



WHITE

COLLAR

"The Office Worker"—Official Publication

of the Office Employees International Union



A.F. of L. and C.I.O. to Merge

Meany Names Arbitrator In ILGWU Contract Dispute

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Elmer Walker of IAM Holds Hearing

On January 6, 1955, George Meany, President of the American Federation of Labor, acted in a dispute that arose between the International Ladies' Garment Workers Union and its one hundred employees of Local 153 of the OEIU in New York City.

Negotiations for a union agreement broke down between OEIU Local 153 and ILGWU at its international headquarters in New York. As a consequence, members of Local 153 voted overwhelmingly to conduct a strike against the ILGWU. President David Dubinsky of the ILGWU, upon learning of the proposed strike, sent the following telegram to OEIU President Howard Coughlin:

"Learned from today's *New York Times* that Local 153 of your International Union plans to strike against our general office. We received no official notification that a strike is contemplated, a courtesy we extend to a firm, not a sister organization, but with whom we are in contractual relations. The ILGWU has had contractual relations with the AFL Office Workers Union since its inception almost forty years ago. The current negotiations started October 22. Although we regard our offer respecting wages and working conditions as fair, we repeatedly suggested arbitration of all issues in dispute to resolve the impasse. We are reluctant to believe that your International prefers a strike to binding arbitration as a method of settling a dispute with another section of the labor movement. There must be, within our labor movement, someone upon whom both our unions can rely for a fair and equitable decision. Our General Executive Board, in session this morning, decided to notify you of this situation to renew our offer of arbitration, and to ask you, as President of the OEIU, to direct your Local 153 to call off this projected strike and to accept our offer of arbitration. For our part, we pledge to abide by the arbitrator's decision. Copy sent to President Meany."

As a result of this telegram, a meeting was held in the Hotel Statler in Washington, D. C., on January 5, between President Dubinsky, Charles Zimmerman, vice president of the ILGWU, and President Coughlin. While A. F. of L. President George Meany was unable to participate in the meetings because

of prior commitments due to the opening of the 1955 session of Congress, he was in constant touch with the conferees by telephone.

After a four-hour session, at the strong recommendation of President Meany, both Presidents Dubinsky and Coughlin agreed to accept an arbitrator appointed by President Meany. On the following day, President Meany announced the appointment of Elmer Walker, general vice president of the International Association of Machinists, as the arbitrator to hear and decide the dispute between OEIU Local 153 and ILGWU.

To Work in New York

Mr. Walker immediately made plans for the arbitration and within a matter of days he announced that the arbitration would take place in the Hotel Statler, New York City, on January 25 and 26.

The OEIU is well pleased with the selection of IAM Vice President Elmer Walker, an outstanding trade unionist.

Organizer Appointed



FRANK H. SAWYER

President Coughlin announced the appointment of Frank H. Sawyer as a Pacific Northwestern Organizational Conference organizer. Mr. Sawyer will replace Jack Schlaht, who recently resigned as a result of ill health.

Endorsed by Movement

Organizer Sawyer has been strongly recommended by members of the trade union movement in the Portland area. He will work in Portland and will be available for organizational campaigns in the Pacific Northwestern Organizational Conference area.

Agree on Formula Ending Long Split

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The 20-year split of the AFL and CIO will end with complete labor unity this year. A detailed formula for labor peace was proposed and signed at Miami Beach on Feb. 9.

This signed agreement will insure the existence in one organization of some 16,000,000 members. Under the terms of the pact agreed to, all existing CIO organizations will be taken into the American Federation of Labor as they are presently constituted. There are some 34 organizations in the CIO which will be so affected.

The merged organization's consti-

tution will contain a specific declaration that affiliated unions are to respect the collective bargaining relationship of sister unions. It will call on all unions to avoid raiding one another. While appropriate machinery to handle the raiding problem has not been specifically agreed to, the drafting committee has been charged with the task.

Under the terms of the agreement there will be a total of 27 vice presidents. The AFL will have 17 and the CIO, 10. This ratio will reflect the present membership of the two

(Continued on page 4)

OEIU Triumphs In Teamster Decision

Trial Examiner Martin S. Bennett held for the OEIU and against five local groups and the Teamsters International Union itself. The trial examiner held the Teamsters guilty of unfair labor practices and ordered the reinstatement of those OEIU members who had been discharged, all with back pay, and in addition ordered the Teamsters to cease and desist their efforts to keep office employees from joining the Office Employees International Union.

