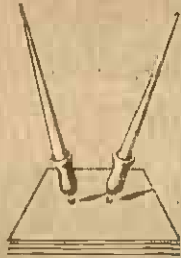




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



No. 136

APRIL, 1956

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## Confer on Problems of IUD



Emil Mazzy, secretary-treasurer of the United Automobile Workers of America, AFL-CIO, confers with Presidents Howard Coughlin, OEIU; James Suffridge, RCIA, and Russell Stephens, AFTE, during a recent session of the Industrial Union Department in Washington. Richard Walsh, president of the IATSE, can be seen between Mr. Mazzy and Mr. Coughlin.

## Industrial Union Department in Session

The newly-formed Industrial Union Department met in Washington on March 15 in an all-day session.

This Department, which now represents in excess of seven million members, in one day conducted considerable business, including action on requests for affiliation, statement of program, election of vice presidents and action on resolutions which came before the meeting. In addition to the CIO vice presidents already elected, Al Hayes, president of the IAM, Peter Schoemann, president of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, and James Cross of the Bakery Workers International Union, were unanimously elected to represent former AFL unions.

A program for the Industrial Union Department which will promote the interests of industrial unions within the AFL-CIO consistent with the principle that both craft and industrial unions are appropriate, equal and necessary, was adopted.

This program also includes assistance to affiliates in securing improved wages, hours and working conditions, legislative help in legislative activity, research, legal and public relations. The Department will also act as a clearing house for the exchange of information and experience among the unions affiliated with it.

At this meeting the Department recorded itself in favor of extension of the Minimum Wage and Hour coverage to workers now employed in the wholesale and retail field. It also called for the elimination of the Fulbright amendment and protection of unions' interests in speedy application of the Walsh-Healey Act.

Some committees were established to promote the activities of the IUD prior to the next meeting, which will take place in May.

### Strike Settled at Durham, N. C.

The strike of Local 84 at Durham, N. C., has been brought to a successful conclusion. The officers and members of this local union wish to thank all of the OEIU local unions who sent contributions to their strike fund.

### 3 of OEIU Serving Civil Rights Group

Joseph M. Rourke, secretary-treasurer of the Connecticut Federation of Labor, in accordance with a constitutional requirement adopted at the Federation's convention in September of 1955, has appointed a Civil Rights Committee and has selected to serve on this statewide body three OEIU members. They are Jerome Grady, chief steward of the K. of C. Local 329, Leonard Bright, trustee of Bridgeport Local 123, and Justin Manning, Northeastern Conference organizer and member of Local 123.

### Notice of Conference Meetings

- Southeastern Organizational Conference, May 5, Bankhead Hotel, Birmingham, Ala.
- Northwestern Organizational Conference, May 26, Roosevelt Hotel, Seattle, Wash.
- Western Organizational Conference, June 2, Sir Francis Drake Hotel, San Francisco, Calif.
- Southwestern Organizational Conference, June 24, Stephen F. Austin Hotel, Austin, Tex.

### Hicks to Make German Study Tour

Washington, D. C.—OEIU Secretary-Treasurer J. Howard Hicks has accepted an invitation from the German Federal Government to be its guest on a four-week study tour of that country.

The West German government has described the expense-paid tour as the means of acquainting Hicks and a small group of other AFL-CIO officials with that part of present-day Germany to the west of the Iron Curtain, and including the non-Russian part of Berlin. Included in the study tour will be visits with German labor, industrial, government, cultural and public leaders, as well as the opportunity to view first hand the great strides made during post-war years by the German people in their living and working conditions. Hicks will be particularly interested in the functioning and achievements of German white collar unions and is expected to spend much time with such groups.

#### Is Second Invitation

The tour, which is to take place between mid-April and mid-May, is the second such invitation extended Hicks. The first, a year ago, was declined because of the pressure of International Union



HOWARD HICKS

matters and preparations for the June 1955 OEIU convention.

While in Europe, Hicks will take advantage of the opportunity to visit briefly with white collar union groups in other countries. He will make a report on the white collar unions visited and other aspects of his trip to the International Union Executive Board at its meeting in early June in San Francisco.

