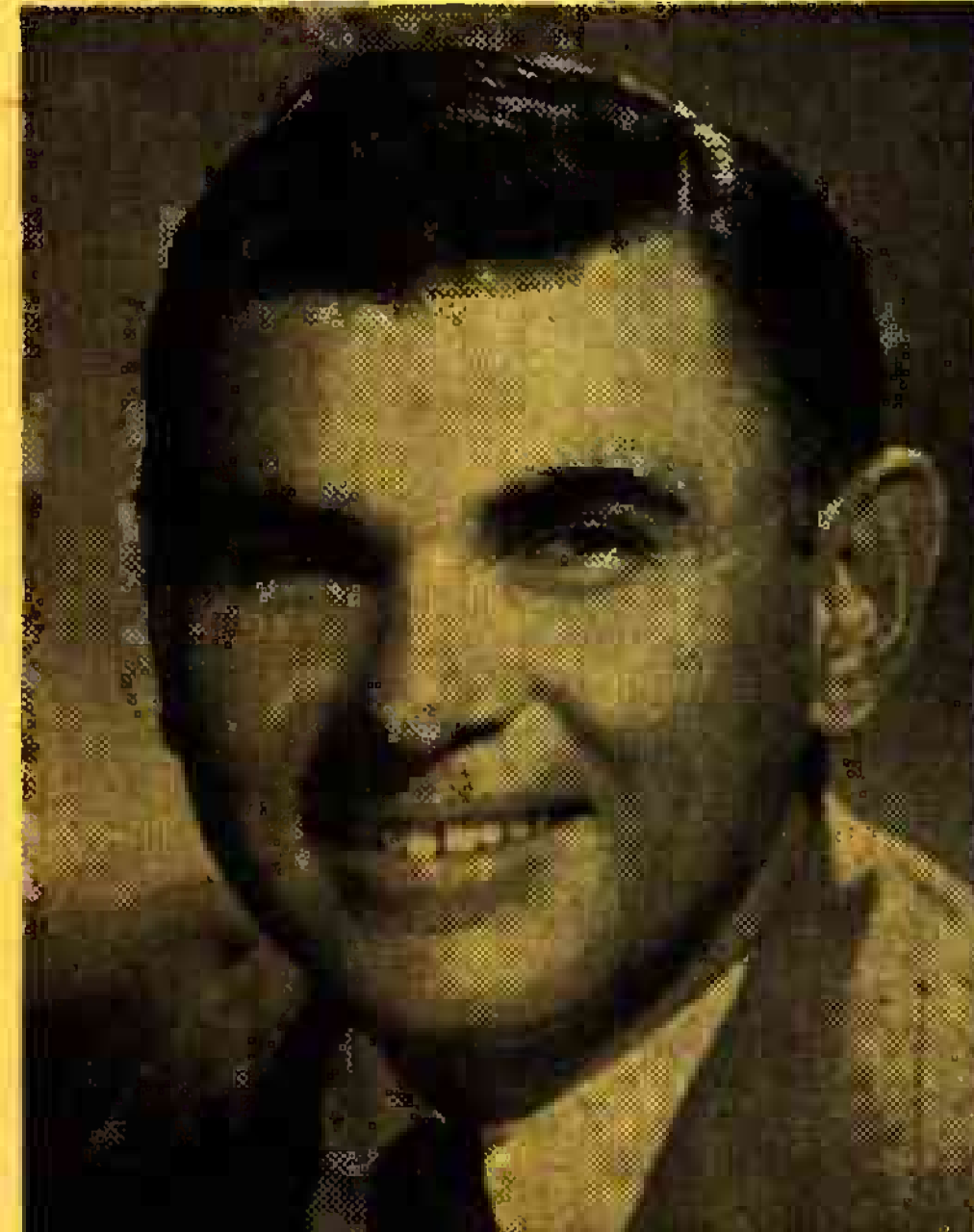
George P. Firth
Vice President
Pittsburgh, Pa



John B. Kinnick
Vice President
Oakland, Calif.



Henderson Douglas
Director of Organization
Washington, D. C.



Max J. Krug
Vice President
Hollywood, Calif.



Edward P. Springman
Vice President
Philadelphia, Pa.