This sweeping decision came as the result of a case brought to the National Labor Relations Board at Portland by OEIU Local 11. The local was forced to take this course of action when Teamsters' groups in the city of Portland, Ore., completely disregarded a history of bargaining with the OEIU by ordering their own employees to join Local 223 of the Teamsters, called Grocery, Meat, Motorcycle and Miscellaneous Drivers Union.

This arbitrary action was taken despite the fact that these office employees have been members of OEIU Portland local for a number of years. All efforts on the part of our local union to amicably resolve its differences with the Teamsters were completely disregarded.

When the employees of the Teamsters Security Administration Fund, Warehouse Local 206, the Teamsters Building Association, Inc., and the Joint Council of Drivers 37 objected to joining Local 223 of the I. B. of T., five of them were discharged. James Beyer, secretary-treasurer of Portland Local 11, made every effort to settle the dispute without recourse to the National Labor Relations Board. These efforts were in vain. As a consequence, charges were filed by OEIU Local 11 with the NLRB.

Trial Examiner Bennett's decision ordered the Teamsters to stop discouraging membership in the Office Employees Union by discrimination or discharge. It also ordered the Teamsters to stop requiring office employees to join Teamsters Local 223. Further, the trial examiner said that the international union and its agent, the secretary of the Western Conference of Teamsters, should cease and desist from inducing prospective witnesses at the National Labor Relations Board proceedings to change their testimony and to absent themselves from such proceedings.

In his findings, Trial Examiner Bennett said that the Teamsters International Union and John Sweeney, secretary of the Western Conference of Teamsters, had sought to have witnesses change their testimony and evade testifying. Sweeney as an employer, the examiner found, was in complete control of the affairs of Local 223—the union he was attempting to force his employees to join.

The Teamsters have the customary 20 days in which to appeal the decision of the trial examiner. All indications are that the trial examiner will be upheld by the National Labor Relations Board.

Our International Union would have welcomed any other avenue of peaceful adjudication of this dispute with the International Brotherhood of Teamsters, particularly if such avenue was available to us within the A. F. of L. movement. The A. F. of L. has established an internal disputes plan. Disputes of this nature could be processed through this plan. However, the Teamsters are not co-signatory to the internal disputes plan. Therefore, that avenue of action was closed to us.

Florida Insurance Company In Contract Signing With Local 73



Former Gov. Charley E. Johns, now president of Presidential Insurance Company, signs working agreement with officials of Office Employees International Union. The new fire and casualty insurance company, with home office in Jacksonville, Fla., has been termed by Johns as a "partnership between labor and business." The company is distributing its stock among "thousands of working people who will do business with themselves." At left of Johns are James A. Browning, president and business agent of OEIU Local 73, Chairman, and Mrs. B. A. Proctor, vice president. In back row, from left: John Maxim, local union negotiator; Mrs. Louise Owensbey, Presidential office workers representative; J. O. Bloodworth, OEIU vice president; and Marvin B. Jones, company negotiator. Vice President Bloodworth reports the new contract with the above mentioned company includes vacations with pay, eight paid holidays, one of which shall be the individual employee's personal birthday, seniority provisions, rest periods, grievance procedure and job classifications along with the usual wage increase granted the employees of this company.

White Collar—THE OFFICE WORKER

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



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Court Orders Employer to Bargain

The U. S. Supreme Court ordered an auto dealer in Van Nuys, Calif., to recognize and bargain with the IAM, even if the employer claimed that the union no longer represented a majority of his employes.

Justice Frankfurter, who wrote the decision, stated in effect that the employes should, by election, determine that they no longer wanted a union to bargain for them. He further ruled that an employer cannot arbitrarily take the position that the union no longer represents employes. He stated that employer procrastination or subterfuge would be encouraged if he thought such dilatory tactics might cause the union to lose its majority and status as collective bargaining representative.

The court, in effect, denied the employer's right to take the law into his own hands simply because he believes that the union no longer has a majority. In essence, therefore, the court ruled that the removal of a union's certification is a matter for the National Labor Relations Board and not the employer.

