



WHITE

COLLAR

("The Office Worker"—Official Publication

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New Conference Is Formed



Shown above are the delegates at the meeting in Atlanta, Ga., at which the new Southeastern Organizational Conference was established.

Delegates of Local Unions Take Action At Atlanta Meeting

A new organizational conference covering the Southeastern states was formed by the unanimous vote of delegates from 15 local unions meeting at the Dinkler-Plaza Hotel in Atlanta, Ga., on February 5.

This is the ninth conference operating under the International Union's stepped-up program for organizing the unorganized white collar workers of the United States and Canada and is to be known as the Southeastern Organizational Conference.

Organizer Appointed

International President Howard Coughlin addressed the delegates, explaining the background of the Conference program and the method of operation. He also pointed out that when local unions receive a charter from the International Union, along with the rights and privileges of their autonomy each local has a definite responsibility to organize the unorganized office employees in their area.



Philo Otis, Jr.

Director of Organization H. B. Douglas explained the mechanics of the Conference whereby each local union contributes according to a pre-determined formula and the International Union pays the expenses incurred and bills the Conference secretary. The Conference pays whatever portion of the expenses it is able to and the International Union pays the balance.

In a question-and-answer period, President Coughlin answered numerous questions regarding the background and organization of the Conferences. He explained that the organizer, or organizers, working for the Conference would be hired and directed by the International Union and that it would be up to the International Union to determine in what city the organizer should be established and when he should be moved to another city to assist another local union.

The question of local unions having members employed by the TVA and members not so employed arose and President Coughlin explained that these locals would be entitled

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President Coughlin announced the appointment of Philo Otis, Jr. as a Southeastern Organizational Conference organizer to be assigned to the City of New Orleans.

Mr. Otis has a wide degree of labor-management relations experience. He is completely familiar with National Labor Relations Board procedures and organizational tactics. He has been strongly recommended by E. R. Williams, Regional Director of the A. F. of L. at New Orleans.

Mr. Otis can be contacted at his home address: 2216 Culotta Street, Chalmette, La.

We believe that the appointment of Mr. Otis will serve to increase the unionization of white collar workers in the Southeastern Organizational Conference area.

Election Won at American-National

Detroit—Four local branch offices of the American National Insurance Company are now under the banner of the Office Employees International Union as the result of a representation election conducted by the NLRB.

Robert G. Corrigan, business representative of Local 42, reported that the election was won by a good majority, showing the definite desire of employees in the insurance offices for OEIU representation.

Efforts of the company to dissuade the workers from voting for such representation by granting some raises and making "token gestures" toward other improvements were rebuffed by the election results.

Proposals for a contract are being drafted in preparation for opening negotiations with the company, Corrigan reported.

Employees in the main office of the American National at Galveston, Tex., are already represented by the OEIU Local 27.

Organizer Appointed



A. J. Perkins

President Coughlin announced the appointment of A. J. Perkins, Jr., as a Southwestern Organizational Conference organizer to be assigned to the City of Houston.

Mr. Perkins has been working temporarily with the OEIU for the past six months. He has a background in organizational work with the International Association of Machinists. He has been strongly recommended by our International Representative Frank Morton. Mr. Perkins can be contacted at his home address 1854 Libbey Drive, Houston, Texas.

Senate Group Backs 10% Pay Hike Bill

Washington.—Bills boosting pay an average 10 per cent for over a million Federal workers and 500,000 postal employees were headed for the Senate floor with strong approval of the Senate Post Office and Civil Service Committee.

Both measures would make the pay increase retroactive to the first of the year, a provision triggered by President Eisenhower's veto last year of a 7 per cent pay increase bill.

The 10 per cent measure is opposed by the Administration which has offered bills boosting pay an average 4.9 per cent and specifically tied the postal increase to a hike in postal rates.

The 10 per cent increase was called for by AFL unions representing government and postal workers. The AFL Executive Council at its Miami meeting said that this "is a minimum amount due Government personnel, the majority of whom have had no upward wage adjustment since 1951."

The council assailed the current attitude of the Administration on pay increase for Government employees as "callous disregard" and "a complete evasion of moral responsibility on the part of the Federal Government to pay fair and decent wages."

The postal pay measure approved by the Senate committee would provide an average 10 per cent increase with a minimum of \$400 and a ceiling of \$14,800.

