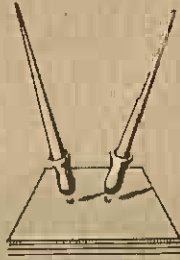


Help Preserve Democracy—Go to the Polls



WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 141

OCTOBER, 1956

17

President Meany Joins Blue Cross Campaign

President George Meany of the AFL-CIO is lending his personal prestige and that of his office in the campaign of the OEIU to organize Blue Cross in the United States and Canada.

President Meany forwarded the following letter to Robert T. Evans, chairman of the Blue Cross Commission, in which he stresses the need for a change in attitude on the part of Blue Cross toward trade union representation for their employes:

"Mr. Robert T. Evans, Chairman
Blue Cross Commission
425 North Michigan Street
Chicago 11, Illinois

"DEAR MR. EVANS:

"This is in reply to your letter of June 8, in which you enclosed a copy of the 1955 annual report of Blue Cross. I appreciate very much your consideration in sending us this report.

"Your Commission, and its member organizations, are to be congratulated upon the objectives they profess and upon the substantial contributions they have made providing a mechanism for the prepayment of the costs of hospital care. Millions of AFL-CIO members and their families have benefited from the use of this mechanism under health and welfare plans established through collective bargaining.

"Because so many of our members have a direct stake in Blue Cross and because of our general agreement with its aims, we are particularly concerned about one serious blot on the otherwise favorable record of your organization. I refer to the deplorable reputation that certain of your affiliated organizations have earned, as employers, through their resistance to the institution of collective bargaining with their employes.

"The most recent instance that has come to my attention occurred in Texas where the plan director engaged in an active campaign of interference with the exercise by employes of their right to trade union representation, despite the fact that working people constitute the majority of the members of the plan and its growth has been, in large part, the product of collective bargaining negotiations between unions and employers in the state of Texas. I note that this individual also serves as a member of the national Blue Cross Commission.

"Blue Cross has prospered from the fruits of collective bargaining. Had it not been for the successful efforts of trade unions to establish health insurance plans for their members, the record of progress

set forth in your 1955 report would have been far less impressive than it is. For that reason, as well as many others, your member plans ought to welcome, rather than resist, the organization of their employes into trade unions of their own choosing.

"The persistence of a negative policy toward trade union representation for their employes on the part of your member plans is an embarrassment to those in the labor movement who believe that, from the health service standpoint, the Blue Cross approach is preferable to other alternatives but who

do not wish to associate themselves or their members with anti-union organizations. The failure of the Blue Cross Commission to repudiate the unenlightened employment practices and attitudes of member plans is widely interpreted as an indication of agreement with those practices and attitudes, and endangers the future relations of labor and Blue Cross throughout the country. I sincerely hope that some means can be found to remedy this unfortunate situation."

Mr. Meany's strong letter followed closely our announcement that the AFL-CIO, through its Director of Organization John Livingston, is actively assisting in this important campaign. Director of Organization Livingston is in constant touch with the OEIU relative to the unionization of Blue Cross employes.

Employees' Rights in California Upheld

Office Employees International Union Local No. 30 has won an important point in successfully contending, before the Los Angeles Superior Court, that an employer, not covered by the National Labor Relations Act, can be compelled to stop interfering with his employes in the right to join and participate in union activities, discharging them for union membership and refusing to bargain with the union of their choice.

The employes of Thrifty Telephone Answering Service, in Los Angeles, decided that they needed

union representation, and signed applications for membership in Local No. 30. When Gordon Evans, the owner of Thrifty learned of this move, he called all of his employes, one by one, into his office and told them that he was against unions, that their representatives were a bunch of communists and racketeers and that before he would deal with a union, on their behalf, he would fire all of the employes or go out of business. He told the employes to think it over and let him know whether they wanted to work for him or be members of the union. When the employes replied that they desired to remain members of the union, Evans fired them. He also refused to meet with Charles Henderson, International Representative of the Office Employees, and discuss the discharges or enter into a contract with Local 30.

After the employes were discharged, Local 30 established an effective picket line, and Evans came on the line requesting some of the discharged employes to agree that they would withdraw from the union and not join again. He offered them increases in pay and other inducements but without success.