**HAVE YOU GIVEN YOUR \$ TO COPE?**

## Umpire Upholds OEIU In No-Raiding Dispute

A dispute involving the American Newspaper Guild and the Office Employees International Union at the Minneapolis Star-Tribune Company, Minneapolis, Minnesota, was submitted to David Cole, impartial umpire, under the AFL-CIO No-Raiding Agreement.

#### Violation Charged

The dispute arose when the OEIU charged the Guild with violating the No-Raiding Agreement because of its activities in signing up office employees of the Minneapolis Star-Tribune, under agreement with the OEIU for the past ten years.

The OEIU charged that the Guild encouraged dissident employees to petition the National Labor Relations Board for a decertification proceeding. Thereafter, a petition was filed and the Guild appeared at the Board and requested a place on the ballot. The Guild not only sought a place on the ballot, but asked the Board to include a number of employees hitherto excluded under the agreement as a result of the history of collective bargaining. The OEIU charged that the Guild not only sought to raid it, but also to disrupt the existing bargaining agreement.

The OEIU proved at the hearing

that after the Guild petitioned for a place on the ballot, it distributed approximately 20 circulars among the office employees involved, inviting them to affiliate with the Guild.

David L. Cole in his decision ruled that by intervening in the NLRB proceeding and by soliciting membership of the general office employees of the Minneapolis Star-Tribune, the Guild committed acts which constituted a violation of the No-Raiding Agreement. The OEIU immediately dispatched a communication to the American Newspaper Guild, asking it to withdraw from the proceeding in accordance with the decision rendered by David L. Cole.

#### Coughlin Present

The OEIU was represented at the arbitration hearing by Howard Coughlin, President, and A. J. Fritz, president of OEIU Local 12, the local union involved. The American Newspaper Guild was represented by Charles Perlik, Jr., secretary-treasurer, and John Carmichael, executive secretary of Minneapolis, representing the Twin Cities local union of the Guild.

The above case makes the first time that the OEIU has had to invoke the machinery contained in the AFL-CIO No-Raiding Agreement.

## Motor Coach Union To Drop Blue Cross

San Antonio, Tex.—Motor Coach Employees, Division 694, is shopping for some "union-made" medical and hospitalization insurance to replace present Blue Cross coverage.

Blue Cross-Blue Shield of Texas has been informed by the union that "a company which recognizes the beneficial effects of sound union-management relations in its own operations will be better fitted to recognize the mutual benefits to be derived in company-union relationships."

The division's executive board informed Blue Cross it was not canceling its present agreement but wanted the insurance group to be

aware of the union's plans. Div. 694 pays around \$2,500 a month in premiums to Blue Cross.

Employees of Blue Cross in Dallas voted in January against having the Office Employees represent them after a vigorous anti-union campaign by the Blue Cross management. A protest against the results of the election has been filed with the NLRB by the union.

#### Red Cross Aide

The New Haven (Conn.) Chapter of the American Red Cross has announced the appointment of Justin Manning, Northeastern Conference organizer, to serve as labor representative of the organization. John O'Keefe, of Office Employees Local 329 has been appointed to assist Manning.

## OEIU Wins Another Election

Vice President Bloodworth reported another OEIU victory with Associated Contractors, Inc., in Childersburg, Ala. The employees voted better than 9 to 1 in favor of Local 18.

This was an unusual case due to the fact that the company charged the OEIU with being a company-dominated union because it was their contention that the most active member of the organizing committee in signing up the employees was a supervisor within the meaning of the Act. After many delays through the NLRB an election was held and the employees chose the OEIU as their bargaining representative.

Vice President Bloodworth stated that a great deal of credit for the victory should go to the chairman of the organizing committee, Kenneth Peters who worked untiringly during the long period of organization of Associated Contractors, Inc. At the present time the local union is in the process of negotiating an agreement to cover wages and working conditions for these employees.



# Activities of Conferences and Local Unions

## Agreement Reached With Insurance Co.

Business Representative John P. Tracy reports that the Local 153 members employed by the Union Casualty and Life Insurance Co. of Mount Vernon ratified the tentative agreement reached between the Union-Management Negotiating Committees.

