



# WHITE

# COLLAR

Official Publication of the



Office Employees International Union



## Coughlin at AFL-CIO Convention



In an address to the AFL-CIO Convention at Miami Beach, Fla., OEIU President Howard Coughlin directed the delegates' attention to the specific problem of the effects of automation on white collar workers.

## New Disputes Plan Passed at AFL-CIO Convention

At the recent AFL-CIO Convention, at which President Howard Coughlin, Secretary-Treasurer J. Howard Hicks and Vice President J. O. Bloodworth represented the OEIU, a new Disputes Plan which provides for final and binding arbitration was passed after an all-night meeting of the Executive Council.

The Plan provides for the establishment of a mediation panel composed of persons from within the labor movement. The members of the Panel will serve at the pleasure of the President of the AFL-CIO. The Panel of Mediators will not be limited to members of the Executive Council. President George Meany assured the Convention that such Panel will be representative of men of experience within the movement.

In the event that the Panel is unable to resolve an existing dispute, the matter shall be forwarded to an impartial umpire also to be selected by the President of the AFL-CIO with the approval of the Executive Council.

After a determination made by the impartial arbiter after a hearing, it is expected that the parties involved will agree to such determination. However,

if an appeal is filed from the determination of the umpire within five days, such appeal shall be referred by the President of the AFL-CIO to a subcommittee of the Executive Council.

The subcommittee may disallow the appeal in which event the determination of the umpire shall be final and binding. The subcommittee, how-

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## Per Capita Tax To AFL-CIO Up

The recent AFL-CIO Convention increased the existing monthly per capita tax paid by National and International Unions from 5 cents to 7 cents per month.

In presenting the Committee's report, it was stated that the increased revenue was needed for the AFL-CIO to meet its commitments to such organizations as the ICFU and to expand its organizing and legislative activities in addition to meeting the increase in normal operating costs.

## \$12.50 Increase At Fort Worth

The membership of Local 277, Fort Worth, Texas, employed by the Southwest Union Life Insurance Company are the recipients of a \$12.50 monthly general increase according to the terms of a new one year contract.

Employees will now receive a \$10 increase after their 30 day probationary period and an additional \$10 monthly increase every 90 days until the maximum is reached. Employees are now guaranteed a \$20 monthly increase when promoted to a higher classification.

Newly added to this renewal agreement are a technological change clause, an agency shop clause, and a prohibition against subcontracting work outside the bargaining unit. An additional \$10 per day coverage to the Hospital Room Benefit coverage was also included.

The negotiating committee of the Union was made up of Tennie Mark Orr, Shop Steward, J. B. Moss, Business Representative, and Frank E. Morton, International Vice President.

## Board Considers Heavy Agenda in Miami Beach

The Executive Board of the Office Employees International Union met at the Carillon Hotel on November 30 through December 5, 1961, just prior to the Convention of the AFL-CIO.

Highlights of the Executive Board meeting included:

- A discussion of the increasing problems posed by manpower agencies and their infringement on collective bargaining policies.

The Executive Board instructed General Counsel Joseph Finley to study this problem and advise President Coughlin on ways and means of checking these practices. The Board felt that the use of manpower agencies should be either eliminated or provisions made wherein these employees become subject to existing OEIU collective bargaining agreements.

- The Executive Board charged the OEIU Civil Rights Committee, consisting of Vice President Edward Springman and Secretary-Treasurer J. Howard Hicks, with the responsibility of insuring the fact that discrimination of any kind is not countenanced in OEIU Local Unions.

The Executive Board also instructed the Committee to work with the AFL-CIO and the CLC in promoting non-discriminatory practices throughout the United States and Canada.

- The Board instructed

General Counsel Joseph Finley to recommend all necessary changes in the Constitution of the OEIU for purposes of eliminating the possibility of our various organizational conferences being considered as labor organizations under the Landrum-Griffin Act.