Taft-Hartley and Seniority

A labor-management contract which gives to the union the right to settle seniority is illegal under the Taft-Hartley Act.

The general counsel of the National Labor Relations Board has indicated in a number of decisions that a union can actually settle seniority problems as long as the contract does not give the union this type of control. It is, therefore, possible for a union committee to make a seniority decision in layoffs, for example, without violating the Taft-Hartley Act, so long as the wording of the contract does not contain this provision as a contractual guarantee.

Minimum Wage

The American Federation of Labor has strongly recommended the establishment of \$1.25 per hour as a minimum wage. The A. F. of L. position is that \$1.25 per hour would bring the minimum wage up to date.

President Eisenhower feels otherwise and has recommended to Congress that a rate of 90 cents per hour, 15 cents higher than the present figure, be put into effect.

It is estimated by the Bureau of National Affairs that if a 90-cent minimum wage is adopted 1,300,000 hourly paid workers, mostly employed in southern apparel, footwear, tobacco, textile, leather goods and sawmill companies will get an immediate boost in wages.

Unfair Labor Practice Charges

The NLRB recently ruled that a union cannot file unfair labor charges and go through with an election. It has to be one or the other. It cannot be both. Previously the Board had allowed a union to file unfair labor practice charges while an election was pending and waive the charges until an election was held. A union could also file unfair labor practice charges and automatically stop the holding of an election until the unfair labor practice charges were determined by the Board. However, under the new procedure, a union must either petition for an election or file unfair labor practice charges.

It is easy to see that this type of ruling will bring about all sorts of additional unfair tactics on the part of an employer to avoid the possibility of a successful union election.

Negotiate 10-Cent Increase for 1,500

Contract negotiations between our Local 308 and four A-plant contractors in the Portsmouth, Ohio, area were completed in the past month.

Contract approval involved renewal of last year's agreement, with a general pay increase of 10 cents per hour for all classifications.

George P. Firth, Vice President of the International Union, reported the agreement has been made effective as of January 2.

The proposal approved in final negotiations was the one authorized by the union at a previous meeting for presentation to management of the four A-plant contractors.

Local 308 started negotiations last November with the contractors—Peter Kiewit Sons' Company, George Koch & Sons Company, Reynolds-Newbery Company and Grinnell Corporation.

The agreement covers 1,500 office employes at the A-plant who are represented by the union.

Mr. Firth said the contract includes improvements on provisions for "call-in" pay, vacation and holiday pay.

Jack Bulloch, Business Representative of Local 308, was in charge of negotiations. Charles M. Elder, AFL organizer, also worked with the local union on these negotiations.

JOIN LLPE

OEIU Member Works Hard for CARE

Teresa Hardesty of Local 320 at Kansas City is spearheading a drive among her fellow members and friends to send \$1 contributions for the CARE food crusade.

Sister Hardesty, who is employed at the headquarters of the International Brotherhood of Boiler-

B. C. Electric Office Workers Join OEIU

At a meeting held on Tuesday, January 25, the employes of the British Columbia Electric Company voted overwhelmingly to affiliate with the Office Employees International Union. Northwestern Conference Organizer Gene Corum worked hard and diligently to bring about this change in affiliation. Director of Organization Douglas met with and addressed the Victoria Island group on November 23, 1954.

The Victoria, B. C., Electric group is also affiliated with the mainland group at Vancouver. We are hopeful that this affiliation of 100 employes on Victoria Island will be a prelude to the affiliation of some 1,200 B. C. Electric employes at Vancouver.

OEIU President Howard Coughlin is scheduled to address each of the B. C. Electric groups on March 8 and 9, 1955. OEIU welcomes the affiliation of the Victoria, B. C., Electric employes.

Port Arthur: During the coming convention of the Ontario and Manitoba Council of Pulp and Paper Mill Unions being held at Dryden on February 24-25-26, it is hoped that a meeting of the Office Employees present can be arranged. The purpose of this meeting would be to talk over the various problems concerning office workers, and also the coming negotiations of our various contracts.

