An Attorney Asks—
Why Laws for Unions Only

Joseph E. Finley, OEIU General Counsel, in an address to the Cleveland Bar Association recently, discussed the need for laws to regulate the activities of labor unions. "These rules are so good for unions, why not for management?" he asked. Why not extend them to the National Association of Manufacturers, the American Medical Association, veterans groups and other organizations which have an impact on society, Finley inquired.

"If I know the labor movement," he warned, "you will soon hear cries for similar federal legislation." However, according to Finley, there have not been more exaggerated cries from unions already is that Secretary of Labor James Mitchell is "fair, reasonable and friendly." But a hostile Secretary could make life miserable for the labor movement with his broad new powers, Finley stated.

One-Sided Code
Senator McClellan, whose Rackets Committee created the atmosphere necessary to enact stringent labor legislation, did not consider it unfair to apply a special code to the internal functioning of labor unions.

"Unions," Counsel Finley stated, "exist and operate under laws and regulations adopted by the federal government in a unique manner and to an unusual degree. Once a Union has been certified by the

RESEARCH AIDE APPOINTED
President Coughlin announced
the appointment of Mr. Thomas D. Lilly to head up the Research Department of the Office Employees International Union.

Mr. Lilly is a graduate of the New York University Graduate School of Business Administration where he completed the majority of courses required toward a Master of Business Administration degree. He is a major in industrial relations.

His background includes
-... (text truncated for brevity)

A Model Constitution, Forum 62, is designed to cover all changes enacted at the last Convention of the Office Employees International Union and to comply with the Labor-Management Reporting and Disclosure Act of 1959, was recently forwarded to all Local Unions of the Office Employees International Union in the United States and Canada. In an accompanying letter, Canadian Local Unions were advised that certain terms and provisions dealing with the Labor-Management Reporting and Disclosure Act of 1959 will have no bearing on Canadian Local Unions. However, a separate letter to all Local Unions in the United States, it was pointed out that the New OEIU Local Constitution, if adopted, would meet the requirements of the new Act.

OEIU International officials General Counsel Finley and Associate Counsel Walter M. Colman worked in close cooperation in preparing this new guide Constitution.

Filing Requirements
All Local Unions in the United States adopting Model Local Constitution will be required to submit this form to the U.S. Department of Labor until they file LM-1 within 90 days of the conclusion of their current fiscal year. At that time, all Local Unions in the United States are required to submit any changes in Local Union Constitutions and the fiscal report.

Local Union officers having any questions regarding report- ing procedures or the new Model Constitution are invited to submit these questions to International President Howard Coughlin.

GHI Group Gains Fine Contract
New York, N.Y.: Staunch support by Group Health Insurance clerks behind the leadership of Local 153 has resulted in an exceptionally fine agreement. The agreement was reached in the face of an 8:00 a.m. strike deadline after a 13-hour deadlocked negotiating session that ended at 3:00 a.m. Then, almost at the zero hour, Group Health Insurance's management called the union to accept Local 153's final proposal. Our members ratified the following terms which substantially added to the many gains they have made at meetings of Local 153 employed at Group Health Insurance.

The agreement, which will run for a period of two years, provides for a $3.00 across-the-board increase in the first year and $3.00 across-the-board the second year. Sick leave allowances were improved for employees with less than one year of service and roadside benefits were gained for part-time employees.

Job security is guaranteed with provision made for training in the event of technological changes.

Promotional increases are to be effective from the first day of pro- portion. Previously a member had to pass the probationary period before receiving the promotional increase.

In addition to the substantial improvements mentioned, welfare gains were made. On the anniversary date of the contract, the employer is to provide and pay the full cost of the Blue Cross expanded 120 day full coverage. The employer also agreed to pay for Group Health Insurance Expanded Family Doctor Plan, plus dental, vision and ambulances riders ($250.00 deductible).

Secretary-Treasurer Ben J. Co- hain, Business Representative AI Adrain, Chief Steward Rita Gilmour, Ruth Ebling, Howard Roland, Ralph Backstrom, Victor Agass, Harry Ulrich, Michael Santangello, Robert W. M. Gerald, Julius Kuhl, and Anthony Munn finished the negotiations for Local 153.