The Board, noting the success of the Organizational Conference program, wherein information of an educational nature is supplied regularly to OEIU Local Unions throughout the United States and Canada, desires to do everything possible to improve this program without being restricted under the terms of the Landrum-Griffin Act.

- The Board recommended that a strike fund proposal be submitted to the coming Convention in Kansas City.

- The Board approved five mergers of OEIU Local Unions in the United States and Canada.

Helen Wise, recently appointed Vice President, was administered the Oath of Obligation immediately after the Executive Board meeting convened on November 30.

## Executive Board Members as They Met in Miami



The OEIU Board interrupted a busy session in Miami Beach to smile pleasantly for the photographer. Seated from left are Vice Presidents Springman, Juliano, Wise, Secretary-Treasurer Hicks, President Coughlin, Director of Organization Douglas, Vice Presidents Corum and Beaupre. Standing are Vice Presidents Hilliker, Kinnick, Wallace, Firth, Morton, Bloodworth and Lowe.



## WHITE COLLAR

official Organ of  
OFFICE EMPLOYEES INTERNATIONAL UNION  
affiliated with the AFL-CIO

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## Buffalo Local Signs Two Contracts With Rem Rand

Buffalo Local 212 has come to agreement with the Remington Rand Division of the Sperry Rand Corporation with the signing of two contracts, covering the clerical employees of the company employed at its location in Buffalo, N. Y., and Tonawanda, N. Y.

An 18-month agreement covering the 400 employees in Buffalo provides for a general wage increase effective October 16 of \$2.00 to \$4.00 per week plus a 2½-cent hourly increase as a result of re-evaluation of all existing job classifications.

Extensive improvements were also achieved in the vacation, overtime, seniority, and grievance procedure provisions. Hospital and surgical benefits were also liberalized.

Representing Local 212 in these negotiations were Emil Steck, Business Representative, William Fuller, Charlotte Bachman, Ruth Cope and Evelyn Hallowood.

The agreement for the Tonawanda location covers 125 employees and is for a period of 30 months.

Wages in the Tonawanda contract were increased 5 cents to 9 cents as of October 9, 1961 and an additional 5 cents to 9 cents effective January 7, 1963. A 10 cent per hour differential was also negotiated. Employees will now be guaranteed 4 hours "call-in" pay.

Other negotiated improvements included a modified Union Shop, a more liberal vacation schedule, increased welfare insurance benefits, and an improved grievance procedure.

Business Representative Emil Steck led a negotiating committee composed of La Verne Luther, Ellen Steingasser, Jean Dugas, Flora Hoffman, Eugene Fulmines and Gerard Robson.

### Oakland Signing

Local 29, Oakland, Calif., has settled contracts with the Payless Drug Stores and Vallejo General Hospital.

An average increase of \$17.50 per month was gained for the twenty members working for Payless Drug Stores. Assisting the Local 29 staff negotiators in meetings with the company were Shirley Barthman and Leah Doyle.

A 20-month contract was reached with the Vallejo General Hospital granting increases of \$10 per month on October 1, 1961, and \$10 per month on June 1, 1962. The contract expires on June 1, 1963.

## OEIU Contributes to Eleanor Roosevelt Cancer Foundation

The OEIU, AFL-CIO, thus far has contributed more than \$2,000 to the Eleanor Roosevelt Cancer Foundation. The money has been forwarded to the AFL-CIO which has initiated a program designed to raise one million dollars.

Checks in the amount of \$680,000 were presented to Mrs. Roosevelt on the occasion of her 77th birthday during the recent AFL-CIO Convention.

Many unions, including the OEIU, are continuing this drive in order to raise the full quota of 10 cents per member.

## Keystone Coat Ruling Upset

By a 3 to 2 vote, the NLRB has decided to over-rule the Keystone Coat Case. Under the Keystone rule, any contract failing to conform precisely with the union security clause limitations of the NLRB would not act as a bar to a representation petition and election.