The increase for the classified and related workers would mean hikes of from \$200 to \$1,200, depending on grade. The same ceiling would apply as in the postal bill.

Joint Conference Set in New York

The semi-annual meeting of the Eastern and Northeastern Organizational Conferences will be held as a joint session on Saturday, April 2, at 10 a. m., in the Florentine Room of the Lexington Hotel at 48th and Lexington Avenue, New York City.

All local unions of these two Conferences are requested to send delegates in order that the Conference may hear a report of the organizational activities in each local area.

The host, Local 153, will have a luncheon after the morning session in the Lexington Hotel. The afternoon session will be devoted to the discussion of organizational techniques, organizational methods and experiences of the various local unions in the field of organizing new members.

It is of utmost importance that each local union of the Eastern and Northeastern Conferences have delegates present at this meeting.

Erie Conference to Meet in Detroit

The semi-annual meeting of the Erie Organizational Conference will be held April 23 at 10 a. m. at the Tuller Hotel, Park and Adams Streets, Detroit, Mich. The meeting will be held in the Tuller Room on the 14th floor.

The host, Local 10 of Detroit, is planning their Annual Spring Dance for the night of April 23 and extends an invitation to all delegates to the Conference to stay over to enjoy this gala affair.

In accordance with the minutes of the previous meeting, all locals are requested to send any questions or matters for the agenda to the President of the Conference to be placed on the agenda. The delegates will report on the organizational activity of their respective local union.

It is of utmost importance that each local union of the Erie Conference have delegates present at this meeting.

Text of AFL-CIO Merger Agreement

1. **Agreement to Merge**—The American Federation of Labor and the Congress of Industrial Organizations agree to create a single trade union center in America, through the process of merger which will preserve the integrity of each affiliated national and international union. They further agree upon the following principles and procedures to accomplish this end.

2. **Principles of Merger**—(a) It is recognized, as a fundamental basis for the merger of the AFL and CIO, that each national and international union, federal labor union, local industrial union and organizing committee (Hereafter referred to as affiliated union) holding a charter or certificate of affiliation granted by either federation shall retain its charter or certificate and become, by virtue of the merger, an affiliate of the merged federation.

(b) It is further recognized and agreed that the integrity of each affiliated union in the merged federation shall be maintained and preserved. In order to effectuate this principle, the Constitution of the merged federation shall contain a constitutional declaration for respect by each affiliate of the established bargaining relationship of every other affiliate and against raiding by any affiliate of the established collective bargaining relationship of any other affiliate. The merged federation shall provide appropriate machinery to implement this constitutional declaration.

(c) The parties further agree that, subject to the foregoing, each affiliated union shall have the same organizing jurisdiction in the merged federation as it had in its respective prior organization.

(d) The parties recognize that the above provisions may result in conflicting and duplicating organizations and jurisdictions. Where such is the case, affiliates of the merged federation will be encouraged to eliminate conflicts and duplications through the process of agreement, merger, or other means, by voluntary agreement in consultation with the appropriate officials of the merged federation.

(e) The merged federation shall be based upon a constitutional recognition that both craft and industrial unions are appropriate, equal and necessary as methods of trade union organization.

(f) The merged federation shall constitutionally recognize the right of all workers, without regard to race, creed, color or national origin to share in the full benefits of trade union organization in the merged federation. The merged federation shall establish appropriate internal machinery to bring about, at the earliest possible date, the effective implementation of this principle of non-discrimination.

(g) The merged federation shall constitutionally affirm its determination to protect the American trade union movement from any and all corrupt influence and from the undermining efforts of communist agencies and all others who are opposed to the basic principles of our democracy and of free and democratic trade unionism.

The merged federation shall establish appropriate internal machinery with authority effectively to implement this constitutional determination to keep the merged federation free from any taint of corruption or communism.

3. **Government and Structure of the Merged Federation**—(a) There shall be established within the merged federation a Department to be known as the Council of Industrial Organizations. Such Depart-

ment shall have the status of, and, in general, be comparable to, the existing Departments of the American Federation of Labor, which Departments shall be continued within the merged federation. This Department shall be open to all industrial unions within the merged federation. All other Departments in the merged federation shall be open to all appropriate unions.

(b) The executive officers of the merged federation shall be a President and a Secretary-Treasurer, who shall be elected at the regular conventions of the merged federation. Initially, the President and Secretary-Treasurer shall be elected from the unions now affiliated with the American Federation of Labor.