Activities of Conferences and Local Unions

Good Contract Won At Curtiss-Wright

Buffalo, N. Y.—In an agreement reached recently, Curtiss-Wright granted a package increase in excess of 25 cents per hour to all its office employees, members of Office Employees International Union Local 212, Buffalo, N. Y. This new pact establishes a pattern of industrial office rates which are outstanding in this area.

The package includes an across-the-board wage increase from 12 to 16 cents per hour, based upon labor grades; reevaluation of job classification when inequities existed; \$3,000 increased life insurance coverage with premiums paid entirely by the company; improved hospital and medical coverage paid entirely by the company; an additional half-holiday before Christmas and New Year's bringing the total to eight paid holidays each year and four hours guaranteed payment for call-in or call-back. Together with this package, the union negotiators were successful in obtaining the company's agreement on 40 other contract improvements dealing with working conditions.

The newly signed agreement will run for two years, with a wage re-opener in October 1956.

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Portland, Oreg.—Salary increases ranging upward to \$20 per month have been gained by Local 11 in renewal of its agreement with Consolidated Freightways, Inc. The renewed agreement runs for 3 years and in addition, provides 3 weeks' vacation with pay for all employees with more than 15 years' service. Increase for the current year is to be 4 per cent with further upward revisions of 3½ and 3 per cent for the 2 following years.

Secretary-Treasurer James N. Beyer also announced renewal of the agreement between the local union and Associated Food Distributors, wholesale grocers association. The renewed agreement, which also is for a 3-year period, provides premium pay for night-shift work and salary increases of 7, 6 and 5 cents per hour for each of the 3 years, respectively.

Beyer also announced renewal of the agreements between Local 11 and Montag Stove and Furnace Works and Roberts Brothers Department Store. The first of these agreements provides a 6-cent an hour increase for all employees, plus an additional 5-cent per hour for all union members with more than 3 years' seniority. The second of these agreements grants members of the union a 5-cent an hour increase, a 5-day week and provision for reopening the agreement for salary adjustments.

All four agreements are retroactive to their anniversary date and affect 600 members of the union.

Negotiations on renewal of the agreement between Local 11 and McKesson and Robbins, wholesale druggists, are under way and the local union will soon be commencing negotiations on renewal of agreements with Asbury Transportation Company and the Archdiocese of Oregon. Similar gains are expected to be won in the renewal of these agreements.

The improvement in salary and working conditions recently achieved by the local union are expected to be similarly reflected in negotiations between the union and employers of new groups recently organized by Organizer Frank H.

Western Conference Reelects Officers



Western Organizational Conference officers and delegates are shown with International President Howard Coughlin. At his right: Conference President John B. Kinnick, Local 29, Secretary-Treasurer Phyllis Mitchell, Local 3, and Tom Randall, AFL representative in Southern California.

The semi-annual meeting of the Western Organizational Conference was held at Santa Barbara, Calif., at the Carrillo Hotel on November 5.

After adopting a constitution which will govern the affairs of the Western Organizational Conference the delegates unanimously reelected John B. Kinnick, Local 29 and Phyllis Mitchell, Local 3 as president and secretary-treasurer, respectively. During the course of the meeting delegates from all of the local unions reported on the ac-

tivities in their respective areas.

Tom Randall, AFL representative in Southern California addressed the delegates and had much praise for the activities of the OEIU organizers in that part of the Country. He again reiterated the position of the AFL which calls for close cooperation on the part of all AFL representatives with the OEIU in its organizational drives. President Howard Coughlin reported to the Conference on the work of the OEIU in all parts of

the U. S. and Canada. He gave a detailed report on the total cost of the organizational conference program. He urged local unions to meet with and work towards amalgamation of the CIO locals representing office and clerical employees with the OEIU.

Conference Organizer Joseph McGee reported on his activities which appear promising in the San Diego area. Organizer Henderson was absent due to illness.

Pacific Northwest Group Gets Pledge of Support

The Pacific Northwestern Organizational Conference met at the Columbia Athletic Club at Portland, Oreg., on Saturday, October 29. The meeting was highlighted with an address by Daniel Flanagan, Regional Director of the AFL on the West Coast. Brother Flanagan pledged the full support of the AFL to the organizational activities of the OEIU in the Northwest Region. He emphasized the fact that his organizers in that area are at the disposal of the OEIU in its organizational activities.