Under the over-ruled Keystone rule, a contract containing an invalid Union security clause could not act as a bar to a representation election to oust a certified Union even though the invalidity was due to some ambiguity in the security clause and was not intended by the parties to be illegally enforced.

By virtue of the Board's overruling the Keystone case an invalid Union security clause will fail to act as a contract bar to a representation election only where the invalidity appears clearly on its face, or where it has been declared illegal in an unfair labor practice proceeding.

The majority based its decision on recent Supreme Court rulings which indicated a disfavor with any Board rulings reflecting a presumption of illegality.

Unlawful union security clauses which would still not act as a contract bar include clauses requiring an employer to give preference to Union members in hiring, firing, or for seniority purposes, failure to give new employees a 30-day grace period of non-membership employment, and requiring payment of money other than for dues and initiations as a condition of employment.

Pass this copy of "White Collar" to an unorganized office worker.

# Decertification Attempt Flops

In response to a management attempt to have the OEIU decertified as collective bargaining agent, the clerical employees of the American Export Lines sounded a loud and clear vote of confidence in their OEIU representation.

Office employees in the lines' New York and Hoboken offices reaffirmed their desire to be represented by the OEIU in an NLRB election. The election was handily won by Local 153, by over a 2 to 1 margin, a substantially wider margin than the original vote which resulted in Local 153 being certified by the NLRB in 1960.

The significance of this election extended far beyond the

maritime industry, which gave its close attention, and the immediate New York area. It was apparent that the A. E. L. management had instigated this decertification attempt and was prepared to stop at nothing to oust the OEIU from its largest maritime membership unit. The attempt was a dismal flop.

The company exploited every advantage granted employers under current NLRB election procedures. It promised bigger and better benefits if the OEIU was defeated. The job security and promotions from within, guaranteed these employees in their hard-won first contract, would be continued, according to the employer, if the OEIU was turned down.

The A. E. L. employees and their Union met the challenge. Under the leadership of Business Representative John Kelly and assisted by International Representative Joseph Powell, Local 153 rallied the Export Line clericals in a campaign to save their Union. They were eminently successful, as demonstrated by the NLRB vote.

A Bargaining Committee has now instituted negotiations for a new OEIU contract to register new benefits and protection. Committee members include Chief Shop Steward Arnold den Hoed and Shop Steward Joan Schreiber, George Benick, Joseph Sabella, James Curtiss, Donald Buehn, Leo Rinaldi and Daniel Chominsky.

## Fact-Gathering Essential:

### Formulating Sensible Demands

Collective bargaining in recent years has increasingly become centered around basic economic arguments. Economic fact-gathering is now essential in formulating sensible demands, making a factual presentation in bargaining, evaluating company proposals, and building membership support.

Negotiators should be familiar with fundamental economic facts on which to support their demands and to rebut company arguments. The information gathered need not be extensive or formal. In fact, negotiators unskilled in economics should avoid becoming bogged down in purely technical economic debates.

Data should be carefully selected according to its usefulness in bolstering the Union position. With respect to both Union and management information, negotiators should question the date of the information, whether it is representative or specially selected, whom does it cover, what is left out, is it relevant, etc., in order to test the validity of the data.

Wage statistics are among the more important basic types of information with which the Union representatives should be equipped. This would include knowledge of settlements by other OEIU Local Unions, the results of settlements with other Unions in the same industry or area. This type of information is readily available in articles published in WHITE COLLAR, OEIU Local newspapers and bulletins, other AFL-CIO/CLC newspapers, or even the local daily press. Helpful wage settlement information may also be obtained from trade journals or publications of the industry concerned. Additional wage settlements reported by OEIU Local Unions or in government and various research publications are available through the OEIU Research Department. Research Department assistance is available by addressing the International Office directly or through an OEIU International Representative.