Local No. 30, through its attorney, James M. Nicoson, filed a suit to enjoin these actions on the part of Evans and in its complaint set up all of the interferences, refusal to bargain and discharges because of union activity. The case was argued before Judge Frank Swain and he decided the case in favor of Local No. 30 on all points. Judge Swain's decision grants an injunction against Evans and Thrifty Telephone Answering Service enjoining Evans from (1) interfering with the employes' rights to join and act through Local No. 30, (2) discharging employes because they are members of or assist or seek to become members of Local No. 30, (3) having or promoting "Yellow Dog" contracts, (4) refusing and failing to recognize and bargain collectively with Local No. 30 as the exclusive bargaining agent of all the employes, and, (5) Evans is required to offer reinstatement to all discharged employes and to pay them what they would have earned as wages during the period of discharge.

The case is unique in that it is the first time a California court has entered and granted a decree with such broad and sweeping effect and which insures the employes their rights under California law to secure in their union membership and their rights to bargain collectively through their own freely chosen union.

Proclamation

THE MEN AND WOMEN OF THE AMERICAN LABOR MOVEMENT HAVE LONG PRIDED themselves, and justly so, on their contribution to the life of our nation.

This year we have the opportunity, provided for by the Constitution of the United States and our form of self-government, to render further service.

We are called upon, together with other citizens of our democracy, to pass judgment on Election Day on the actions and policies of those who have guided the political affairs of our nation for the past two years.

This right of expressing ourselves as free people is fundamental to the strength of our country. It is a mark which sets us apart from those in the slave nations of the world who are denied a voice in their own destiny.

We, the executive officers of the AFL-CIO, therefore call upon each member of our affiliated organizations to make certain that he or she is a registered voter eligible to participate in the elections this fall. We call upon each member, further, to impress upon those adults within the family circle who may be unregistered to meet the responsibility they bear to exercise their judgment on Election Day.

We further call upon each affiliated organization to launch immediately a campaign at all levels that will insure the registration to vote of a maximum number of union members and their families. We urge that such campaigns be pressed with all the vigor and resources at their command to the end that every member shall become and remain a registered voter.

We hereby proclaim this registration campaign the primary task of our organization for the months of August, September and October. We issue this proclamation in fulfillment of our responsibility as citizens of the United States, passionately devoted to the principles and practices of self-government.

George Meany

PRESIDENT, AFL-CIO



Joseph P. Schmitz

SECRETARY-TREASURER, AFL-CIO

WHITE COLLAR

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

HOWARD COUGHLIN,
President

J. HOWARD HICKS,
Secretary-Treasurer



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

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Shorter Workweek

At a one-day national conference recently held in Washington, D. C., some 200 Research Directors and union officers forecast that the future will bring about a reduction in working hours. At this meeting President George Meany, commenting on the effects of automation, stated: "If we are going to replace labor, we must shorten hours and maintain pay. We cannot produce consumers by pushing buttons."

Some of the economists present predicted a 4-day work week. The history of our previous working hours is indeed an indication that a short workweek is on the horizon.

Register to Vote

The Executive Council of the AFL-CIO is in the process of waging a major campaign to insure increased registration of voters for the U.S. November elections.

It is always disheartening to read statistics which indicate that a large segment of our population did not bother to participate in elections. The founders of our country waged war to insure these rights. Since that time our soldiers have shed their blood on numerous occasions to make sure that United States citizens could continue to vote for the candidates of their choice. It is imperative, therefore, that all eligible citizens, regardless of political party, register to vote in the coming elections. Registration is a must!

Good Advice

The September issue of "White Collar" carried an article regarding the advice given to three men by Mary Haworth, a syndicated columnist whose daily reports are followed by thousands of readers throughout the United States. Miss Haworth advised these three office workers that they were suffering from lack of collective bargaining power and pointed out that the answer to their problems was unionization.

While collective bargaining is the only logical answer for all workers, including white collar workers, it was nice to see that a syndicated columnist would have the courage to offer such advice in the newspapers. Miss Haworth's column would indicate that there is yet hope that the public press of the United States will also recognize that the economic salvation of wage earners lies in collective bargaining.

I.U.D. Plans Conferences

The Industrial Union Department of the AFL-CIO is planning a series of meetings of I.U.D. affiliates having a common employer or covering a common sector of an industry. This department has gathered much information on companies and industries concerned. This information is being compiled by the I.U.D. research staff.