(c) The Department of Organization of the merged federation shall be headed by a Director of Organization who shall be appointed by the President, after consultation with the Executive Committee, subject to the approval of the Executive Council.

Initially, the Director of Organization shall be selected from a union now affiliated with the Congress of Industrial Organizations. The Department of Organization shall be provided the staff and resources necessary to conduct organizational activities in cooperation with the various affiliated unions, in the common effort to organize the unorganized into collective bargaining units which experience has shown to be the most effective and appropriate for the protection of such workers.

(d) The Convention of the merged federation shall be its supreme governing body. The convention shall meet regularly every two years. The delegates of affiliated unions to such convention shall vote the per capita membership of the unions which they represent. State and local central bodies shall be entitled to one vote each at conventions.

(e) In addition to the officers set forth in paragraph (b), there shall be twenty-seven Vice Presidents, to be elected at the regular conventions of the merged federation. The Vice Presidents shall, with the executive officers, constitute the Executive Council. The Executive Council shall meet not less than three times each year. It shall be authorized and empowered to take such action and render such decisions as will be necessary to carry out fully and adequately the decisions and instructions of the conventions and between conventions shall have the power to direct the affairs of the federation and to take such actions and render such decisions as are necessary and appropriate to safeguard and promote the best interests of the federation and its affiliated unions, including the organization of unorganized industries by means most appropriate for that purpose. At the first convention of the merged federation, 17 of the Vice Presidents shall be elected from unions now affiliated with the American Federation of Labor and 10 shall be elected from unions now affiliated with the Congress of Industrial Organizations.

(f) There shall be an Executive Committee which shall consist of the Executive Officers and six of the Vice Presidents to be selected by the Executive Council. The Executive Committee shall meet bi-monthly and shall advise and consult with the executive officers on policy matters. Initially, three of the Vice Presidents constituting the Executive Committee shall be selected from unions now affiliated with the AFL and three of the Vice Presidents shall be selected from

unions now affiliated with the CIO.

(g) There shall be a body known as the General Board which shall consist of the members of the Executive Council and the President or other principal officer of each of the national or international unions affiliated with the merged federation. The General Board shall meet at least once each year and shall decide all policy questions referred to it by the executive officers, and the Executive Council. The rules of the convention as to voting shall govern the General Board.

(h) The constitution of the merged federation shall provide for standing committees of the federation in appropriate fields of action. These committees shall have appropriate staffs and due recognition shall be given to unions now affiliated with the AFL and the CIO in determining the chairmanships of, and in staffing, such committees.

(i) The constitution shall provide for state and local central bodies of the merged federation. In addition, the constitution shall permit the Council of Industrial Organizations to maintain subordinate councils, as now provided for departments of the American Federation of Labor. Existing state and local bodies of the AFL and CIO shall be merged as provided for in paragraph 6(g) of this Agreement.

4. **Finances**—(a) The merged federation shall succeed to all the assets of the American Federation of Labor and shall assume all of its liabilities and contractual obligations. The merged federation shall succeed to that part of the net assets of the Congress of Industrial Organizations which bears the same relationship to the membership of the Congress of Industrial Organizations (as measured by per capita tax paid as of the date of the 1954 Congress of Industrial Organizations Convention) as the net assets of the American Federation of Labor as of the date of merger bear to the membership of the American Federation of Labor (similarly measured as of the date of the 1954 American Federation of Labor Convention). The Council of Industrial Organizations to be established within the merged federation shall succeed to the balance of the assets of the Congress of In-

dustrial Organizations, after all of its liabilities, both accrued and potential, have been provided for. The term assets shall include real estate held in trust for the respective federations.

(b) The per capita tax payable to the merged federation by national, international unions and organizing committees shall be 4 cents per member per month. The per capita tax of federal labor unions and local industrial unions shall be not less than 80 cents per member per month. The Council of Industrial Organizations, acting as a department of the merged federation shall establish its own per capita tax, as shall all other departments of the merged federation.

5. **Existing Agreements**—The AFL-CIO No-Raiding Agreement shall be preserved and, with the consent of the signatories, shall be extended for a period of two years from its present expiration date and amended to make it effective as between all unions signatory to it irrespective of their former affiliation.