In addition to wage settlements, the prevailing level of wages for similar work in other locations of the same company, within the same industry in other areas, or area rates also provide persuasive economic data. Average wages being paid in particular areas and industries are published by the United States and Canadian Labor Departments, and are furnished to Local Unions by the OEIU International Office. Additional information con-

cerning prevailing wages from private sources and compilations of wages under OEIU contracts in particular industries are also available through the OEIU Research Department. In using various government wage surveys, it should be borne in mind that they include non-unionized companies and therefore generally are an understatement of wages in unionized companies and therefore generally are an understatement of wages in unionized companies.

Though generally not discussed in detail, except in negotiations with the larger employers, the general state of the national economy affects negotiations as the background against which collective bargaining takes place. For this reason, there should be some cognizance of the trend of business activity, consumer purchasing, unemployment figures, and industry prospects. These topics are regularly covered by national labor newspapers such as the AFL-CIO News and the CLC Canadian Labour.

Change in the cost-of-living is another type of economic information considered in negotiations. It has not been a very significant factor in the last couple of years dur-

ing which the cost of living has been rising only negligibly. To restore "lost wages," it is necessary to raise wages by an amount at least equal to the rise in the cost-of-living, e.g., if the cost-of-living increased 5 per cent each \$1.00 in wages must be increased to \$1.05 to restore "lost" buying power. An additional wage increase would be required to provide a "real" increase.

Changes in the cost-of-living are measured by the Consumer Price Index and published monthly by the United States and Canadian Labor Departments. These changes are widely published by local newspapers and government publications.

Estimates of how much income is required to support a family are provided by the U. S. Department of Labor's "City Workers Family Budget." The results of this survey were published in the October 1960 issue of WHITE COLLAR. An average annual income of \$6,130 was required to maintain a "modest but adequate" standard of living for a family of four at 1959 prices.

Another widely used estimate is the Heller Budget published by the

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## Stronger Civil Rights Program Adopted by AFL-CIO Convention

A strong civil rights resolution which strengthened machinery for the enforcement of the AFL-CIO anti-discrimination policy was adopted unanimously at the Federation's Fourth Constitutional Convention.

President Meany described the resolution as "the most comprehensive on this subject ever presented to any convention I have ever attended."

Vice President A. Philip Randolph, who is also president of the Brotherhood of Sleeping Car Porters, termed it "the best resolution on civil rights that the AFL-CIO has ever adopted."

Among other things the new civil rights plan called for affiliates to:

- Eliminate any remaining segregation of local union membership on the basis of race or color. "Segregation is discrimination," the resolution declared. "Just as we cannot accept the maintenance of separate but equal schools, so we refuse to countenance the existence of separate but equal unions in the ranks of our movement."
- Make sure their contracts do

not permit separate lines of seniority on the basis of race, religion or national origin, and that equal opportunities on the job are guaranteed for all workers.

- Make a special effort to write into contracts non-discrimination clauses covering hiring, promotion and conditions of employment.

- Take the initiative in expanding apprenticeship and training opportunities for all workers and in insuring that qualified applicants are accepted without regard to race, creed, color or national origin.

- Cooperate with the President's Committee on Equal Opportunity in effecting compliance with the President's executive order banning discrimination in federal employment and under federal contracts.

The resolution also outlines procedures to be followed in investigating complaints of discrimination, seeking voluntary compliance with the cooperation of the affiliate involved, and referral of unresolved complaints to the AFL-CIO Executive Council for appropriate action.





# CANADIAN FILE

## Insurance Employees Union Of Saskatchewan Joins OEIU

Three hundred and seventy-five members of the Saskatchewan Insurance Employees' Union, chartered by the Canadian Labour Congress, have voted to transfer to the Office Employees International Union. Vice President William A. Lowe reports that the favourable decision to transfer was largely the result of the interest, cooperation and assistance extended by the Executive Officers of the Saskatchewan Insurance Employees' Union.