Recognition of the need for exchange of knowledge between unions having a collective bargaining relationship with the same employer is a step forward. We are certain that this action being taken by the I.U.D. will advance the common interests of workers employed by the same employer or in the same industry.

Ruberoid Office Employees Vote for OEIU

On Friday, September 7, the office employees of the Ruberoid Company of Joliet, Ill. voted for OEIU as their collective bargaining representative by a better than two to one majority, despite the fact that the company gave all employees a \$25 per month increase after the first handbilling and notice of union organizing activity.

The company, through its attorney, filed several motions for

dismissal of the petition for various reasons, but were turned down by the NLRB in each instance.

This organizational drive was led by North Central Organizational Conference Organizer Gene Dwyer, who stated that most of the credit goes to Chris Christopher, President of Local 299 of the Cement, Lime and Gypsum Workers, who heads the Ruberoid plant workers.

Activities of Conferences and Local Unions



Northeastern Organizational Conference Meeting

Delegates in attendance at the Northeastern Organizational Conference meeting held in Elmira, N. Y. on September 22 at the Hotel Langwell, unanimously agreed that the meeting provided much in the way of informative material to each and every delegate.

After reports by the delegates, including those of Representatives Wallace and Manning and Interna-

tional President Coughlin, a well-rounded session was held regarding the subject of job evaluation. This session was led by President Coughlin, during which all delegates participated.

The meeting was addressed by Walter Wainwright, Secretary of the Elmira Central Labor Union, Charles Kaiser of the AFL-CIO

staff, and Justin Donohue of the International Association of Machinists. At the banquet held after the conclusion of the meeting, Peter Whitcher, International Representative of the Iron Workers in the Northeast area, made the principal address.

It was noteworthy that all representatives of other organizations present stressed cooperation.

Massena Local Avoids Strike

Northeastern Organizational Conference Organizer Bud Manning announces the signing of a new three-year agreement between Local 180 in Massena, N. Y. and the Aluminum Corp. of America (ALCOA). Ratification of this agreement by the membership averted a strike, which had been authorized by an unprecedented unanimous membership vote.

The agreement calls for an increase of 46¾ cents per hour allocated as follows: 16¾ cents per hour for the first year, 15½ cents per hour the second year, and 14½ cents per hour the third year. Average weekly wage increases will be \$6.70 the first year, \$6.20 the second year, and \$5.80 the third year. Manning points out that these figures reflect only average increases and a great many of the actual increases were considerably higher.

Fringe benefits negotiated include 2½ to three weeks vacation up to 15 years service and 3 weeks vacation after 15 years service, an agreed upon cost-of-living index equal to the U. S. Steel settlement, one additional paid holiday, a Supplemental Unemployment Insurance Benefit Plan, continuance of the guaranteed salary plan, and a compulsory and binding arbitration clause.

Complete credit for this excellent new agreement must go to the Local 180 Negotiating Committee, which included Local Union President Steve Smythe, Marie Wemett, John Hannay, Tom Chasse and Joe Elliott, as well as the determined militancy manifested by the entire membership.

San Francisco, Calif.—Secretary-Treasurer Phyllis Mitchell of Local 3 reports that in the negotiations with the National Audit Bureau on a wage reopener, a \$15 per month increase across the board was granted to all employees.

★ ★

St. Louis, Mo.—In the recent negotiations between Local 13 and the Jefferson Tent and Awning Company, President Margaret Ritch reports that the contract was improved to provide for a better and more complete arbitration pro-

cedure, improvement in the insurance plan, and a wage increase of 10 cents per hour effective April 15, 1956, and 10 cents per hour effective April 15, 1957. The vacation plan was also improved and an additional holiday was obtained. The members employed by this company are very happy with the new agreement.

★ ★

Detroit, Mich.—A new contract has been signed between the A. C. Strelinger Company and Local 42. Business Manager Corrigan reports a \$4 per week increase retroactive to April 14, 1956, and 7½ cents per hour increase on April 14, 1957. The holiday clause was amended to provide for Christmas Eve and New Year's Eve to be included as holidays with pay. The contract also provides for one week's pay to all employees as a Christmas bonus. The insurance coverage now enjoyed by the employees has been increased by \$1,000. Because of the possibility of the company moving to a new and larger location, a severance pay plan was incorporated in the agreement to protect employees who may

not wish to move to the new location.