The CIO Organizational Disputes Agreement shall be maintained in force as between the unions which have adhered to it. The AFL Internal Disputes Plan shall be maintained in force with respect to the unions which have adhered to it. A Joint Committee shall be established to formulate the means for incorporating these three agreements into a combined no-raiding and organizational and jurisdictional disputes agreement which can be effective as between all of the unions becoming signatory to it irrespective of their former affiliation and for the purpose of extending, by voluntary agreement, such provisions to all affiliates of the merged federation.

6. **Method of Merger**—The merger shall be effected by the following procedure:

(a) This agreement shall be submitted for approval to the Executive Council of the American Federation of Labor and the Executive Board of the Congress of Industrial Organizations.

(b) Upon approval by them, a proposed constitution for the merged federation, reflecting the provisions of the merger agreement and con-

taining such other necessary and appropriate provisions as may be agreed to, shall be drafted by the Joint AFL-CIO Unity Committee. The proposed constitution of the merged federation shall, consistent with the merger agreement, preserve the essential features of the present AFL and CIO constitutions and the basic rights and obligations of the affiliates of both federations.

(c) The proposed Constitution shall be submitted for approval to the Executive Council of the American Federation of Labor and the Executive Board of the Congress of Industrial Organizations.

(d) Upon approval by them, this Agreement and the proposed Constitution, and such other agreements as are necessary to accomplish the merger shall be submitted to separate conventions of the American Federation of Labor and the Congress of Industrial Organizations.

(e) Upon approval by the separate conventions of the two federations of the merger Agreement and the proposed Constitution of the merged federation, a joint convention shall be held. Such joint convention shall constitute the first regular biennial convention of the merged federation.

(f) Initially, the headquarters and field staff of the AFL and the CIO shall be retained as the staff of the merged federation. A special committee shall be established of the present executive officers of the AFL and the CIO which shall, in conjunction with the executive officers of the merged federation, make just, fair and equitable provision for the integration of the staffs of the AFL and the CIO into a single staff for the merged federation.

(g) Merger of existing state and local central bodies of the AFL and CIO shall be accomplished within two years after the date of the merger of the two national federations by the process of negotiation and agreement under the guidance of the officers of the merged federation. Pending the conclusion of such agreements state and local central bodies of both the AFL and CIO shall be permitted to continue to exist as state and local central bodies representing the respective local unions now affiliated to such central bodies.

Famous AFL Show Goes to Buffalo

May 19 through 24, Buffalo, N. Y., will witness the tenth annual AFL Union-Industries Show, Raymond F. Leheney, the director, announces. This fabulous cavalcade of unionists' arts and crafts is the greatest labor-management show on earth.

Organized labor's unique exhibition is the only one of its kind because there are living exhibits in which skilled artisans actually make the union label products that made America famous.

Every affiliate of the American Federation of Labor will participate, either directly or indirectly, by actually making or demonstrating on the exhibition floor that union label products and union services are the tops in quality and craftsmanship.

Manufacturers of various brands, which have become household words, will also have "live" exhibits to display their nationally advertised products and services. They know that vision is their best salesman.

Admission will be free each of the six days of the show and there

will be plenty of free prizes and giveaways.

Celebrities of the entertainment world will make personal appearances and well known bands will be on hand.

Trade unionists and their families in the New York and Great Lakes Areas are making vacation plans to see the now famous show. There will be special fare trains and auto caravans of visitors from both Canada and United States on their way to Buffalo, May 19-24.

Join a Union!

New York City.—"Every worker should belong to a union," declared Mrs. Eleanor Roosevelt, widow of the late President Roosevelt, in a recent interview here.

She went on to say, "I would urge every woman who works to join the union in her industry."

As a writer of a newspaper column, Mrs. Roosevelt is a member of the Newspaper Guild, the reporters' union.



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
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Merged Federation

It appears certain at this time that the conventions of the American Federation of Labor and the CIO will overwhelmingly ratify the merger agreement worked out by representatives of both organizations.

This agreement, when ratified, will mark the end of a division in the trade union movement of this country that has existed for almost 20 years. The merged Federation, once operative, will have a tremendous effect on the nation. Fifteen million working men and women combined together in one Federation will do much toward uplifting the standard of living of all sixty million workers in this country. More than that, this united labor movement will be able to mobilize the working men and women of the country toward the defense of our free institutions and toward the development of full employment and greater security for all of the people.