The Executive Officers are Harry Van Eyck, president; William Turner, secretary-treasurer; Carl Laufer, first vice president; Ed Heinrich, second vice president; Alice Parent, recording secretary, and Armand La Chance, sergeant-at-arms. The trustees are Joe Lang, George Williams and Max Riplinger.

Permission to contact the members of the Saskatchewan Insurance Employees' Union for the purpose of discussing a transfer to the OEIU was given by the Canadian

Labour Congress on July 17, 1961. Several meetings were held by Vice President Lowe with the executive officers and shop stewards of the Saskatchewan Insurance Employees' Union for the purpose of fully discussing the reasons for transfer and the advantages to be gained.

Representatives of the Canadian Labour Congress, Jack Evans and Ray Sedgwick, were most helpful and, as required by Congress policy, supervised the secret ballot voting at Regina, Moose Jaw, Saskatoon, Prince Albert and North Battleford, all cities being in the Province of Saskatchewan.

The final result of the vote was 90 per cent in favour of transfer. It was pointed out to the members that they would still retain their affiliation with the Canadian Labour Congress with the per capita tax being paid by the OEIU.

The interest of this group is demonstrated by the fact that President Harry Van Eyck, Secretary-Treasurer William Turner and Vice President Carl Laufer, accompanied by Vice President Lowe, held a meeting with the members in Moose Jaw on Sunday, November 26, and on Monday travelled 300 miles to Prince Albert where a meeting was held in the late afternoon. After this meeting they travelled 140 miles to North Battleford for the purpose of holding a further meeting with the members in that city.

The keen interest of the members is shown by the fact that, although the meeting in North Battleford did not start until 9:30 p. m., 21 of the 23 members were present and remained until approximately 12 o'clock for the purpose of discussing the transfer and voting on it.

In Canada there are 31,000 white collar workers employed by insurance companies and less than one per cent are union members. The Saskatchewan Insurance Em-

(Continued on page 4)

## CLC Executive and OEIU Officers



Canadian Labour Congress Executive Vice President William Dodge is pictured above in a meeting with OEIU President Howard Coughlin and Secretary-Treasurer J. Howard Hicks at the recent AFL-CIO Convention. Time was found for a discussion of OEIU activities in Canada including a drive to increase our ranks in Saskatchewan.

## "Guiding Rules" Offered by Dodge To Cement Ties With U.S. Labor

Generally speaking, Canadian union members have a deep sense of loyalty toward their International unions, said Executive Vice President William Dodge of the Canadian Labour Congress in his address to the AFL-CIO convention in Miami Beach last month.

"In administrative, financial and constitutional matters, the Canadian member take their place beside all other members on a basis of equal recognition of their rights and responsibilities," Vice President Dodge went on.

The Canadian system of government is not like that of the United States, he noted, and for that reason Canadian union members "must work out a policy on political action suited to the Canadian parliamentary system."

Brother Dodge then offered "with great respect" a few guiding rules to cement the already close relationship between U. S. and Canadian labor. They were:

"1. Union constitutions which restrict the freedom of Canadian members of international unions to support political policies geared to Canadian conditions should be amended as soon as possible.

"2. Don't treat Canadians as if they were Texans or New Yorkers. Canada is an independent nation and Canadians are very determined not to be regarded as if they were citizens of a 51st state.

"3. Give your Canadian members adequate service and you will reap a rich return in loyalty. The most common complaint we hear at Congress headquarters is poor service to the members, mostly directed at a small minority of unions with very few members in Canada.

"4. Give Canadian affairs adequate coverage in your union publications. If you are short of Canadian news items of interest to Canadian labour, get in touch with us and we will see that you get a continuous supply.

"5. Don't expect Canadians to reflect American viewpoints in international affairs, the problems of international trade, domestic economic policy and political action. Canadians are developing a strong sense of independence in these matters, an independence which applies equally to British and any other outside influences.