★ ★

Providence, R. I.—A 10 cent general increase was negotiated by Local 76 with the National Biscuit Company Sales Branch. During these negotiations the vacation plan was improved to provide two weeks vacation after one year's service. The company has also agreed to contribute to the Health and Welfare Plan which in the past has been paid for entirely by the employees. Miss Irene DiCenso, secretary-treasurer of the local reports the employees' satisfaction with this agreement.

★ ★

St. Louis, Mo.—Local 13 reports the renewal of their agreement with the Aluminum Workers International Union, which provides for a \$5 per week general increase and a reclassification of the jobs with correction of wages in accordance with the reclassification.

★ ★

Groton, Conn.—Local 106 has expressed their gratitude for Representative Leo Wallace's assistance in averting a strike at the Electric

Fund Drive for Museum Started

Organized labor is wholeheartedly backing the campaign to raise \$5,000,000 to build the American Museum of Immigration that will be located at the base of the Statue of Liberty in New York harbor. In brief, the museum will tell the story of the 35,000,000 immigrants who have passed through New York harbor to find homes in the United States. Its aim will be to keep the authentic story of immigration dynamically alive for the millions and millions of Americans of diverse ancestry who make up these United States.

The fund-raising drive is under the joint chairmanship of labor and management. David J. McDonald, president of the United Steel Workers, is co-chairman for labor; management co-chairman is Pierre S. du Pont 3rd, secretary of E. I. du Pont de Nemours & Co.

Local Unions of the O.E.I.U. are cordially invited to make contributions to the building fund. Checks should be made payable to the American Museum of Immigration, and sent to:

American Museum of Immigration
270 Park Avenue
New York 17, N. Y.

This is a one-time opportunity for individual Americans and their organizations to identify themselves with our greatest national monument. Once the appeal is made and the books closed there will be no further call for public participation. The more who join in now the greater will be the unity which is the very essence of our land.

Man Union Label Exhibit at Baltimore



Girls above are members of Local 301, Baltimore. They manned the local's exhibit at the Baltimore Federal of Labor union label show held September 6. Old and modern office equipment was on display, and the girls distributed many copies of OEIU literature, including "Do You Have" and "One White Collar Union." Seated at left is Ann Reich. Standing, from left: June Coffin, Lillian Calder, Alice Berry, Josephine Palleschi, Helen Wilmer, Organizer E. Robert Cregar, Dorothea Murray. Seated at right, Alverta Wolf.

Boat Company. Through the efforts of Representative Wallace a contract was signed providing for increases from 8 to 17 cents per hour this year and an additional 7 cents next year.

★ ★

Detroit, Mich.—Wage increases from \$15 to \$20 per week were provided for in a new agreement between Local 42 and the Russell Tolley Insurance Company. This first agreement provides many fringe benefits and an improved vacation plan to provide for three weeks vacation, as well as a liberal sick leave plan and paid holidays. Insurance which is completely paid for by the employer, is included in the terms of the agreement along with full seniority protection and a union shop.

★ ★

New York, N. Y.—The salesmen of Lerner Sleep Products Company voted unanimously to join Local 153 at an organizational meeting. The Retail Clerks attempted to organize these salesmen but they decided that it was to their best interests to join Local 153. The local requested recognition after the State Labor Relations Board had dismissed the Retail Clerk's petition. Recognition was given to 153 shortly thereafter and contract negotiations are now being conducted. Business Representatives Donald

Blake and Walter Gorray conducted this successful organizational campaign.

★ ★

New York, N. Y.—Business Representative John P. Tracy of Local 153 reports the completion of negotiations with A. Sulka & Company. The new agreement provides that on February 1 of each year the base salary for salesmen shall be increased 6 per cent of the previous year's sales. In addition, the salesmen are to receive the difference between 6½ per cent of the previous year's sales and the amount received in base salary and commissions. This resulted in lump sum payments of up to more than \$1,000 to some individuals. Under the new agreement the stock clerks will receive a general increase of \$3 per week and other non-selling employees will receive an increase of \$5 per week. Commission on most sales has been increased to 2 per cent. Edward Paulsen, William Caulfield and Mel Shapiro, committee members, announced that the new agreement will also include an improved severance pay plan and a maternity leave clause, and will be in effect for a period of two years. The average salary for salesmen last year was \$122 per week.

★ ★

Oakland, Calif.—Mabel DeForest, secretary-treasurer of Local 243 at Richmond, announced the addition of a Health and Welfare Plan and a 15 cents per hour general increase as a result of recent negotiations with the Alameda Milk Dealers Association.