All local unions submitted reports to the Conference, many of which indicate organizational success in the various cities in the Conference area. Conference Organizers Gene Corum and Frank Sawyer also reported. The highlights of the Conference reports was made by International Representative Bill Lowe of Vancouver, B. C., recently appointed to serve the OEIU in British Columbia. He reported on successful organizing efforts already achieved in his short term as an organizer and indicated promise of future additional successes in that area.

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St. Louis, Mo.—Local 13 reports the renewal of their agreement with the RCA Service Company. The new 2-year contract provides a 7-cent-per-hour general increase plus an additional \$1.80 for the lowest grade and \$1 additional for the next two lowest grades. President Margaret Ritch announced that the RCA employees are very happy with their new contract.

Sawyer, Pacific Northwestern Organizational Conference. These new groups include workers employed in wholesale hardware, shipbuilding and flour and cereal industries, retail credit association and welfare agencies among others.

International President Howard Coughlin reported on the activities of the International Union in all parts of the country and called the local union's attention to the many problems facing the International Union. He emphasized the need for conversations with representatives of the Local Industrial Unions of the CIO representing office employees.

Al O'Brien of Seattle, Wash., was reelected president of the Conference and James Beyer of Portland was elected secretary-treasurer. The Conference delegates adopted a constitution which will govern the affairs of the Pacific Northwestern Conference.

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New York City—Business Representative John Tracy reports that benefits gained in a new contract for the New York Subway Advertising Company employees totals over \$50,000. At a meeting recently held at the Cornish Arms Hotel, members of Local 153 employed by the New York Subways Advertising Company ratified their new agreement.

The new agreement provides for twelve paid holidays, an additional ½ per cent of wages earned toward their health and welfare fund which along with the salary increase amounts to 10.3 cents per hour. All benefits are retroactive to May, 1955.

Conference Notice

The North Central Organizational Conference will meet on Saturday, January 21, in Chicago. The meeting place will be announced later.

Victory Won at Frankfort Distilleries

On October 24, in an election conducted by the NLRB at Louisville, Ky., the office employees at Frankfort Distilleries chose the OEIU as their bargaining representative.

AFL Representative Art Potter, in announcing the victory stated that this campaign is the beginning of an organizational effort to bring all office workers of distilleries in the Louisville area into the folds of the OEIU.

Although only 50 people were involved in this first unit, Representative Potter estimates that there are over 2,000 office workers in the distilling industry in the area.

The International has assured Representative Potter of every assistance in the continuation of his organizing efforts to follow up this victory in order to bring the entire group into the OEIU.

★ ★

New York City—Business Representative Ben Cohan reports a new contract between Local 153 and the Jacob Ruppert Brewery Company covering the Connecticut salesmen.

The highlights of the new agreement provide for a check-off system of dues, three weeks vacation after five years of service and four weeks after 12 years of service. Included in the settlement is an average weekly base salary increase of \$3 per week along with increases in the basic commission rates which result in increases ranging from a minimum of \$7 per week to \$19.50 per week with a state average of \$9.50. The salesmen will now receive an additional 7 cents per mile for all mileage in excess of 270 miles per week above the increased car allowance which is now \$80 per month, retroactive to October 1, 1955, and which will become \$82.50 per month on October 1, 1956.

The new contract also provides
(Continued on page 4)

Boost for Union Label of OEIU



OEIU Local 301 provided this display at the Union Label Show recently held in Baltimore, Md., by the Baltimore Federation of Labor. The young lady seated at the typewriter is Dolores J. Chickos, a member of Local 301 employed in the Baltimore office of the Seafarers International Union.

WHITE COLLAR

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

HOWARD COUGHLIN,
President
J. HOWARD HICKS,
Secretary-Treasurer



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Hayes Blasts NAM

Al. J. Hayes, president of the International Association of Machinists, recently took issue with the National Association of Manufacturers in their campaign to drum up fear of a united labor movement. Hayes states that a unified labor movement will benefit the entire nation. He also pointed out that the labor movement is historically and psychologically opposed to the abuse of power and denial of individual rights. It has fought constantly against such things as sweat shops, child labor, company towns, unsafe and unhealthy work places—all the result of employer abuse of power. We agree with President Hayes.

Representatives of the AFL and the CIO who have fought so constantly to raise American standards of living, will not now proceed in the opposite direction simply because their respective organizations have merged.