Canadian Corner

By Harold Ogden

President, Canadian Organizational Conference

Kapuskasing: The grievance of Local 166 regarding Christmas and New Year's Day being paid as holidays, has been referred to legal counsel for their opinion. The current contract between the Spruce Falls Power and Paper Co. Ltd., and Local 166, OEIU provides that employes "shall be allowed the following holidays with pay," and then sets forth specified holidays, which among others includes Christmas and New Year's Day. The question herein presented is whether not the employes involved shall be entitled to full pay for Christmas Day, 1954, and New Year's Day, 1955, since those holidays fell on a Saturday.

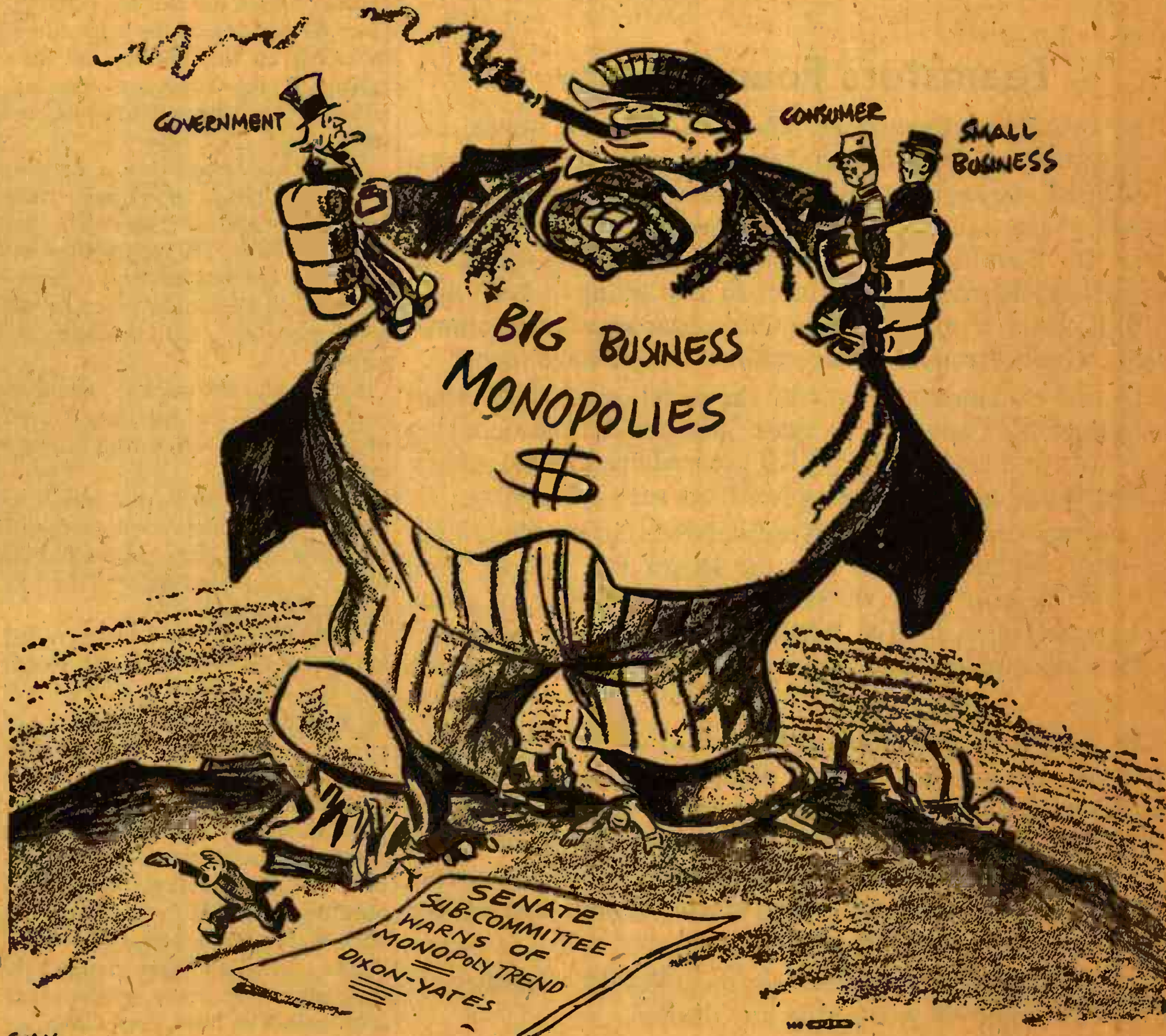
Beardmore-Nipigon: International Representative MacArthur met with the management of the St. Lawrence Paper Corporation and commenced negotiations for the initial agreement for Local 321. After continued negotiations, Brother MacArthur and the negotiating committee found they were unable to finalize the agreement, and have applied for Conciliation Board services.