Conference Meetings Scheduled
April 24-26 Erie Organizational Conference
April 30-May 1 Northwestern Organizational Conference
May 14-15 Southern Michigan Organizational Conference
May 14-15 New York Organizational Conference
May 21-22 Western Organizational Conference
May 21-22 Southeastern Organizational Conference

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APRIL, 1960

St. Paul, Minn.—OEIU Local 16 members along with other mem- bers of organized labor in Minnesota came to the aid of the striking members of the Packhouse Workers at the Wilson Company. Union members living in St. Paul and the surrounding communi- ties participated in a caravan, which consisted of automobiles, trucks and station wagons, to carry food, money and morale support to the strikers at the Wilson Company in Albert Lea, Minn.

Local 16's office in the常务副dered included in photo at left above, Donald Docheek, recording secretary; Arlen A. Arnold, president, and Carolene Bobay, treasuerer.

The long strike has since ended. The efforts of all union members who participated is certainly a credit to the organized labor movement in that area.
Undertakers Dislike Forand Bill

Opposition to the Forand Bill has cropped up in an unexpected place—a group of Indiana undertakers. Representative Aime J. Forand introduced into the Congressional Record a resolution by the Indiana Funeral Directors Association, urging defeat of his bill to provide medical care for the aged. Mr. Forand declared that he had expected the organized opposition of the American Medical Association, the National Association of Manufacturers, the United States Chamber of Commerce, and the insurance lobby, but said the morticians' action surprised him.

Said Representative Forand, "Could it be that the undertakers are opposed to good health?"

Altered Labor Department Figures Show Decrease in Joblessness

In accordance with figures introduced by the United States Department of Labor, unemployment declined by 218,000 as of January 31.

This report, which for the first time introduced revised and refined adjustment figures, showed that the figure seasonally-adjusted jobless rate moved down from January's 5.2 figure to the 4.8 figure in February. Seymour Wolfstein, Labor Department manpower expert, confirmed the fact that the February rate would have been 5 per cent and not 4.8 per cent as calculated by the old figures.

Screen Actors Strike

The strike of the Screen Actors Guild at seven of the right major studios in Hollywood, Calif., calls attention to the fact that these actors and actresses are all members of a Union.

The unorganized office and clerical workers who express themselves as being opposed to collective bargaining because of their mistaken claims that unionism eliminates individuality, can look for guidance to the Screen Actors Guild. The Guild's membership is composed of some of the most famous names in motion pictures and television.

It is interesting to note that these well-known personalities are not only members but are the leaders of the Union. They are fully aware that as individuals they can accomplish very little. Their united strength makes them a potent factor in their collective bargaining goals.

High Interest Rates

Leon H. Keyserling, former Chairman of President Truman's Council of Economic Advisers, stated that the "haves" are milking the "have-nots" in America to the tune of $4 billion a year because of the high interest rate policy of the Eisen- hower Administration.

Economist Keyserling said that the higher interest rates in effect since 1953 mean that the buyer of an $18,000 house pays $1,424 more in interest charges than he would have paid before the present Administration took office. Last the reader gets the idea that higher interest rates only affect home buyers, it is noteworthy that Keyserling pointed out that the government has already paid $5 billion more in interest charges to the National Debt since President Eisenhower went into office than it would have under the lower rates in effect before 1953.

When asked for an answer, Keyserling responded, "Reduce the interest rates immediately."

Toronto Organizing Drive Goes On

NLRB New Ruling on Contract Bar

Under the usual National Labor Relations Board contract bar rules, an agreement beyond two years would not bar a rival union from organizing at the plant. In recent case, however, the Board amended its policy to provide that the parties to a collective bargaining agreement can execute a withdrawal agreement in the form of a termination of the labor relations act to be bound for a specific period beyond the first two years. In that event, a union having been organized at the end of the second year, if such petition is not filed and an amendment is signed within the 60-day period prior to the end of the second year, the agreement will not be subject to content. However, if the parties sign a premature extension of the original agreement more than two years and the second year, such agreement extension of the contract and will not be a bar to an election. If the employers are obviously designed to delay the inevitable. According to these actions the employers have continually challenged the propriety of key classifications in the bargaining unit. The local union has recognized these maneuvers as a last ditch effort to thwart the organizational efforts of the United Steel Workers of America.