★ ★

New York, N. Y.—Hoffman office employees unanimously ratified a two-year contract with Local 153. The major improvements secured in these negotiations were:

1. Local 153's 4½ per cent Welfare Plan.
2. Inclusion of all part-time and cashiering employees into the union.
3. Dues checkoff.
4. \$2 supper money when working over 9½ hours.
5. Four weeks vacation after ten years of service.
6. Posting of all vacant and newly created jobs in all three branches. The senior employee bidding shall receive the promotion, provided he has the ability.
7. A thirty-five hour work week, with overtime after thirty-five hours.
8. \$4 general increase.
9. All above provisions retroactive to March 1, 1956.
10. \$2 general increase effective March 1, 1957.

The committee was comprised of Hazel Fischer, Pete Drahos, Phil McKenna, led by Donald Blake, business representative of Local 153, through many months of negotiations with the company.

New York, N. Y.—Local 153 in its recent negotiations with the Pabst Brewing Company, who sell both Pabst Beer and Hoffman Beverages in New York City, provided the following benefits for their salesmen members:

1. An across-the-board wage increase of \$30 per month in a two-year agreement retroactive to March 1, 1956.
2. A \$5 per month across-the-board increase on all car allowances retroactive to March 1, 1956.
3. The company agreed to pay \$14 per month per salesman into Local 153's Welfare Fund, and further agreed to check off from the salesman's monthly commission checks an appropriate amount to cover the salesman's dependents in a comprehensive medical plan of the individual salesman's choosing.
4. A pension plan whereby the salesmen will be guaranteed a normal pension benefit of \$130 per month, with no contribution to be made by the salesmen.
5. Improvement in vacation benefits to include three weeks vacation after five years of service and 4 weeks vacation after ten years of service, to be made effective in the current year.
6. The company agreed to permit the salesmen to purchase an average of \$12,000 Group Life Insurance and \$7,000 Accidental Death and Dismemberment Insurance through the company plan, at a cost to the salesmen of \$7.20 per month.

The contract was negotiated by the salesmen by a committee consisting of chief shop steward Donald Roberts, and shop stewards Stanley Behr, Henry Brause, Joseph Fellingham, Fred Giaconia, Joseph Lions, John Shea and George Wilson. Local 153 was represented by Representatives Ben J. Cohan and James Hayes.

★ ★

Chattanooga, Tenn.—Local 179 reports the conclusion of negotiations with the U. S. Pipe & Foundry Company. The new contract includes an increase of 6.25 per cent or a maximum of \$20 per month. Vice President J. O. Bloodworth, who assisted in these negotiations, announced that in the future Good Friday will be observed as a paid holiday.

★ ★

New York, N. Y.—The members of Local 153 employed by the H. C. Bohack Company unanimously ratified the tentative agreement reached between the Labor-Management Negotiating Committee.

Virginia Emmerich, executive board member, chief steward and chairman of the Negotiating Committee, through sheer determination and conscientious performance was

Canadian Corner

BY LLOYD CHAPMAN

President, Canadian Organization Conference



Gatineau, P. Q.—President Lloyd Chapman of the Canadian Organizational Conference reports the settlement of the jurisdictional problems between the Paper Workers and the OEIU. After requesting assistance from the International office, Canadian Organizational Conference Representative Romeo Corbeil was assigned to assist Local 110 in its jurisdictional problems. Although it was agreed that the job in dispute should come under the jurisdiction of the OEIU, at other plants there are similar jobs whose jurisdiction has not as yet been satisfactorily determined. Representative Corbeil and our Canadian Conference President are continuing their work to bring this difficult situation to a mutually satisfactory conclusion.

★ ★

Canadian Conference to Meet in Ottawa

In accordance with the action taken at the Canadian Organizational Conference meeting last year, the forthcoming meeting of the Conference will be held at the Chateau Laurier in Ottawa, Ontario on October 20. President Coughlin plans to attend this meeting. Canadian Organizational Representative A. F. MacArthur will be at the Chateau Laurier on Friday, October 19, and delegates arriving should notify Brother MacArthur where they may be reached in order that he may establish a directory for the convenience of other delegates. All Canadian local unions are urged to attend this meeting.