Fort William: Brother MacArthur represented Local 81 before the Ontario Labor Relations Board regarding the certification of scalers at the Great Lakes Paper Company Limited. The Application for Certification is being contested by the Company.

Local 81 is presently negotiating a new contract with the McKellar Hospital, and are awaiting the appointment of a chairman of the Board of Conciliation, on behalf of the Canadian Car & Foundry Group.

Smooth Rock Falls: On January 20 and 21, Brother MacArthur reported that he was handling a grievance for Local 161 with the Abitibi Power & Paper Company Limited, and on the same dates at Kenora: Brother MacArthur was handling an arbitration case of Local 276 with the Ontario Minnesota Paper Company.

'Return of Frankenstein'





from the desk
of the

PRESIDENT

HOWARD COUGHLIN



Labor's League for Political Education

The political arm of the American Federation of Labor revealed that it spent a two-year total of \$734,339.66 in the years 1952 and 1954 in order to elect candidates favorable to labor.

In 1952 alone, however, H. R. Cullen, a wealthy Texas oil man, spent \$750,000 to elect reactionary candidates, according to an estimate of the St. Louis Post Dispatch. The amount spent by LLPE in 1952 was \$249,257.92.

LLPE's total represents the contribution of 10,000,000 working men and women. It is ironic to note that one wealthy Texas oil man can spend three times as much as the contributions of 10,000,000 working men and women.

This comparison only points out in a small degree the job confronting the American labor movement. It also gives some indication of what we are facing in the seventeen states which have enacted legislation which makes the open shop compulsory. In these "right-to-wreck" states the contributions of men like H. R. Cullen dwarf the dollars spent by organized labor.

The Portland Teamsters

Recently, for reasons unknown to us, the Teamsters Union in the Portland area ordered their employes to join one of their own affiliates, known as Local 223, Grocery, Meat, Motorcycle and Miscellaneous Drivers Union. These employes had been, and were at the time of this order, members of OEIU Local 11 at Portland.

The employes of the Teamsters Security Administration Fund, Warehouse Local 206, the Teamsters Building Association, Inc., and the Joint Council of Drivers 37, objected to joining Local 223 of the Teamsters. As a result of their objections, five of these employes, members of our Local 11, were fired. Our union attempted to work this matter out amicably with representatives of the Teamsters, but this became impossible in view of the attitude of local Teamster officials.

In order to protect our membership and the workers who were fired, it became necessary for our union to go to the National Labor Relations Board and charge the Teamsters with unfair labor practice charges, refusal to bargain, and company unionism.

Teamsters Found Guilty

The Board's trial examiner, Martin S. Bennett, upheld our union and found the Portland Teamsters and its International Union itself, through its representative, guilty of unfair labor practice charges. He ordered the reinstatement of those employes who were fired, and the payment of all lost wages. In addition, he ordered the Teamsters to stop trying to keep their office employes from joining the Office Employees International Union. These directives were contained in a 62-page report.

The trial examiner also ordered the secretary of the Western Conference of Teamsters to cease and desist from inducing prospective witnesses at the NLRB proceedings to change their statements and to absent themselves from such proceedings.

It appears certain that the Teamsters will appeal these findings. It is equally certain that the Board will uphold Trial Examiner Bennett. Our union does not ordinarily as a policy practice the tactics used at Portland. However, the actions of the Teamsters union as an employer made our course of action mandatory.

The American Federation of Labor has set up as part of its machinery the internal disputes plan, which would ordinarily have been the machinery open to our union in a dispute of this nature. Unfortunately, however, the International Brotherhood of Teamsters has refused to sign the internal disputes plan and, therefore, no other course of action except through the National Labor Relations Board was open to us.