Recognition for Meany

AFL President George Meany has received numerous awards from all segments of American society. Catholic, Protestant and Jewish labor groups have bombarded him with well-deserved rewards for his untiring efforts on behalf of all of the peoples of the United States. Recently he was accorded the opportunity to address 102 new citizens at the U. S. District Court, with Judge Edward A. Tamm presiding. He also addressed the graduating class of the Federal Bureau of Investigation in the Department of Justice Auditorium. It is interesting to note that this great American representing all of the organized labor movement, is receiving the national recognition that he and his office deserves.

Mitchell Sees No T-H Changes

James P. Mitchell, Secretary of Labor, recently stated that he had no hope for changes in the Taft-Hartley Act in the next session of Congress. This is unfortunate. In these days of disenfranchisement of the rights of workers in so-called "right-to-work" states, changes in the Taft-Hartley Act which allows such disenfranchisement are sorely needed.

President Eisenhower's pledge to the American Federation of Labor convention in New York City in the year 1952 before he was elected, is still remembered by organized labor. His failure to lead a strong fight to amend this wretched legislation has had an adverse effect on the working men and women of America. We earnestly hope that politicians will lay aside partisan politics and enact many needed changes in the Taft-Hartley Act in the next session of Congress.

Martin Durkin

The American Federation of Labor mourns the loss of Martin P. Durkin, President of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, who passed away recently after a long illness.

Martin Durkin was well known to the American public as the first Secretary of Labor to be elected from labor's ranks. He resigned from President Eisenhower's Cabinet after a dispute with the President on proposed amendments to the Taft-Hartley Act. These proposed amendments, which had received the nod from the President, were vetoed by Secretary of Commerce Weeks. When the White House refused to back up Mr. Durkin, he resigned as Secretary of Labor.

Martin Durkin was known for his integrity and idealism. He will be greatly missed in the American Federation of Labor.

Canadian Corner

By Lloyd Chapman
President, Canadian Organizational Conference

COMMITTEE REVAMPS CONSTITUTION



Constitutional Committee, Local 214, Sault Ste. Marie, Ont. From left are Don Montgomery, Rene Dauphin, Orran Beatty and George Pitt.

Canadian Conference Meets in Montreal

The Canadian Organizational Conference held its annual meeting in Montreal November 19 at the Mt. Royal Hotel. The Conference was well attended and was considered by all the delegates to be quite successful as well as informative. AFL Canadian Director Russell Harvey addressed the delegates and assured them of cooperation from the AFL in the organizational efforts of our International Union in Canada. He then introduced the AFL representative in Montreal who also gave his assurance of complete cooperation with our local unions in that area.

Each local union gave a report of their activities since the last conference meeting. Some of the local unions reported a great deal of success in their organizational efforts. Conference Organizer A. F. MacArthur outlined his activities for the past year. As a result of his report it was disclosed that he had spent over two-thirds of his time in the servicing of Canadian local unions. In addition, he reported progress in several large companies where organizational drives are under way.

Director of Organization Douglas gave a résumé of the activities of the International Union in the field of organization for the past year. He pointed out that our International Union is constantly growing. He informed the delegates that two additional organizers had been added in Canada—one of whom is in Vancouver, B. C., and has met with considerable success since his appointment September 1 of this year. He reported that Brother Lowe, our International representative in British Columbia, had organized several companies and negotiated several agreements. Brother Lowe is the president of OEIU Local 378, which embraces the employees of the B. C. Electric Company who were formerly members of an independent union.

Brother Douglas further reported on an organizer employed to work in eastern Canada with his base of operations in the city of Montreal. After a period of approximately six months it became necessary to discharge this organizer. He further stated that immediately following

the Conference meeting, he would be interviewing candidates to replace the representative in the Montreal area.

During the afternoon session the delegates approved the constitution and by-laws which will govern the operations of the Canadian Conference. They have been sent to President Coughlin for approval. The delegates assembled reelected Marcel Roy as secretary-treasurer and elected Lloyd Chapman of Local 110, Gatineau, Que., as their new president. These officers will serve for a period of one year. The Conference took further action to hold the next annual meeting in the city of Port Arthur during the month of October, 1956.