"We have not always seen eye to eye on all matters, and we probably never shall. But we are working towards the same objectives and are motivated by the same ideals, the historic objectives and ideals of the labour movement since its very beginning, and we are therefore friends as well as neighbours, sharing the burden on this continent of the universal task of the trade union movement, the building of a better world of peace, plenty and freedom for all peoples."

## Contract Provides For Retraining

A technological change clause providing for retraining of present employees rather than hiring new employees has been included in an 18 month agreement just negotiated between Local 15, Vancouver, B. C., and the Westminster Paper Company.

The management further agreed to make every reasonable effort to relocate employees displaced by any change in methods of operation.

Wage increases ranged from \$20 to \$55 per month, plus increases of \$5 to \$8 per month upon reaching the maximum.

### Better Vacations

Other benefits gained in this new contract are 3 weeks' vacation after 5 years of service and 4 weeks' after 20 years; nine paid holidays and 13 weeks' paid sick leave.

Negotiators for Local 15 were Pat Landsley, Edna Karliner, Helen Paton, Arlene Collins, and Maureen Lyle with assistance from International Vice President William A. Lowe.

### Kenogami Results

Elections held on November 14th resulted in the following slate of officers for Local 272, Kenogami, Quebec: President, J. Leo Bourgeois; Secretary-Treasurer, S. R. Domingue and Vice Presidents: A. Gilbert Tremblay, Maurice Cote, Claude Harvey, and Carmen Tremblay.

### \$9 Increase

Employees of the St. Lawrence Corporation, paper manufacturers, have negotiated a one year agreement calling for a general increase of \$9 per month retroactive to May 1, 1961. They are members of Local 350, Dolbeau, Quebec.

The agreement also provides for a new wage scale with automatic progression from minimum to standard rate in four equal steps of six months. The company contribution to the employees' welfare plan was also improved.

## Elected



Roger Jeanneau, recently elected president of the Canadian Organizational Conference and vice president of Local 57, Montreal, Quebec. Brother Jeanneau is an employee of the Continental Can Company of Canada and has been active in several OEIU organizational campaigns.

## Employers React



"That's all they ever think about . . . money."

The above cartoon appeared in the Vancouver Sun in the course of an organizational campaign conducted by the OEIU among bank employees in Vancouver, B. C.



from the desk  
of the

**PRESIDENT**

HOWARD COUGHLIN



## An Exchange of Ideas

Your President was asked by AFL-CIO President George Meany to attend a two-day conference in Brussels, sponsored by the International Confederation of Free Trade Unions. This conference, the first of its kind called by the ICFTU in 10 years dealt with the problems of white collar workers.

Prior to these sessions, I was asked to prepare in advance of the conference a statement dealing with "Trends In Non-Manual Employment and Their Social Effects." When the conference was organized on November 3rd in Brussels, your President was chosen as Vice President of the conference and asked to act as Rapporteur for the program dealing with the subject matter of the statement I prepared.

It is interesting to note that approximately 150 delegates, representing the free trade union movement of the world were unanimous in their opinion that certain distinct differences existed between white collar workers and blue collar workers. This unanimity of opinion was particularly important because delegates in attendance were representative of white collar unions, such as the OEIU, and also industrial unions which organized white collar workers.

The conference emphasized the fact that great efforts still had to be made to organize white collar workers. In accomplishing this task, it was stated that special attention would have to be given to the increasing proportion of women in the total white collar work force.

A large number of delegates called for a different approach in the recruitment of white collar workers into trade unions. Most of us felt that the old methods which were used successfully to organize large numbers of manual workers are not successful in white collar campaigns.

It is noteworthy that those unions which are most successful in the white collar field are pure white collar unions. For example, the TCO in Sweden, a white collar union, is one of the largest unions of that nation. It will be remembered that more than 90% of the white collar workers in Sweden are organized. DAG in Germany, also a pure white collar union, is almost as large as DGB which is the general federation of labor in Germany.