The Employees of the Union Casualty and Life Insurance Co. have been members of Local 153 for the past ten years, and each contract renewal has resulted in additional improvements in wages and conditions.

The previous agreement provided for "A Union Shop," P. D. D., eleven (11) paid holidays, plus Good Friday, Rosh Hashanah and Yom Kippur; a most liberal and comprehensive medical and surgical welfare plan for both employes and their dependents including Group Life Insurance; as well as automatic wage increases and three weeks' vacation.

The negotiating committee, Mr. Al Depinto, Chairman, Florence Krupin and Patricia Scollard performed a minute and distinctive job of reclassifying most jobs and securing the highest wages paid in the Insurance Industry in this State.

Also, the new agreement provides for a general weekly wage increase of \$3 across the board retroactive to January 1, 1956, an additional \$3 per week increase effective January 1, 1957 and an additional \$3 per week increase effective January 1, 1958. Also an additional three (3) day leave of absence with pay in the event of death in the immediate family.

The Beneficial Standard Life Insurance Company of Los Angeles, Calif., purchased a majority interest in this Company during the latter part of 1955 and their expansion program includes additional personnel and facilities.

Oswego, N. Y.—President Goevey and Vice President Kuno of Local No. 125 report the signing of the agreement with the Fitzgibbons Boiler Company, Inc. The contract includes the following improvements. 4 hours guaranteed for Saturday, either called in for A. M. or P. M. work. Employees with ten years of service will receive three weeks vacation. For death in the immediate family, under the new contract the company now allows 2 days off with pay.

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## Approve Contract With Kollsman Co.

Business Representative John P. Tracy of Local 153 reports that the results of the recent negotiations with the Kollsman Instrument Company were approved by a majority of members at a meeting held in the American Legion Hall in Elmhurst on Monday, April 2.

The meeting was an outstanding success, if for no other reason than that more than 280 members in the bargaining unit attended.

The Negotiating Committee: Mr. James Wahlig, chairman; Mr. Stanley Becker, Mr. Kenneth Lineman, Mr. Harold Nese and Mr. William Reardon, did a magnificent job in securing thirteen (13) improvements over the previous contract. This was quite an accomplishment considering that prior to contract negotiation the average salary was \$78 per week. In the past eight (8) years, the salary for Labor Grade V increased 67 percent; Labor Grade VI, 60 percent; and, Labor Grade XIII by 40 percent.

The recently negotiated general increase of 3 percent, retroactive to January 1, 1956, and an additional 2½ general wage increase, effective as of January 1, 1957, will bring the average weekly salary to approximately \$82 per week.

## Blue Cross Employee Gets First Pension



Above left to right: Mr. William Bulloch, Personnel Manager, Blue Cross, Newark, N. J.; Mrs. Estelle Smith, member of OEIU Local 32, and Nicholas Juliano, Business Manager of Local 32. Sister Smith is the first member to receive a check under the pension plan.

As a result of recent negotiations between OEIU Local 32 and Blue Cross of Newark, N. J., a pension plan was put into effect. The first

member of Local 32 to receive a check under this recently negotiated plan is Sister Estelle Smith. Business Representative Juliano re-

ported that the membership of Local 32 employed by Blue Cross expressed their satisfaction with this new contract.

Gatlinburg, Tenn. Recently the American Labor Education Service conducted a white collar Work Shop for the Tennessee Valley Council of Office, Technical and Service Employees. OEIU Locals 52, 119, 268 and 275 were in attendance.

All participants were quite enthusiastic and look forward to more Work Shops in the future. Most of the delegates gave their own time in order to expand their knowledge of the labor movement.

Elmira, N. Y. Local 137 recently won an election in the Moore Business Forms Company. This election covered a new unit of employes who had not heretofore been under the collective bargaining agreement between the company and the union.

A great deal of credit is due to local union leaders, President Lec T. Cowles, Vice President Colchester and Sec'y.-Treas. George Glace for the outstanding job they are doing in the Elmira area. Through the efforts of this local union, 140 new members have been added to Local 137 by virtue of three victories in the recent past. The organizing committee reports that they have several other campaigns underway at the present time.