The union has countered with its own diligent efforts to see it is in a position to at the end of their collective bargaining rights. Though these efforts may prove costly at times, the union is certain that certification as bargaining agent will be based on the strength of the support of the employees.

Named to Staff

New York, N. Y.: The salaried weekly wage of $5.50 for bottle beer sold in taverns. The Labour Board has held that the increase should be effective for employees of Ballantine Brewery and Ale in Queens and Long Island since February 15. The increase is retroactive to December 13, 1958.

The Board's ruling relating to the increase will result in monthly wages ranging from $13 to $16 per week effective February 1, 1960. The Labour Board has held that the increase should be effective for employees of Ballantine Brewery and Ale in Queens and Long Island since February 15. The increase is retroactive to December 13, 1958.

The following settlements have been reported by Business Representative John Kincaid of the United Auto Workers-Miscellaneous Employees:

**Ballantine Brewery and Ale**

- Effective January 1, 1961, general wage increase of $3.00 per week and $5.00 per week increase for cur允许
- On-premises settlements will be on a base salary which re- quires employees to work a certain number of 15 sessions per month, per week and per year from the regular wage rate. In addition, package settlements will be on a base salary. The unions will be on a base salary. The unions will be at Associated Beer and Ale, and the National Beer and Ale.

**Beer Salesmen Rally New Pact**

- Effective February 1, 1961, company raises wages $3.00 per week and $5.00 per week increase for cur allow
- The present agreement provides an increase of $5.00 per week effective February 1, 1960.

Terms of new pact:

- Effective January 1, 1960, for $4 per week additional one year later.
- The new pact will be the employer's first contract with Local 29. It provides for an average of $17.33 per week and an additional $17.33 per week on July 1, 1970. 
- This firm operates from a half hour before 10 a.m. and one at a somewhat better benefit than the average of the unions. These settlements will be in effect for a period of five years. The negotiations committee consisted of Al Adkins, business representa- tive for the United Auto Workers, Frank Steward, Ralph Bell, and Ralph Wendell.

General Insurance: The new pact includes wage increase of $3.00 per week and $5.00 per week increase for cur allow

Lakehead Locals Plan Joint Organizing Drive

OEIU Local 81 in Fort William and Local 226 in Port Arthur, Ont., have outlined the prelimi- nary plans at a joint executive meeting to launch a full-scale or- ganizational campaign in the Lakehead area.

This campaign will be financed jointly by the two Local Unions along with the assistance of the International Union. Lakehead Locals Plan Joint Organizing Drive

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Trend in Automation

Smaller Computers Doing Bigger Job

In accordance with an article recently published in the "New York Times," major changes in automation and electronic computing were described at a meeting of the Institute of Radio Engineers.

One of the developments is a computer that can be made up of several hundred times smaller than available center-per-plate computers which have been estimated by one engineer that 2,500 electronic components that would occupy 200 cubic inches in a conventional computer could be molecularized into a solid chip four cubic inches in volume. Inside the chip, there would be no individual components, such as resistors, capacitors, inductors, vacuum tubes or transistors. There would only be a very small number of wires.

The duties of the "vitals" of any modern electronic circuit would include the inside solid block of material by intricately arranged groups of molecules. These solid state circuits are referred to as "Functional Electronic Blocks."

An indication of the impact these Functional Electronic Blocks will have on the electronics components industry was a note that the new devices would eliminate the require-ments for all individual components. It was estimated that the block would include too.

Older generations of vacuum tubes were old and electronic circuits were units that could be identified as "needless risk." An old school of thought that would have to be replaced by new concepts in every field of operation and over-all size and weight of a complex equipment.

Although production of this new type of unit is still several years away, a number of samples have already been turned out by the University of Illinois, the Naval Research Laboratory and Office of Naval Research contracts.

At the present time, we are most familiar with the conventional type of electronic data processing systems.

In the March edition of "White Collar," we described the operations in electronic data processing systems. In this article and succeeding articles, we will outline the job definitions and job requirements of the common positions required in the operations of conventional electronic data processing systems.