After the meeting, Conference Organizer MacArthur and Director of Organization Douglas met separately with the various local union delegates who had problems concerning their own local unions and worked out solutions in most of these cases. Director Douglas stated that another representative would be employed in eastern Canada as soon as practicable.

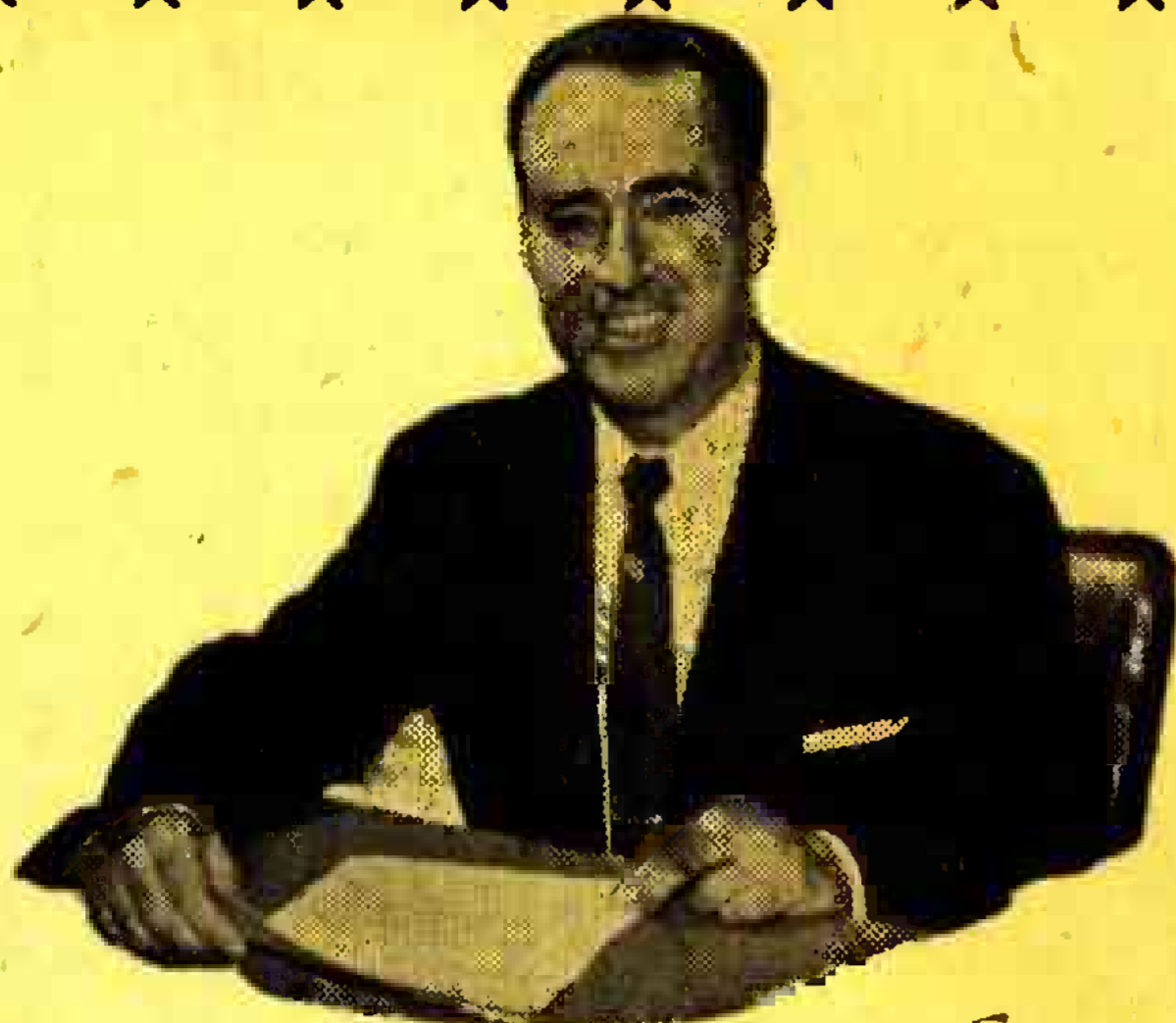
Good Advice for Xmas Shoppers



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from the desk
of the

PRESIDENT

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HOWARD COUGHLIN



Ohio Defeats GAW

Walter Reuther, the United Automobile Workers and the entire labor movement received a set-back in the State of Ohio as a result of the defeat of a labor-initiated referendum to improve the State's unemployment compensation law.