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DeKalb, Ill. North Central Organizational Conference Organizer Gene Dwyer announced that the employes of the Rudolph Wurlitzer Company recently voted to affiliate with the OEIU. In this election every employe eligible to vote cast a ballot. The NLRB Examiner who conducted the election stated that in his experience of 8 years, this was the first time every eligible employe had voted.

Negotiations are now going on between the company and the union in an attempt to arrive at a contract covering wages, hours and working conditions.

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Utica, N. Y. Local 281 has just renewed its agreement with the Associated Transport Company for a two-year period. This new agreement provides for a 15c per hour increase the first year, and 10c per hour increase the second year.

President Jane Rowe and Sec'y.-Treas. Mr. Pejar assisted International Representative Leo Wallace in these negotiations.

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Philadelphia, Pa. Vice President Springman reports the negotiation of a \$2.00 per week wage increase retroactive to September, 1955 under the wage reopening clause of Local 14's agreement with the Lantson Monotype Machine Co.

Millinocket, Maine—President Whitehead of Local No. 192 reports negotiations for renewal of the agreement with the Great Northern Paper Company completed: with job reclassifications and upgradings plus a new position of Senior Clerk, this will mean two head billing clerks, one for each mill.

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Chattanooga, Tenn.—Local No. 179 announces that they have completed a wage reopening with the Koehring Southern Company: with an average 9c per hour increase. No other changes were made in the contract.

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Westville, N. J. In recent negotiations between Local 14 and the Eagle Points Works of the Texas Company, OEIU represented employes received a 6 percent wage increase, with a minimum of \$26.00 per month retroactive to February 1, 1956.

## Vice President Installs Local 333 Charter



Above left to right: Ira Thompson, President of Local 333, Alice Smith, Chairman of the local union organizing committee, and Vice President George P. Firth.

The first OEIU charter to be issued to a former CIO-LIU was installed in Columbus, Ohio at a recent meeting of the local union. Local President Ira Thompson was instrumental in arranging for the former LIU requesting a charter in the Office Employees International Union. It is his belief, as well as that of the balance of the membership of this local union, that membership in one large inter-

national union of white collar workers, devoted exclusively to the problems of white collar workers, officered by white collar workers, is to the greatest advantage of the employes in this field.

Sister Smith announced that the local union will embark on an intensive organizational campaign to bring into the union many of the white collar workers in the Columbus area.

At the present time many other former LIU's have applied for Office Employees International Union charters.

President Coughlin again stated that all white collar workers in the United States and Canada are invited to join the Office Employees International Union in order to enlarge the one union devoted solely to the problems and services of white collar workers.

## Organizer



James T. Callaghan, pictured above, was recently appointed by President Coughlin as an Eastern Organizational Conference organizer. Mr. Callaghan has been active in the labor movement for many years. He formerly represented the IUE of the CIO in the New York-New Jersey area. His great experience will be of benefit to the local unions in the Eastern Organizational Conference and the International Union itself.



**WHITE COLLAR**

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

HOWARD COUGHLIN,  
President

J. HOWARD HICKS,  
Secretary-Treasurer



Room 1101  
285 West 14th St.  
New York, N. Y.

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



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Subscription Price \$1 a Year

**Political Contributions**

It has recently been established that a large motor company pressured its dealers to raise money for President Eisenhower's 1952 campaign. In addition, numerous Congressmen and U. S. Senators have admitted that they have received contributions to their respective political campaigns from many corporations, including the gas and oil interests.

Senator Barry Goldwater, Republican from Arizona, feels that if anyone likes the way he votes, such individual has the right to give money to his campaign. Senator Goldwater, however, proposes to prohibit direct or indirect expenditures by unions in any political contest.

It would appear to us that the Senator is attempting to make second-class citizens of union members.

**How to Avoid Office Unionization**

An organization now offers a service to the companies of America on how to avoid unionization of their office staffs. This company prepares articles which directly refer to: "How to establish listening posts among your employes"; "How and when you can question employes about a union and employes' feelings about signing up" and "How to express your opinion about a union in your company without getting into any legal tangle." The company involved has prepared much additional material designed to avoid unionization of office staffs.