It is our intention to protect our membership, regardless of the type of employer involved in any dispute.

Activities of Local Unions

Haberdasher Sales Force Joins Up

The sales force of A. Sulka and Company selected Local 153 to represent them for purposes of collective bargaining by an overwhelming vote.

Local 153 petitioned originally for the salesmen only. But the company claimed that this would not constitute an appropriate unit and insisted that their traveling salesmen, stock clerks and part-time employes on the show floor be included in the unit.

Recognizing the extraordinary sales ability of Edward Paulsen, who has been in the employ of the company for the past 33 years, and realizing the marvelous job he had done selling organization to the other employes, Local 153 agreed to the unit specified by the company.

The union agreed to this unit fully realizing that one of the traveling salesmen had not been in New York at any time during the campaign, that one of the group travels to Europe for the company each year as a buyer, that another serves as a member of the company's advisory board—plus the fact that the company had granted compensation at the rate of time and one-half for all hours worked in excess of twenty hours each week to two part-time employes.

The campaign was conducted by Business Representative John P. Tracy, who started negotiations for the first contract on January 6, 1955.

White Rock

(Continued from page 2)

the local and in the meantime called a meeting of the key men in the organizing drive to discuss the situation.

When informed of the meeting Local 153 requested that a representative be allowed to be present. When this request was refused the union requested that the meeting be called off. The company again refused.

The Union then took the position that it would be forced to call a meeting at the same time in the Union office. Management refused to move from its position and the Union did call the meeting. Over 90 percent of the sales force, including all but one of the men called to the company meeting, attended the Union meeting instead.

When the company was notified by phone that all of the men were in the union office, it refused to believe the fact. The union then invited management to send a representative to the union office to see for themselves. Again the company refused.

Faced with the adamant stand of management, the salesmen voted unanimously to strike that evening at 6 o'clock.

It was then up to the union to prove the economic strength of salesmen, when they are backed up by a strong trade union. This 153 did with dispatch.

When the employer's trucks rolled out of the plants on Thursday morning, the salesmen in their cars left for the first stops the trucks were to make. The salesmen arrived first and explained their story to the grocery owner or tavern owner before the truck with the order arrived. By mid-afternoon 65 percent of the beverage which had been dispatched in the morning was back in the warehouses—refused.

The salesmen were helped in their efforts by many of the other local unions in New York City.

Local 301 Installs Officers



At a meeting Friday, January 7, AFL Representative Joseph Gillis swore in the new officers of Local 301 in Baltimore. Local 22 recently merged with Local 301. The officers above are, l. to r.: Samuel A. Little, sergeant at arms; June Coffin, trustee; William H. Greene, president; Sarah Markley, vice president; Dorothea E. Murray, secretary-treasurer; Joseph Gillis, AFL organizer; Josephine Palleschi, executive board member; A. Gordon Baker, trustee; Earle Staley, trustee; H. Eugene Burton, executive board member; and William J. Mosca, conference organizer.

Detroit—Robert G. Corrigan, business representative of Local 42, reports a renewal of a contract with the McCord Corporation's Automotive Parts Division. The agreement was reached just before the deadline for a strike and followed long conferences with federal and state mediators. Highlights are a 3 per cent wage increase, greater seniority protection, more flexible grievance procedure, additional sick leave and special provisions for time off, and removal of the escape clause from union security provisions.

More on Merger

(Continued from page 1)