Under the terms of an agreement negotiated with General Motors and the Ford Company the guaranteed annual wage provisions of the contract would become legal if the laws of the states in which two-thirds of the company's hourly-paid workers live were changed either through administrative ruling or legislative enactment to conform to the provisions of the contract to allow payments. The change proposed would allow the integration of company layoff pay with unemployment benefits without affecting such unemployment insurance benefits.

Governor Williams of Michigan, through administrative ruling, O.K.'d the plan whereby supplemental unemployment payments can be made by General Motors or Ford without affecting unemployment insurance benefits during times of unemployment.

In view of the two-thirds requirement necessary to effectuate GAW, the loss in the State of Ohio is a terrific blow to workers employed by General Motors and Ford. It has been estimated that Ohio business and industry spent a half million dollars to defeat the labor-initiated referendum. Some of the nation's major corporations underwrote the campaign to distribute seven million pieces of printed material. The state was blanketed with radio, TV and newspaper advertisements calling upon the voters to defeat the referendum. Business and industry in the state formed a group known as the Ohio Information Committee which assessed employers in the state 50 cents per worker to block the proposal. Some of the companies listed as contributing to the campaign were U. S. Steel, Sears Roebuck, Montgomery Ward, Swift & Co. and General Electric. Ford and General Motors were also listed among the contributors to defeat the referendum, although the law would have helped put into effect the supplemental pay provisions of the contract which those companies negotiated with the CIO Automobile Workers.

Phil Hannah, secretary-treasurer of the Ohio State Federation of Labor, AFL, charged that the Ohio Information Committee "waged an insidious propagation campaign designed to confuse the electorate of Ohio." He charged that the business-industry group were guilty of one of the worst propaganda stunts of our time.

Jacob Clayman, secretary-treasurer of the Ohio CIO Council, stated "We could not break through the iron curtain of deceit thrown up by the business-one-party press combine.

The proposed change in the state's jobless pay law would also have increased weekly benefits, increased dependency allowances and duration of benefits. The complete but unofficial tally was 1,458,483 votes against the proposed changes and 870,775 for.

Ohio's rejection of the proposal puts the United Automobile Workers Union in an adverse position. Under the terms of its agreement it must win over states in which two-thirds of the company's hourly-paid employees live. It has until June 1, 1957 to win over the other states with smaller percentages of workers. The United Automobile Workers' Union, in conjunction with the organized labor movement of those states, will work diligently and earnestly in order to insure the workers' rights to collect company unemployed benefits together with state unemployment insurance compensation.

While it is difficult to understand why any segment of American society would want to oppose a company plan to pay unemployment benefits in conjunction with state benefits, we have an example here of representatives of American industry spending hundreds of thousands of dollars to defeat this proposal in the State of Ohio. Worse than that, we find two of the largest corporations of our country, who were co-signatory to the plan, spending large sums of money to defeat a proposal designed to legalize their own agreement.

OEIU pledges its support in the fight to gain legal recognition of supplemental unemployment insurance benefits.

Activities of Local Unions

(Continued from page 2)

that the employer will pay 4½ per cent into Local 153's Welfare Plan effective November 1, 1955, and will contribute \$5 per week retroactive to June 1, 1955, to Local 153's Pension Plan.

★ ★
Milwaukee—OEIU Local 9 has won the first guaranteed annual wage for office employees in the Milwaukee area. Harold Beck, Business Representative, reports that the new contract between Local 9 and the International Harvester Company, Milwaukee Works, will provide in addition to the guaranteed annual wage, an increase of \$4.40 per week along with other fringe benefits.

Among these newly won benefits which apply to more than 400 office and clerical workers, are an additional 2 per cent or a minimum of \$2.40 per week increase on August 23, 1956, and a like increase on the 1957 anniversary date. Employees will receive three weeks' vacation after 10 years instead of after 15, and will enjoy a full union shop. Real improvements in the health and security plans were also won.

Kenneth Clark, Lawrence Kuhn, Norbert Miller, August Weber and Anthony Wells assisted Brother Beck in these negotiations.