Montreal, P. Q.—Representative Corbeil announced the completion of negotiations of a Pension Plan and Group Insurance Agreement for the employes of Continental Can Company of Canada, Ltd. These employes recently became members of the OEIU and are continuing to receive the benefits of organization.

★ ★

Dryden, Ont.—Secretary-Treasurer Donald G. Gannon of Local 327 has announced that in recent negotiations with the Dryden Paper Company, Ltd., along with improved fringe benefits, all employes will receive a \$21 per month general increase. Of 28 requests for classification adjustments, 18 were granted. A study will be made to establish job classifications and rate ranges.

Canadian Conference Representative A. F. MacArthur assisted the local negotiating committee during these negotiations.

★ ★

Toronto, Ont.—Local 321 announced that in their recent negotiations with the St. Lawrence Corp. Ltd., Nipigon Woodlands Dept., the contract was extended to cover scalers. During these negotiations the committee was able to obtain an improvement in the working hours, with a general wage increase of a minimum of \$21 per month with some adjustments up to \$40 per month. The second year of this two-year agreement provides for a 5 per cent increase for all employes. Representative MacArthur assisted the committee in these negotiations.

primarily responsible for the following improvements in the new agreement:

1. A pension plan.
2. An improved vacation plan.
3. Payroll dues deduction.
4. Improved promotional increases.
5. A three-day leave of absence with pay in the event of death of "in-laws" residing in the same domicile with other members of the immediate family.
6. Other administrative improvements as well as a general wage increase of \$3 per week effective September 1, 1956, plus an additional \$3 a week on September 1, 1957.

Assisting Virginia were Barbara Anne Fahrback and Anna Kaufman, whose devotion to craft union principles was definitely demonstrated at each session.

This is the second contract with Local 153 negotiated under the direction and guidance of Business Representative John P. Tracy. The employes were former members of a federal local union.

The H. C. Bohack Company operates 150 self-service supermarkets, as well as 33 other chain stores throughout Brooklyn and Long Island. The only two completely organized supermarkets in these areas are Bohack's and Dilbert's. All union members are urged to patronize these stores for the sake of further economic progress.



here's a tip for a sound investment

Here's the new, free pocket-size leaflet which explains the reasons trade union members should voluntarily contribute money to the AFL-CIO Committee on Political Education (COPE). The leaflet is printed in two colors. Place your order now with COPE, 6th Floor, 815 16th Street, N.W., Washington 6, D. C.

STATEMENT REQUIRED BY THE ACT OF AUGUST 24, 1912, AS AMENDED BY THE ACTS OF MARCH 3, 1933, AND JULY 2, 1946 (Title 39, United States Code, Section 233) SHOWING THE OWNERSHIP, MANAGEMENT AND CIRCULATION OF

WHITE COLLAR, published monthly at Washington, D. C. for October, 1956.

1. The names and addresses of the publisher, editor, managing editor, and business managers are: Publisher, Office Employees International Union, Washington, D. C.; Editor, Howard Coughlin, New York; Business Manager, J. Howard Hicks, Washington, D. C.
2. The owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 per cent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual member, must be given.) Office Employees International Union Washington, D. C.
3. The known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.
4. Paragraphs 2 and 3 include, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.
5. The average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during the 12 months preceding the date shown above was: (This information is required from daily, weekly, semi-weekly, and triweekly newspapers only.)

J. HOWARD HICKS,
(Signature of business manager.)
Sworn to and subscribed before me this 13th day of September 1956.
[SEAL] VADA S. HOWARD,
(My commission expires July 14, 1959.)



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

HOWARD COUGHLIN

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★
AFL-CIO

At a recent meeting in Chicago, the AFL-CIO General Executive Board, of which I am a member, voted to endorse Adlai Stevenson for the presidency of the United States.

At that meeting many points were made relative to the deteriorating position of the labor movement in the last several years. For example, such labor leaders as Walter Reuther, Joseph Keenan, David Dubinsky and many others referred to the fact that the National Labor Relations Board has been packed with pro-business appointees who have consistently issued anti-labor decisions. Previously, people were appointed to the National Labor Relations Board who were of neutral background such as college professors, and people representing organizations not concerned with business or labor. The reverse has been true since 1952.