Right to Work

It is clear now that Utah, with Governor Lee's signature on the bill, will become the eighteenth state to pass the so-called "Right-to-Work" law aimed at destroying trade unions by outlawing all union security agreements.

It is interesting to note that the vote in Utah for and against this bill was decided along party lines. Every one of the 33 Republicans in the House and 13 of the 16 G.O.P. Senators voted for the bill. On the other hand, all 27 Democrats in the House and all seven Democrats in the Senate opposed it. It is easy to understand, therefore, why labor in many instances has little choice when going to the polls. The Republican Party continues to place itself with the forces fighting the free trade union movement in this country.

NLRB Member Nominated

The President recently named Boyd Leedom, state Supreme Court Judge of South Dakota, to fill the vacancy caused by the resignation of Albert C. Beeson on the National Labor Relations Board. Mr. Leedom is a Republican and, in accordance with newspaper reports, has no previous labor relations experience.

We will continue to watch with interest the trend of the National Labor Relations Board in its decisions.

Tax Bill

House Democrats recently introduced a proposed bill aimed at cutting \$20 from the income tax of every taxpayer next year, with an additional \$20 allowance for each dependent.

Under the plan, the \$20 deduction would be made from the sum due to the Government after the taxpayer estimates his tax. For example, a man and wife with two children would deduct \$80 from his tax. The Administration has denounced this bill vehemently.

It is hard to understand the Administration's attitude, particularly in view of the fact that it passed tax relief for corporations and stockholders last year.

Conference Formed at Atlanta

(Continued from page 1)
to participate to the extent of their non-TVA membership.

Miriam Manning of Local 21 was elected president of the Conference and International Vice President J. O. Bloodworth of Local 46 was elected secretary-treasurer.

The Conference will meet semi-annually. The next meeting is to be held in Chattanooga.

International Vice President Ila

Howard of Local 21 opened the meeting and welcomed the delegates.

Vice President Bloodworth gave a report of the activities in the Southeastern section. A. R. Carson, president of the TVA Council, expressed the tremendous interest of TVA locals in the success of this organizational program as TVA wage scales are established by comparison with area practice.

Canadian Corner

By Harold Ogden
President, Canadian Organizational Conference

Local 264, Bell Island, Newfoundland, advise the renewal of their agreement with Dominion Wabana Ore Limited, effective January 1, 1955, for one year. The only change in this year's contract is a 3 per cent increase in salaries and a provision for negotiating a more suitable merit rating plan for

adjusting salaries within the rate range.

Local 81, Fort William—Negotiations have been concluded and an agreement effective December 1, 1954, has been signed bringing approximately 15 camp and depot clerical employes into the existing agreement covering the office employes of the Great Lakes Paper Company. Certification covering these employes was obtained in November, 1954. Negotiations for a new agreement covering the office employes together with the above clericals will take place prior to April 30, 1955.

Local 254, Corner Brook, Newfoundland — Recording Secretary Arthur Elkins reports the signing of an initial agreement covering 12 members employed by Atlantic Gypsum Co., Ltd. The agreement calls for a modified union shop, 40-hour week, overtime, guarantee of four hours' call-in pay, seven holidays with two additional half-holidays at Christmas and New Years and holidays falling on Saturday and Sunday compensated for, vacations of one week after six months and two weeks after one year, sick leave; seniority and grievance provisions. The company has agreed to a job evaluation and merit rating plan study to be undertaken before June, 1955.

Brother A. F. MacArthur has been handling grievances for Locals 114, Dalhousie, N. B., and 283, Three Rivers, Quebec, with the Canadian International Paper Company. He has spent considerable time and effort working on the organization of the clerical staff of the Amalgamated Coach and Street Railway Employees Union and also on a group at the King Edward Hotel in Toronto. On February 14, he reported attending meetings of the Ontario Hydro Council involving office employes of the St. Lawrence Seaway Project, and also working with a group of unions for recognition of a provincial unit at the Catalytic Corporation of Canada in Toronto, Ontario.

Every third woman in the labor force is married, while in 1954 one-fifth of all women in the labor force were from 45 to 64 years of age.