★ ★
New York City—Business Representative Ben Cohan reports the renewal of a contract with the Jacob Ruppert Brewing Company employees of the merchandising department. The new contract provides an increase of \$10 per week for the merchandising men and \$5 per week for the back bar mirror display men, both retroactive to June 1, 1955 and further automatic increases of \$2.50 on each six-month anniversary of employment. The former \$75 car allowance has been increased to \$80, effective June 1, 1955, and \$82.50, effective June 1, 1956.

The company also agreed to contribute the 4½ per cent to Local 153's Welfare Plan, as well as \$5 per week to 153's Brewery Salesmen Pension Plan.

In addition, three weeks vacation are now being enjoyed by all employees after 5 years of service and four weeks' vacation after 12 years of service.

★ ★
Oakland, Calif.—Local 29 Business Representative John Kinnick reports a three-year contract settlement with Consolidated Freightways includes \$2 a week in a special Savings Fund Plan. The Savings Fund will accrue to each member during the year and will be paid in full on December 1 of each year or upon termination. The immediate wage increase is \$3.20 a week, retroactive to May 1, 1955, with further increases as follows: \$2.80 a week May 1, 1956, and \$2 a week May 1, 1957.

★ ★
New York—A new agreement between Local 153 and Jacob Ruppert Brewing, covering Connecticut office employees, provides an across-the-board increase of \$4 a week, retroactive to June 1; an across-the-board increase of \$3 a week, commencing June 1, 1956; check-off of dues; Local 153 Welfare Plan; 35-hour week; 11 holidays with pay, and three-week vacations after five years and four weeks after 12 years.

★ ★
Kankakee, Ill.—Local 311 reports a contract settlement with A. O. Smith Co. providing an across-the-board increase ranging from \$20 to \$35 a month and substantial increases in rate ranges.

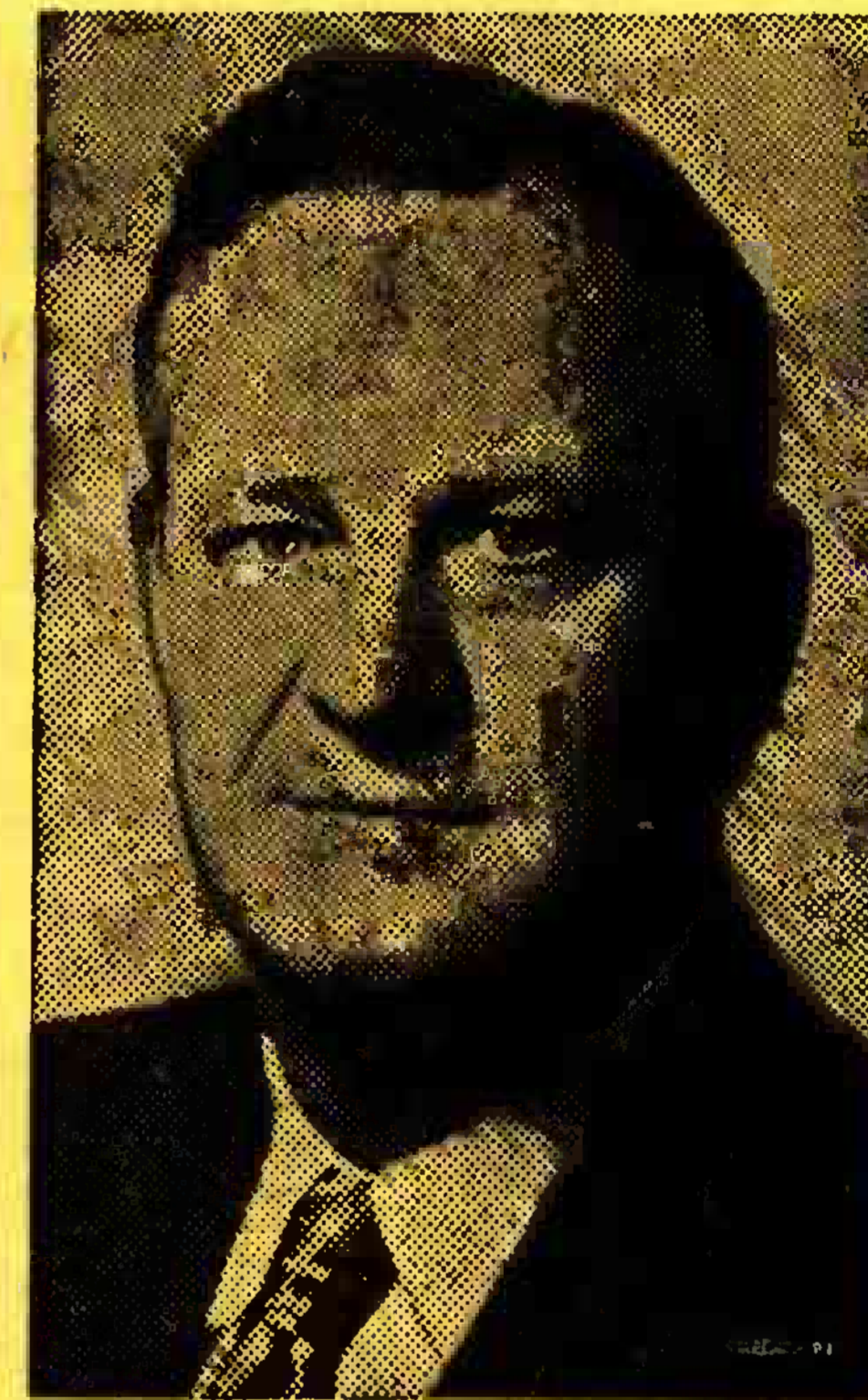
TLC President Jodoin Guest at Local 110 Party