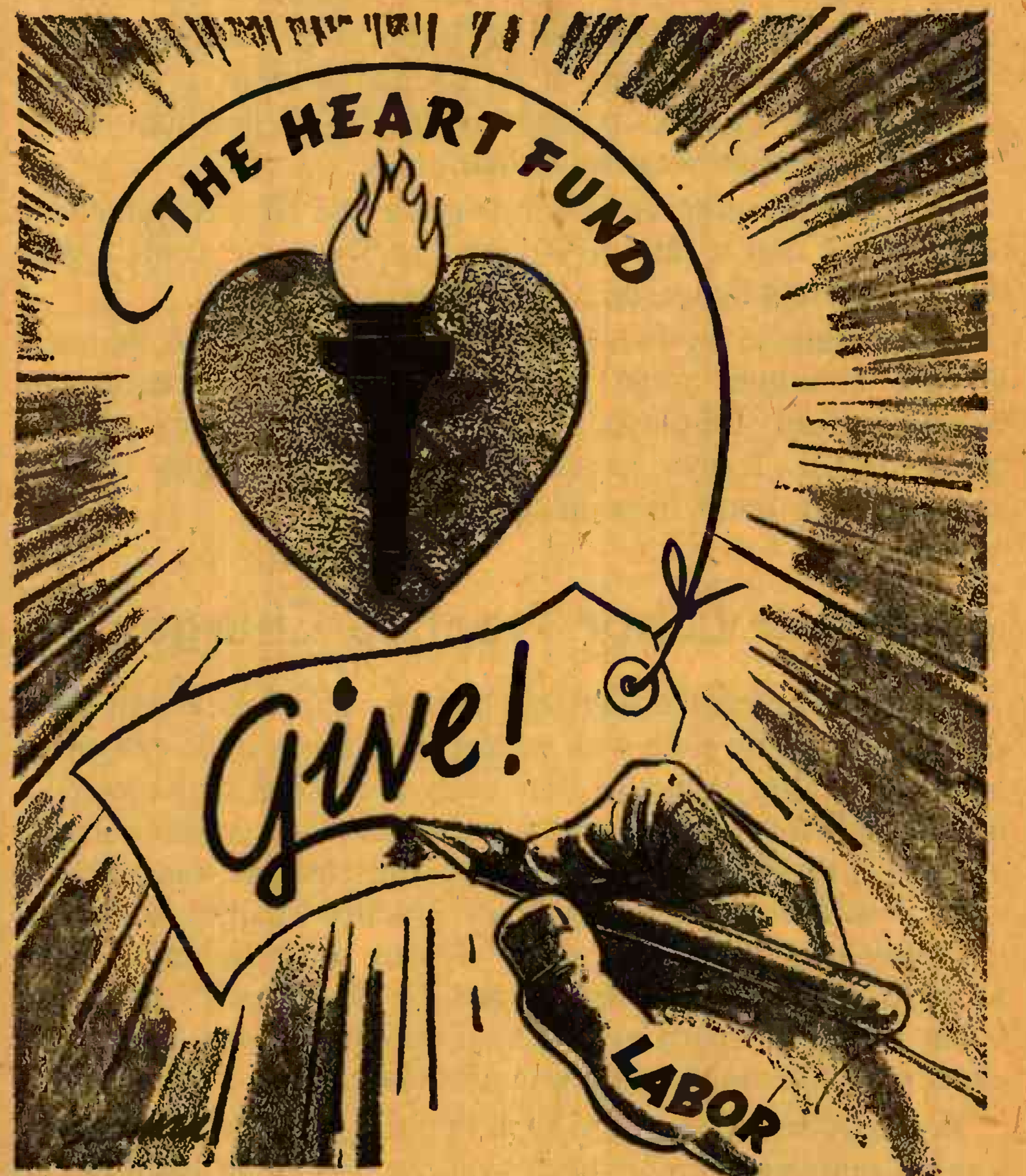
existing organizations. However, in order to expedite the business of the merged organizations, much authority will pass to a smaller group composed of the president, secretary-treasurer and six vice presidents. This group will probably be called an Executive Committee. The six vice presidents reflect three from the AFL and three from the CIO.

It has been agreed that President George Meany and Secretary-Treasurer William Schnitzler will be president and secretary-treasurer of the merged organization. The CIO will continue an Industrial Department within the merged organization. This group will promote industrial organization in limited industries not now organized.

While the pact has been signed

by representatives of both the AFL and CIO, it must be ratified by future conventions of both groups. The AFL is scheduled to hold its regular convention in Chicago on September 15, 1955, and the CIO will meet in Buffalo on October 17, 1955. Thereafter, a joint convention of both the AFL and CIO will probably take place.

Overlapping state and city central bodies will probably be merged on a gradual basis within a two-year period. This same formula will apply to the merging of individual unions having similar jurisdictions in the CIO and AFL. There will be no compulsion on unions to get together. Where conflicts exist between unions, the new parent body will encourage but not force any organization to work out merger arrangements.



The Union Label