Minimum Wage Fight

A number of speakers emphasized the fact that representatives of the present administration had opposed the \$1 per hour minimum wage. It was also explained that these same representatives had refused to include millions of workers not now covered by the Wage and Hour Act who are receiving wages below \$1 per hour. Speaker after speaker mentioned the fact that Marion Folsom, Secretary of Health, Education and Welfare, had publicly opposed retirement for women at the age of 62. It was also stated that even the President of the United States opposed retirement for people totally disabled at the age of 50. Almost every speaker mentioned that President Eisenhower while a candidate for the presidency in the year 1952, stated at the AFL convention that he was opposed to certain union-busting provisions of the Taft-Hartley Act and intended to do something about changing the Act. As yet, such amendments have not been forthcoming.

Section 14-B

Many of the speakers concerned themselves with Section 14 (b) of the Taft-Hartley Act, which gives individual states the right to pass their own labor legislation. These rights have resulted in the abolition of the union shop in 17 states of the United States. This section of the Act has also resulted in certain cities and communities insisting that licenses must be obtained by labor representatives acting as organizers. The City of Baxley, Ga., for example, charges a \$2,500 license fee. The City of Dublin, Ga., charges a \$2,500 license fee and \$500 per year for each person organized. While it has been apparent for many years now that Section 14 (b) of the Taft-Hartley Act has been used to outlaw the trade union movement in many areas of the country, nothing has been done so far toward repealing that section of the Act.

Activities of COPE

The AFL-CIO is, therefore, calling upon its membership to register in order to vote in the coming elections. Further, it again authorizes its Committee on Political Education to make an all-out drive to raise funds for the purpose of electing senators and representatives who will give the wage earner a fair deal. Our International Union has consistently supported Labor's League for Political Education and its successor, the Committee on Political Education. We have supported and are still supporting this committee because it is dedicated to help elect candidates for office who are committed to help the earner. We must remind our membership that 50 cents of every dollar collected by COPE is sent back into the area from which it was collected for the purpose of helping in local elections. COPE is performing an essential task. It is vitally necessary that the membership of the Office Employees International Union get behind COPE and help to make 1956 its most successful year.

Contract With American Bridge Has Improvements

As a result of negotiations between Local 137, Elmira, N. Y., and the American Bridge Company, a subsidiary of U. S. Steel, the following improvements were gained in the local's collective bargaining agreement:

A 15 per cent wage increase to be spread out over three years as follows: 5.7 per cent this year, retroactive to August 3, 4.7 per cent in 1957 and 4.6 per cent the third year. Average weekly increases over the 3-year period approximate \$4.55, which is better than the Steelworkers obtained. Agreement was also obtained on an immediate reclassification system to correct inequities, which will be administered by a six-man committee, three from the union and three from the com-

pany. Standard bi-weekly salary rates for the lowest classification, which includes junior clerks and messengers, office boys, etc., will now be \$136.82 in 1956, \$143.25 in 1957 and \$149.84 in 1958, effective on July 1, 1957 and 1958. The previous rate for this group was \$129.44. Rate clerks, tabulating operators, etc., will now receive bi-weekly rates of \$175.99 in 1956, \$184.26 on July 1, 1957 and \$192.57 on July 1, 1958. The previous rate for this group was \$166.50. Timekeepers, stock clerks, etc., will now receive bi-weekly rates of \$189.22 for 1956, \$198.11 on July 1, 1957 and \$207.22 on July 1, 1958. All groups are shown as follows:

Job Group	Old Rate	Rate on 8/3/56	Rate on 7/1/57	Rate on 7/1/58
1	\$129.44	\$136.82	\$143.25	\$149.84
2	141.46	149.52	156.55	163.75
3	152.47	161.16	168.73	176.49
4	166.50	175.99	184.26	192.74
5	179.02	189.22	198.11	207.22
6	198.05	209.34	219.18	229.26
7	218.58	231.04	241.90	253.03

NOTE: These are bi-weekly rates.