It seems to us that it is easier to bargain collectively with a designated representative of the office staff than it is to avoid it.

**GAW Opponents Change Mind**

Four top officials of the Michigan Information Committee, formed to block the guaranteed wage plans which were negotiated with the Automobile Workers of America, have quit in disgust with the group's objectives.

One of the officials who resigned stated: "I hate to admit it, but we were a bunch of damn fools. I think I was the biggest one." This man, after studying the GAW plans negotiated with Ford, General Motors and Chrysler, said that he couldn't see very much wrong with them and predicted failure for the legislative drive to stop them.

It is nice to know that democratic America has men who will stand up and admit mistakes, particularly when the welfare of such a large group of wage earners is concerned.

**OEIU Affiliates With Metal Trades**

Since its formation in 1945, the OEIU has sought admission to membership in the Metal Trades Department of the A. F. of L. While not a member of the national organization, we have worked closely with the Metal Trades at local levels. However, due to our lack of national membership, we did not take part in numerous organizational drives in the past which would have resulted in increased OEIU membership.

We exchanged correspondence with James Brownlow, president of the Metal Trades Department, just prior to the AFL-CIO merger relative to the possibility of affiliation. I am glad to report that at the Florida meeting of the Executive Board of the Metal Trades Department the OEIU was unanimously accepted as a national affiliate.

We have many friends in the Metal Trades. We have worked closely with numerous unions of that Department. We are certain that this new affiliation will serve to expedite organization of clerical employes in the Metal Trades.

**Canadian Corner**

By LLOYD CHAPMAN



President, Canadian Organization Conference

Canadian Conference Organizer Romeo Corbeil reports that the employes of Continental Can in Montreal have received certification of the OEIU as the collective bargaining agent. Negotiations for a contract covering working conditions are now taking place. Organizer Corbeil reports that organizational attempts are being made in many areas in the Province of Quebec. The response to these efforts is most gratifying and it is hoped that in the very near future we will be able to report several new organizations.

Local 165 in Hawkesbury, Ont. has finally consummated negotiations covering the employes of Industrial Cellulose Research. These negotiations have been in progress since May, 1955. As a result of the inability of the company and the union to resolve several differences, it was necessary to take the dispute before a conciliation panel. After the conciliation hearing and negotiations renewed, agreement acceptable to both the company and the union was arrived at.

In this new agreement improved shift differentials have been worked out to the mutual satisfaction of both parties. Clarification of pay

for overtime worked by four workers for work performed beyond their regular daily hours has been worked out. The company agrees to contribute \$1.25 per month for the premium cost for each employe of his membership in the group hospitalization plan. The clauses pertaining to sick leave and vacation pay have been improved. The agreement also provides that any disciplinary report shall be canceled three years after the date of the offence recorded thereon and shall not be included in any subsequent disciplinary report.

A major area of difference before conciliation was a request by the union for automatic increases within the rate ranges to the maximum. Although this was not established, the company has agreed that the lack of an increase at the end of the minimum required time, shall be subject to the grievance procedure of the contract. The union reports that it hopes to obtain automatic increases within the rate ranges during forthcoming negotiations. Canadian Organizational Conference Organizer A. F. MacArthur reports adjustments in hourly rates of from 4c to 13c, along with a general increase. All of

these increases are retroactive to May 1, 1955.

Recently, the Ontario and Manitoba Council of Paper Mill Unions held a meeting in Thorold, Ont. About 150 delegates were present and worked out the proposals to be presented to the paper companies in the forthcoming negotiations. There was also a meeting of the Quebec Council of Paper Mill Unions, who likewise drafted their proposals for the forthcoming negotiations.

All local unions having contracts with the Abitibi Power & Paper Company and the International Paper Company are requested to send copies of their proposals to Representative MacArthur.

Washington—Pres. George Meany will represent the AFL-CIO as fraternal delegate to the merger convention of the Canadian Congress of Labor and the Canadian Trades & Labor Congress, which join to form the Canadian Labor Congress at Toronto during the week of April 23.



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