Left to right: George Rock, first president of Local 110; Claude Jodoin, president of the Trades & Labor Congress of Canada; Lloyd Chapman, president of Local 110; Vic Gandy, convener of the party. (Photo by C. Marcell, LeDroit.)

Ottawa, Ont.—Members of OEIU Local 110 held their tenth anniversary party at Whitehill Glades restaurant recently. This local union represents white collar employees of the Canadian International Paper Company, Ltd., and its subsidiaries at Gatineau, Quebec.

Livingston Gets Director's Post



John W. Livingston, Vice President of the UAW-CIO was named by the merged organization as Director of Organization for the A. F. of L.-CIO. Mr. Livingston has a long history of organizational activity in both the AFL and the CIO. In 1933 his activities resulted in the organization of a Federal Union of automobile workers in the Fisher Body Company. This Federal Union, No. 18386, later became Local 25 of the UAW-CIO. In 1947, Mr. Livingston was elected as one of the two UAW-CIO vice presidents. In 1948 he led a membership drive among General Motors workers which resulted in the enrollment of 25,000 new members in the UAW-CIO.

On being told of his selection as Director of Organization of the merged AFL-CIO, Mr. Livingston said "I am honored and happy to be the nominee for the position of director of organization of the new combined labor organization, AFL-CIO. I recognize that it is a tremendous responsibility, but I also recognize the importance of organizing the unorganized to the success of the unified labor movement. Not only is it a challenge, but it will be an honor to be a part of the leadership in this endeavor."

Lloyd Chapman, president of Local 110, presided at the meeting and introduced the guest of honor, Claude Jodoin, president of the Trades and Labor Congress of Canada. President Jodoin opened his address to the members and guests by saying that Local 110 will go down in labor history as a pioneer local and on its tenth anniversary it can look back on an active past and many tribulations. "Not so long ago," he continued, "the pioneer of the early unions had to meet in secret and used secret signs and passwords. But today labor unions are at least officially recognized."

Speaking in French he said, "There is much work to be done yet," and urged members not to become impatient or discouraged by long delays in negotiations. Patience and perseverance are required by union members. A large membership means strength, and strength in the labor movement will benefit all the workers in Canada."

President Jodoin said government should "practice what they preach." He hoped that civil servants would be given the right to join the labor movement, and thus add their strength to that of organized labor.

Turning to the coming merger of the AFL and CIO, and the fact that some people are worried about the two unions joining forces because they fear the country will be controlled by labor, he emphasized, "We are not interested in control, but we are interested in the most complete social security possible for the Canadian working people."

★ ★
Oswego, N. Y.—A new contract negotiated by Local 125 with Ames Iron Works provides increase of 5 cents an hour, with a \$1 minimum. Also, a full day off Election Day; half day off before Christmas; two-week vacation for one year service and one additional day for every two years for a maximum of three weeks for 10 years' service.