The proportionate increase of women in the labor force, over the 10 years from 1941 to 1951, was as follows:

By Marital Status	Percentage Increase
Single women	9
Married women	308
Widows	13

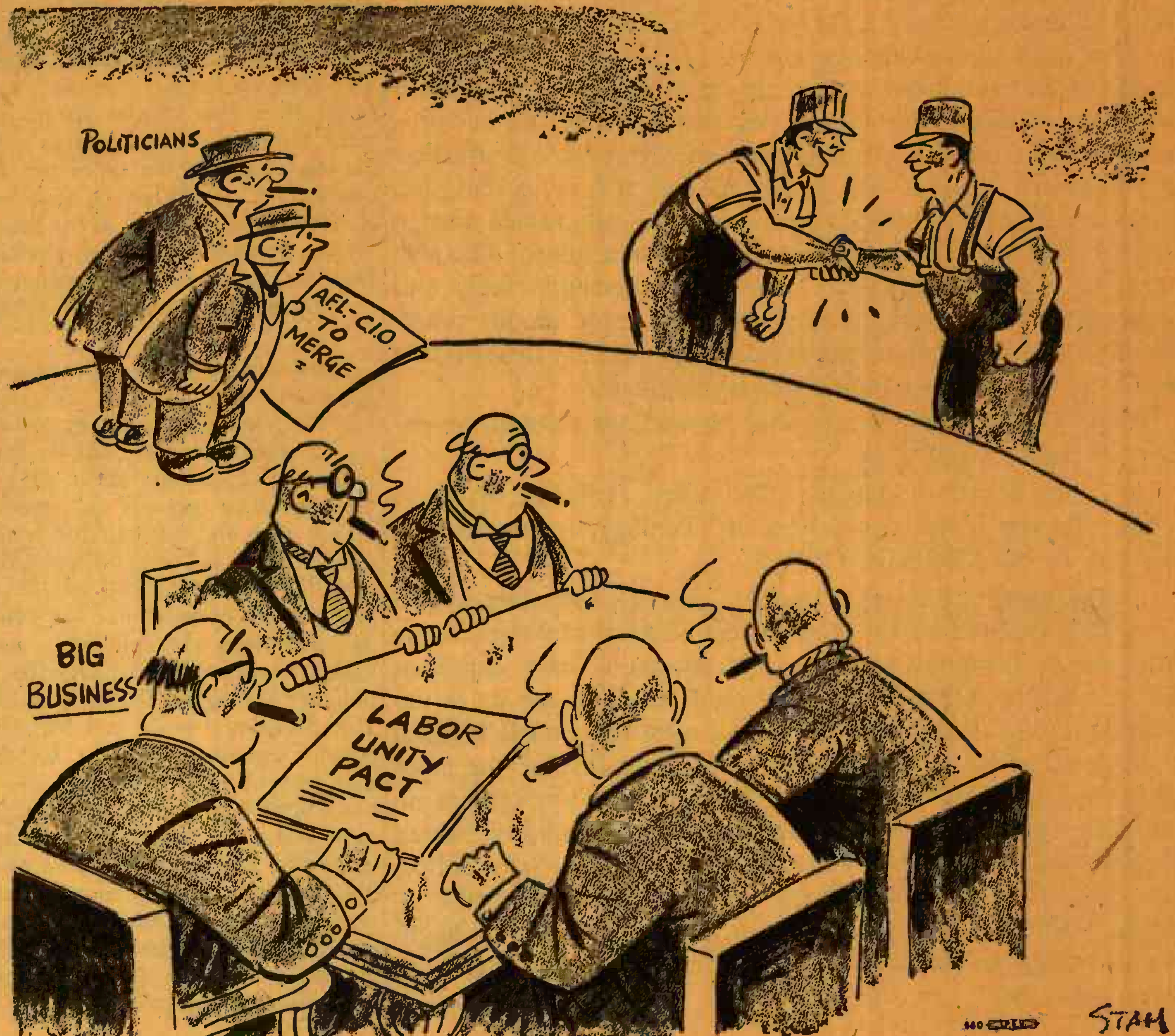
By Age Group	Percentage Increase
14-19 years	30
20-24 years	20
25-34 years	21
35-44 years	88
45-54 years	85
55-64 years	65
65 and over	31

The following table shows the wide variety of occupations filled by women. It should be noted, however, that they tend to concentrate in certain fields of work.