### TUC Views

Delegates representing the Trade Union Congress of Great Britain stated that the need for white collar unions in certain service industries was recognized and is imperative. They went further and said that while certain industrial unions in mining and production industries organized clerical workers, the Trade Union Congress of Great Britain recognized the need for co-operation between all white collar workers and provide for yearly meetings of representatives of all of these groups, thereby stressing the particular differences which exist between non-manual workers and manuals.

The growth of white collar organization in the developing countries is particularly noteworthy. While these organizations are relatively small, we must give attention to the need for assistance to these new unions.

The underdeveloped countries and those in the process of development will not undergo the era of mass production which typified the history of the United States and Canada. These nations, with the assistance of the free world, will have the advantages of an automated society and thus will immediately produce a large non-manual population which must be organized into free trade unions.

This task must be accomplished, first, in order to insure the fact that those goods produced by these workers do not compete successfully against the rest of the world because of low wages and, secondly, that these workers do not fall into the hands of the Communists who are seeking to train and guide them.

The International Confederation of Commercial, Clerical and Technical Employees, of which the OEIU is an affiliate, is sending its General Secretary to Africa for purposes of gaining the affiliation of non-manual unions.

The International Confederation of Free Trade Unions is doing its utmost to insure the growth of free trade unionism in Africa, Asia and Latin America.

## CANADIAN FILE . . . . . (Continued from preceding page)

### Local Fights for Bargaining Rights

On August 1, 1961, the British Columbia legislature passed a special act called the "Power Development Act," wherein the government expropriated the B. C. Electric Company.

This Act stipulates that the B. C. Electric Company is now a Crown Agency. Generally speaking, Crown agencies such as the Bridge and Toll Authority, the Liquor Commission and government-owned railroads are not bound by the Labour Relations Act. The net result, therefore, of the expropriation act has been the deprivation of bargaining rights under the law for 5,000 unionized employees of B. C. Electric covered by labour agreements with various existing labour organizations.

In addition, the new government management announced that as of September 1, certain fringe benefits would be concluded. Immediately thereafter, representatives of a joint council of unions, led by Bill Swanson, Business Manager of Local 378, met with management and pointed out that these fringe benefits were part of the existing contracts and that the unions would not tolerate the abridgement of these agreements.

The government management reconsidered and announced that the fringe benefits would remain in effect until the expiration date of the collective bargaining agreements and that thereafter such benefits would be cancelled. The loss of some of these fringe benefits would have affected retiring employees pensioned on or after December 1, 1961.

The unions are sticking to their guns and are insisting on the continuation of all benefits. The Electrical Workers Union's contract

expired on July 1 and negotiations are still continuing. The joint council of B. C. Electric unions has taken a determined stand on all issues and thus far have not relinquished a single benefit.

It is important to note, however, that all supervisory and management personnel have had a number of benefits cancelled out. The value of unionism is realized as never before by members of OEIU Local 378. Local 378 is in the process of starting negotiations.

In addition, all Local Unions affiliated with the joint council of B. C. Electric unions are fighting for the re-establishment of collective bargaining rights under the Labour Relations Act. Briefs have been presented to the company's new Board of Directors. Our unions are also meeting with the Minister of Labour and other political figures including the Premier himself for purposes of establishing our collective bargaining rights.

OEIU Local 300 in Vancouver is in the process of merging with Local 378. However, as employees of the former B. C. Electric Company, they are now automatically employed by the B. C. Power Commission as of January 1, 1962.

International Vice President Bill Lowe and Bill Swanson are working jointly to bring about the affiliation of the B. C. Power Commission Employees Association. Our representatives have been meeting with Power Commission employees at Vancouver Island and in the interior of the Province.

Employees of the B. C. Power Commission are beginning to realize the necessity for joint action in order to attain collective bargaining rights and a good collective bargaining agreement.