Sick leave was agreed to as follows:

Length of Service	Maximum Sick Leave Salary Continuance
0 to 8 weeks	0
8 weeks but less than six months	2 weeks
6 months but less than one year	4 weeks
1 year but less than five years	8 weeks
5 years but less than ten years	12 weeks
10 years but less than fifteen years	16 weeks
15 years but less than twenty years	20 weeks
20 years and over	26 weeks

Other fringe benefits included life insurance benefits based on earned income and ranging from \$4,500 to \$7,000, one-half to be contributed by the employer; comprehensive Blue Cross and Blue Shield coverage, one-half to be contributed by the employer, which includes dependent coverage, as well as such additional coverage as increased surgical benefits, dental and oral surgery; no longer a restriction

on "in patient" requirement; continuance of present pension plan, and a "Thrift Plan" whereby employees may allocate 4 per cent of their earnings to purchase U. S. Steel common stock. The employer will match this contribution with a like amount of 4 per cent. Also negotiated was a shift differential of 8 cents on afternoon shifts, and 12 cents on evening shifts. The work week is spelled out as from Monday through Friday, with Saturday and Sunday as premium days. Good Friday was also obtained as an additional paid holiday.

Also in these negotiations the company agreed to a modified union shop whereas all present members must remain members in good standing as a condition of employment and all new members must join the union as a condition of employment.

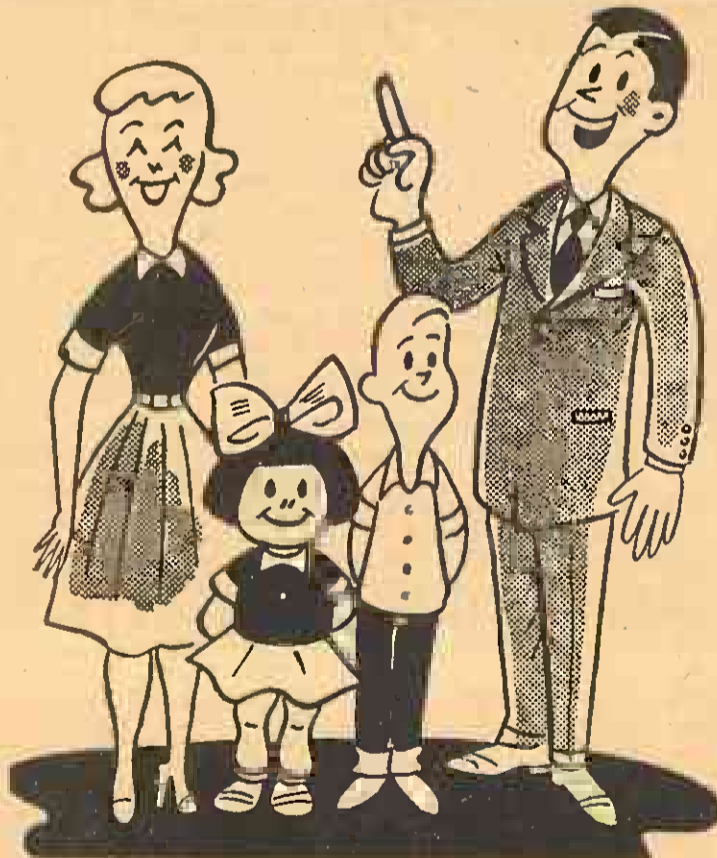
Organizer Manning points out that the negotiated wage increases reflect wages on the lowest job grade of \$20 every two weeks, or \$10 a week on the highest grade of \$45 every 2 weeks or \$22.50 per week. He believes the sick leave clause is superior to contracts negotiated for office employes by the Steelworkers, UAW, and any other of the unions now attempting to invade the white collar jurisdiction. "It is certainly a bigger wage increase than the Steelworkers were able to obtain with a strike" says Organizer Manning.

Dispute at Sandia Settled by AEC

During recent negotiations, Local 251 and the Sandia Corp., an atomic energy plant operator, reached a deadlock and took a strike vote. As is usual in such cases, the U. S. Mediation and Conciliation Service referred the dispute to the Atomic Energy Commission. The Commission then set up a panel to hear arguments from both sides and make a recommendation. This recommendation was accepted by both the company and the union.

Wages Boosted

The settlement provided for increases of from \$3.20 to \$5.20 per week. Along with the other improvements negotiated prior to submitting the dispute to the Atomic Energy Panel, these wage increases constituted a victory for the members of Local 251. Representative Frank Morton assisted in the negotiations and the preparation of the case before the Panel. Metal Trades Department Research Director Paul R. Hutchings presented to the Panel the case for the OEIU and also the Metal Trades case. In accepting the recommendation of the Panel, the membership expressed their thanks to Representative Morton for his assistance, and to Research Director Hutchings for his able presentation before the Panel.



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 a better America!**

We all want to vote for liberal, forward-looking candidates who believe in all the people, not in just the rich few.

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