The following are the job definitions and job requirements for the classifications of Card-Tape-Converter Operator and Coding Clerk as published by the National Office of the United States Employment Service:

Card-Tape-Converter Operator

Job Definition: Operates a series of machines that automatically transcribe data from punch-cards to reels of magnetic tape, or a series of machines that perform the reverse operation, from reels of tape into punched cards by using electronic data-processing equipment: Wires plugboard, making circuit connections according to prepared diagrams, to print data in desired format. Mounts reels of tape on spindles and places stacks of punch-cards in position, using machines and starts machines. Observes operation of machines, and reports malfunction to Supervisor, Data Processing System. Marks identification on magnetized reels of tape or drawers of punched cards at end of run and maintains control sheet. May transcribe coded program instructions for electronic data processing operation onto magnetic tape, using electric type writer equipped with special keyboard (data typist). May operate high-speed printing machines that converts data, magnetically recorded on reels of tape, into printed record (High-Speed-Printer operator). May be designated according to machines operated, as Card-Board, Tabulating Tape-Machine Operator, Tape-to-Card-Converter Operator.

Job Requirements:
High school or equivalent education preferred. Experience in handling punched cards for and in operating electronic machines, such as sorters and collators, is desirable.

Coding Clerk

Job Definition: Converts items of information obtained from reports and records to codes for processing by automatic machines, using predetermined coding system. Records coded items in form for subsequent transfer to punch cards. May be designated according to trade name of computer system, as Coding Clerk, UNIVAC, IBM, BCD.

Job Requirements:
High school graduate or equivalent is preferred. Training in coding peculiar to system used is provided by company manufacturing computer. Six months experience in automatic data processing work is desirable.

Nine Good Reasons for the Forand Bill

At present time, the House Means and Ways Committee rejected the Forand Bill by a 17-8 vote. Ten Republicans and seven Democrats voted against the medical plan. All eight votes in favor were cast by Democrats. Rep. Forand said he planned to file a discharge petition that would force the committee to send his bill to the floor.

1. Most older persons would benefit from the Forand bill, which would pay the costs of 40 days of hospital care, additional skilled nursing care, and surgical benefits.
   A. Thirteen million men and women would get lifetime protection—those eligible for old-age benefits under social security. The railroad retirement board, the federal unemployment board, the federal workers retirement board could be included too.
   B. Old people not entitled to old-age benefits, if they have to turn to public assistance, would be helped indirectly. Since a smaller number would be forced to seek such aid, each one could be given more adequate assistance from the limited funds available to welfare agencies.

2. Young workers would also gain.
   A. Their aged parents would be protected at once—and they and their families would have similar protection on retirement or if the wage earner dies leaving young children.
   B. The most any employer-paid would have to contribute in the early years would be $1 a month or 23 cents a week (5% of earnings up to $4,800). For farmers and other self-employed people, the maximum contribution would be 35 cents a week.

3. Few persons over age 65 have or can afford good health insurance, protection through any other means.
   A. Only 2 out of 5 have any such protection according to the latest government figures.
   B. Much of that is inadequate. It can be cancelled, it has lifetime coming, it is very costly.
   C. The best-known policies cost $6.50 or $8.50 a month per person and pay only part, perhaps not even half, of hospital costs for up to only 31 days.

4. Claims that voluntary insurance will grow rapidly are unseemly propagandists.
   A. No figures have been released to support assertions that special policies for the aged are selling well.
   B. Claims that a much higher proportion of older people will be covered in five years have no substantiation. They (1) include almost worthless policies. Old-aged policies since 1957, still unapproached; (2) disregard serious obstacles to continued production and growth.

5. The Forand bill would strengthen welfare agencies, hospitals and Blue Cross.
   A. It would relieve them of the high-cost load of the aged. Many hospitals have large and growing deficits. Blue Cross keeps raising rates, partly because it includes retired people without charging them more, thereby reducing the community rate. As a result, Blue Cross is increasingly threatened by competition from commercial insurance.
   B. Public welfare agencies now spend $300 million a year for health care for the aged. In many communities a large part of all old-age assistance costs are for medical care, which is an ever-growing burden.
   C. A dependable system of financing health costs of the aged, such as the Forand Bill, would be provided through the same social security system which supports these community agencies and extend their services. High-quality, skilled nursing homes would be assured of records. A speedy return to independence and home care could be assured.