### Disputes Plan Gets Approval

(Continued from page 1)

ever, may refer the appeal to the Executive Council in which event the determination shall be automatically stayed pending disposition of the appeal by the Council. The decision of the Executive Council where an appeal is granted shall be final and binding and shall be effective as of the date therein specified.

A non-complying affiliate shall not be entitled to file any complaint or appeal in a complaining capacity until compliance with the decision is met.

The AFL-CIO will not supply assistance of any kind to any organization which is determined to be in violation of the decision rendered. The AFL-CIO also will appropriately publicize the fact that the affiliation is not in compliance with the Constitution.

The Executive Council in such event, in its discretion, is empowered to apply any other authority vested in the Executive Council under the Constitution in the event an affiliate is found to be in non-compliance.

This new Disputes Plan can be amended by a majority vote of any future Convention of the AFL-CIO and will not be subject to the usual rule of a two-third's majority requirement.

### Making Sensible Wage Demands

(Continued from page 2)

University of California which estimated that an annual income of \$6,488 was required to maintain a "commonly accepted" standard of living in San Francisco for a four person family as of September 1960. This estimate has been adjusted for other cities by the Bureau of National Affairs, Inc. and may be obtained through the OEIU Research Department.

"Ability to pay" often is another important factor in bargaining. Financial condition of the employer and apparent prospects offer a guide to possible limits on wage adjustments. If a company is a corporation with public sale of stock, its financial statements are reported by financial services such as "Moody's" or "Standard and Poors" which are available through request to the OEIU Research Department, or at a good public library. In addition, the employer may furnish financial information concerning the company which should be carefully scrutinized.

In searching for particular economic data, negotiators should review all possible sources available to them. These would include the OEIU Research Department, payroll records and profit information furnished by the employer, the local library, government publications and agencies, newspapers and trade publications, the services of a local university or the guidance of a particular faculty member may be available on request. By utilizing their ingenuity, negotiators should be able to compile formidable economic information for collective bargaining.

### Insurance Union Joins the OEIU

(Continued from page 3)

ployees' Union has, for many years, recognized the need to bargain collectively. They have established a mutually respectful relationship with their employer, The Saskatchewan Government Insurance Office. The officers and members realize that it is to their advantage if the unorganized employees of insurance companies are also receiving the benefits of collective bargaining.

The transfer of this group to the OEIU will not only be of assistance to us in our efforts to organize the insurance industry but will also be an encouragement to other office, clerical and related workers in the Prairie Region to join the OEIU and thereby improve their wages and working conditions.

The Office Employees International Union extends a warm welcome to our new members in the Saskatchewan Insurance Employees' Union and we are confident that this association will be to our mutual advantage.

### Sign With Research Co.

The Industrial Cellulose Research Company, a subsidiary of the Canadian International Paper Company, and Local 165, Hawkesbury, Ontario have agreed on a two-year agreement retroactive to May 1, 1961. The agreement provides for wage increases ranging from 7 cents to 16 cents per hour.

The company will also contribute an additional \$2 per month to the welfare insurance premium over a period of two years. Other changes similar to the C.I.P. settlement were also obtained.

### St. Jerome Renewal

A two-year renewal agreement has been signed by Local 338, St. Jerome, Quebec, and Roland Paper Co.

The wage rates were increased by \$2 per week or 2½ per cent retroactive to May 1, 1961 for the first year and \$2.25 per week effective May 1, 1962.

Non-wage benefits negotiated were nine paid holidays, and an additional \$1 per month to be paid by the company for the welfare insurance premium.

Negotiating committee members were Brothers Jules Magnant, President; Rejean Beauchamp, Secretary, and Roger Landry, assisted by Romeo Corbeil, International Representative.

### Win Election In Los Angeles

International Representative Joseph F. McGee has reported an NLRB election victory among the employees of Central Scientific Company. These new OEIU members will be members of Local 30 Los Angeles, Calif.

The company is engaged in the manufacture of laboratory equipment.