Occupation	Per Cent
Clerical	27.7
Service	21.0
Manufacturing and Mechanical	14.8
Professional	14.3
Commercial and Financial	10.3
Proprietary and Managerial	3.2
Agricultural	2.8
Communication	2.7
Construction, Transportation	0.3
Unskilled workers	1.8
Occupation unknown	1.1

The Bureau is concerned with women in every type of job—in urban and rural areas—in industrial establishments, agriculture, business, the professions, household work and the service occupations. It is interested in the girl who is just starting to work, in the woman in middle life, married or single, whose skill is at its height and in the older woman worker who often faces difficult problems.

Something New Has Been Added





from the desk
of the

PRESIDENT

HOWARD COUGHLIN



"Right-to-Wreck" Laws

It appears at this time that Idaho has rejected a "right-to-wreck" law proposal. It also seems that Utah has become the eighteenth state to pass this repressive legislation.

The International Association of Machinists recently published a booklet entitled "Right-to-Work" Laws—Three Moral Studies by an Oblate Father, an Eminent Rabbi and a Methodist Dean." The contents of this booklet reveal the so-called "right-to-work" laws for what they are—union busting legislation.

The Oblate Father, William J. Kelley, O.M.I., L.L.D., in his study states: "The 'right-to-work' laws themselves give no guarantee of any kind that men may get a job. Some of our beloved Americans think that these new statutes assure men of a job. These statutes have this in common: (1) that no worker should be required to be a member of the organized labor movement to obtain or retain employment; (2) that the union shop clauses in a labor contract conflict with individual freedom of the worker to work where and how he pleases, so according to the proponents of this law, protection of the worker's freedom demands that the union shop should be prohibited."

Father Kelley further states: "I think for a man to insist that he shall exercise his God-given right and duty to work against a particular employer and against the majority rule of his fellow-workers, is unjust. I hold that history testifies that the union shop in America has been a stabilizing influence in industrial relations. I hold that the same American history testifies that open shop legislation has only led to unrest and low wages. Such was the story of the 'American Plan 1920-1923'. I hold that such legislation makes a mockery of the constitutional right to organize for the common good and welfare."

Father Kelley quotes numerous ecclesiastical authorities to support his argument against the "right-to-work" laws. It is interesting to note that Father Kelley is the former Chairman of the New York State Labor Relations Board.

Rabbi Israel Goldstein, President of the American Jewish Congress, is a professor of history at the University of Judaism, Jewish Theological Seminary. In his study Rabbi Goldstein states: "I know that the term 'right-to-work' in these statutes is a fraud and a misnomer to conceal their true purpose; that these statutes do not guarantee anyone the right to work but represent merely an attempt to capitalize on the hopes raised by a guaranteed right-to-work in order to restrict or outlaw completely all forms of union security arrangements worked out in collective bargaining by labor and management. These right-to-work laws do not give unemployed workers any greater rights to jobs than they have in states without such legislation. They do not protect workers from discharge in the event of possible depression or recession. They do not guarantee work for, or increase the opportunities for minority groups; nor do they guarantee women employment which they might not otherwise receive. The sole effect of these statutes is to outlaw arrangements freely and democratically reached by employers and trade unions representing the majority of employes in a shop, whereby membership in a union is made a condition of employment."

Rabbi Goldstein further justifies his findings through quotations of Jewish Moral Law.

Rev. Dr. Walter G. Muelder, Dean and Professor of Social Ethics, Boston University School of Theology, is an ordained minister of the Methodist Church.

In his study on the "right-to-work" laws Dr. Muelder writes: "It would appear then that the current concern of some private interests to promote so-called 'right-to-work' laws expresses either ulterior interests hiding behind a misnomer or it expressed a moral confusion. . . . It is a most irresponsible social policy to destroy the integrity of labor unions under the guise of the so-called 'right-to-work'. The individual worker has no effective legal right to work under conditions worthy of human dignity where strong unions have been eliminated. Since collective bargaining is, under present circumstances, a proved condition of stable industrial relations, a worker has a moral obligation to accept his share of responsibility through membership in organized labor."