6. The cost would be moderate.
   A. The cost would be only about $1 billion the first year, according to the Secretary of Health, Education, and Welfare. The higher estimates used by the insurance industry and its doctors allies reflect the expensive practices of commercial insurance and is highly exaggerated, as a government report shows (Hospitalization Insurance for FASDI Beneficiaries, page 85).

7. The new benefits can be financed on a normal basis, through the social security payroll tax, but without endangering present cash benefits. Even the long range cost estimate of the Secretary of Health, Education, and Welfare is only 6% of 1% of taxable payrolls. Insurance through the social security system is a safe, reliable way to pay the benefits, and people who have retired would not have to pay anything.

8. The Forand bill follows our established patterns for paying the costs of health care.
   A. It does not involve "political medicine" or "socialized medicine" as some disillusioned political activists claim. They used an unreflected, unqualified label against medical care for dependents of servicemen, veterans' compensation, Blue Cross and Blue Shield plans, disability benefits, federal grants to local health agencies, and many other worthy programs.

9. The well-known and conservative Washington Post supports the Forand bill approach in an editorial of February 20, 1960, which reads in part:

   "That the American Medical Association would use its usual doctrinaire opposition to this proposal was as much to be expected as a bill from a doctor after a visit to his office. Senator McNamara has observed that the AMA had 'nothing to offer but bared teeth.' This is not, by the widest flight of the most nebulous fancy, 'socialized medicine' or 'political medicine.' It is simply a system, if the AMA could not win its causes enough to realize it, which, like Blue Cross or Group Hospitalization or any other insurance program, would enable a patient to go to the doctor and the hospital of his choice and pay the bills resulting from the care he needs in old age. It would help doctors, hospitals and medicine in general, but it would make American men and women to retire in their old age with more security and self-respect."

B. The bill would protect the public from excessive charges by the small minority of doctors, hospitals and nursing homes who let business practices stand in the way of medical services.

C. The bill would make government the task of working with the small minority of people who make up this group. There are already programs in New York and other areas to this end.

D. People most familiar with social security operations and the health needs of the aged support the approach of the Forand Bill.

A. Among them are the American Public Welfare Association, American Nurses' Association, and the National Association of Social Workers, also the Social Security Administration Arthur Ahlme and Charles J. Schottland.

Please forward letters to your Congressman in care of the House Office Building, Room 22, C. He needs the help of every possible to secure enactment of the Forand bill.
from the desk of the

PRESIDENT

HOWARD COUGHLIN

Forand Bill Fills Need

WITH the possible exception of Civil Rights, the most important piece of legislation before the Congress of the United States is a bill introduced by Representative Anne J. Forand, designed to expand the Social Security program to provide 60 days of hospitalization, specialized nursing care and surgical benefits to persons eligible for old age and survivor insurance benefits.

This bill would strike directly at one of the most pressing problems of our day. Thirteen million men and women would gain lifetime protection under the Forand Bill if enacted into legislation. This would be increased if railroad retirement beneficiaries were included. With the ever-increasing number of people living beyond the age of 65, it has been found that greater numbers are forced to seek aid and public assistance due to the elimination of their savings because of the cost of hospitalization, surgical and medical care.

According to the latest government figures, only two out of five persons over the age of 65 have any protection whatsoever, and in most cases, much of this insurance is inadequate. In some cases it is cancellable. In most cases, it is very costly.

The Forand Bill, if passed, would relieve the aged of the high cost of hospitalization, surgical and nursing care. Actually it would be a boon to Blue Cross and the medical profession. It would help younger workers who are forced, in numerous instances, to pay the cost of hospitalization for their dependent aged parents and relatives. The most any workers would have to pay under the provisions of the bill would be approximately $25 a week providing such individual earned $4,800 a year or more. The bill provides for 0.4 of 1 per cent increase in Social Security payments both by the employer and the worker.

It was anticipated that the National Association of Manufacturers, the Chambers of Commerce and the commercial insurance companies would oppose this legislation. The National Association of Manufacturers and the Chambers of Commerce have opposed every social gain ever enacted into law in the United States. In the last 30 years, they have opposed unemployment insurance, Social Security, minimum wages and any improvement thereto. The American Medical Association opposed the bill as socialized medicine.

There is nothing in the bill that remotely resembles socialized medicine. The AMA appears to see "socialized medicine" around every corner.

Proponents of the legislation felt that they had gained the assistance of Secretary of Health, Education and Welfare Arthur S. Flemming. Mr. Flemming had long since indicated his sympathy for the plight of America's aged who needed and could not afford medical care. However, the proponents of the bill did not reckon with the opposition of President Eisenhower who pressured Secretary Flemming into a change of attitude. Mr. Flemming testified before the House Ways and Means Committee that the Administration needed more time to study the subject before determining what action, if any, was required.

AFL-CIO President George Meany stated that he was shocked at the Administration's admission that it had no proposal for alleviating the plight of America's aged. Mr. Meany said "at this moment in history the Administration ought to be thinking of the problems of people, not the profits of insurance companies." Mr. Meany was particularly surprised to note that the Administration required more time to study the matter. He stated that the Department of Health, Education and Welfare had been studying proposals since August of 1957.

In answering claims that private insurance companies are doing the job, Mr. Meany quoted Dr. Basil C. MacLean, incoming president of the National Blue Cross Association, a veteran physician, hospital administrator and leader of voluntary health insurance programs. Dr. MacLean candidly admitted the fact that "the costs of care of the aged cannot be met, until by mechanism of insurance or prepayment as they exist today."

Again, it is necessary for the AFL-CIO to take the lead in support of a health plan for the aged that is more needed today than ever before in our history. The plight of these people will not get better, it must get worse unless the Forand Bill or a similar piece of legislation is introduced.

Members of organized labor should convey their feelings in letters to their respective Congressmen, in care of the House Office Building, Washington, D. C.

Borden Workers Gain Improvements

New York, N. Y.: A new two-year agreement was ratified by members of Local 153 at Borden's Farm Products calling for the following improvements:

1. Effective January 23, 1960, a $5.00 general wage increase for the first year, and a $3.00 general wage increase for the second year effective January 23, 1961.

2. Group Health Dental Insurance coverage.

3. Pro-rata vacation as of January 1 of any year in the event of termination.

4. Recall privileges increased to two years in the event of lay-off.

5. Pro-rata benefits for part-time and temporary employees.

6. Check-off of initiation fees.

7. Double time for work on seventh consecutive day.

The new minimum starting rate at Borden's Farm Products is a follows:

January 22, 1960: Starting rate $74.20, after three months $75.20, after six months $78.20.

January 22, 1961: $77.20, $79.20, $81.20.

This contract was negotiated by Business representative Al Addo, Nat Dienen, chief steward; Wini Moth, Ralph Melillo, and George Stevens.

Improvements Won by Mailing Group

New York, N. Y.: A three-year contract has been agreed to between Local Union 153 and Para- gene Mailing Service which provides for a $5.00 across-the-board increase in the first year of the contract, $3.00 in the second year, and $2.00 plus Blue Cross coverage in the third year. In addition, the agreement provides for a wage re-opening in the third year of the contract.

This agreement was reached after a two-week strike at Paragon which was caused by the adamant refusal of the employer to make a satisfactory offer to the members.

The new contract will make union membership mandatory for all part-time workers employed for more than 15 hours per week.

Supervisory personnel will not in the future, do any of the work of union members.

In addition to their usual morning coffee break, Local 153 members will now have an afternoon coffee break during the summer months.

The contract was negotiated by Business Representative Joseph Powell; Eva Patten, chief shop steward; Betty Avery, assistant chief shop steward, and Cyril Owens, committee member.

BORDEN BILL

FORAND BILL

"I Sure Could Use a Push"

Attend Your Local Meetings


John Cahill, president of OEU Local 2 in Washington, D.C., announced the appointment of Philip J. Daugherty as an addition to the staff of that Local Union, effective March 7, 1960. Mr. Daugherty will head up the organizing activities of Local 2. His previous experience was with the United Steelworkers of America and the American Federation of State, County and Municipal Employees.

The addition of Brother Daugherty to the staff brings the number of field staff representatives in that Local Union to a total of three.

See the AFL-CIO Union Industries Show in
Washington, D. C.
May 6-11, 1960