Activities of Local Unions



Local 153 Member Retires

Fort Worth, Tex.—Negotiations have recently been concluded by Local 277 and ARA Manufacturing Company retroactive to August, 1954. In addition to the Fort Worth office, the agreement covers the Weatherford, Tex., office and any offices which may subsequently be opened by this firm at other locations. The company manufactures automotive air conditioning units. Chief among the provisions of this agreement are checkoff of dues and initiation fees; time and one-half for overtime with double time for hours worked in excess of 4; guaranteed 4 hours call-in and reporting pay; 10 per cent shift differential; 6 holidays regardless of the day of the week plus an additional half day before Christmas; guarantee of 8 hours pay at time and one-half for holidays worked; 1 week vacation after 6 months up to 3 weeks after 5 years; 20 days sick leave; two 10-minute rest periods; automatic increases; straight seniority in layoffs; bumping rights, job posting and maternity leave.



Mrs. Lynn Sherman, center, is one of the first members of OEIU Local 153 to retire under the pension plan established for greater New York by the New York Hotel Trades Council. She is shown with, left to right: Ben J. Cohan, Local 153 business representative; Jay Rubin, president of the Hotel Trades Council; OEIU President Howard Coughlin and Walter Gorray, vice president of the Hotel Trades Council and Local 153 business representative.



Baltimore, Md.—The Construction Workers Trust Fund has signed an agreement with Local 301 covering their office staff. Organizer Mosca conducted the negotiations. Checkoff of dues and initiation fees, union shop, 37½ hour workweek; overtime, 7 holidays with double time in addition to regular pay on holidays worked; 1 week after 6 months up to 3 weeks after 5 years vacation; automatic increases; straight seniority with bumping rights; 12 days sick leave per year and fully paid health and welfare coverage are among the provisions of the agreement.



'Jive in January' Big Success



The "Jive in January" project of the Ways and Means Committee of Local 30 at Los Angeles proved a complete success, both as entertainment for the members and as a boost for the organization fund. In the photo taken at the dance are: Left to right: Stanley Elsis, committee chairman; Loreen Flowers, Mae Ackerman, committee members; Arthur K. Hutchings, secretary of the San Gabriel Central Labor Council; Ruth Weber, committee member; Cynthia McCaughan, local president; John Doolittle, business representative; Sarah Parker, Ethel Adams, Joan Darlington, committee members, and Gerry Morici, secretary.



Chattanooga, Tenn.—The initial agreement between Local 179 and Koehring Southern Company covering the plant clericals contains the following provisions: check-off of dues, initiation fees and any assessments; time and one-half for work over 40 hours per week with double time for hours in excess of 10 in any one day; double time for Sunday; 6 holidays with double time for holidays worked plus regular pay; holidays falling on Saturday paid; shift differential of 7c and 10c per hour; guaranteed 4 hours call-in and reporting pay; vacations of 1 week after one year up to 3 weeks after fifteen years; straight seniority in layoffs, grievance procedure and group insurance. Provision is also made for reopening the contract for wages. Vice President Bloodworth assisted the local in their campaign and subsequent negotiations.



Tacoma, Wash.—Bargaining rights have been won at Pierce County Industrial Medical Bureau, Inc., and a signed contract obtained by Local 23 Secretary-Treasurer Winslow and Conference Organizer Corum. The contract provides for a modified union shop; alternating workweeks of 35 and 39 hours; time and one-half for overtime; 7 holidays; vacations of 1 week after 6 months up to 3 weeks after 15 years; sick leave cumulative to 30 days; two 15-minute rest periods per day, automatic increases; seniority and grievance clauses and the standard coverage by the Medical Bureau of hospitalization, etc.



Oakland, Calif.—A wage increase of \$13.25 a month, retroactive to October, 1954, was won by Local 29 in negotiations with Chanslor & Lyon, Colyear Motor Sales and Kreplin Company, Business Representative Dick Groulx reports. In addition, the settlement includes two-week vacations in place of one week after one year's service and a day's pay or an additional day off when a holiday falls on Saturday.

Business Representative John Kinnick announced that a majority of office employes at Albers Milling Company have signed up with Local 29 and recognition as collective bargaining representative has been requested.



Ogden, Utah—Local 220 has obtained wage increases of \$10 to \$14 per month for their members at Pillsbury Mills, Inc.

Detroit, Mich.—Average increases of 8c per hour at Lee and Cady and 9c per hour at Tanner and Daily, both wholesale grocers, are reported by President Thelma O'Dell of Local 10.

Good Time Was Had by All



A group of members of Cleveland Local 17 are shown some of the prizes awarded at a recent dance given by the local. International Vice Presidents John T. Finnerty and George P. Firth were among the guests and reported the affair was a big success.