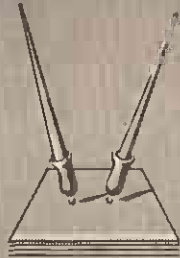




WHITE

Official Publication of the



COLLAR

Office Employees International Union



We Petition at Gimbels in Milwaukee

OEU President Answers Editor of 'Business Automation'

Mr. Charles W. Gilbert
Editor
Business Automation
600 West Jackson Blvd.
Chicago 6, Ill.

DEAR MR. GILBERT:

The Editorial in the September 1962 edition of "Business Automation," which carried your signature, was brought to my attention.

It would appear that "Business Automation" is attempting to sell the Office Employees International Union, AFL-CIO to its subscribers as an enemy of progress. A similar Editorial containing a number of mis-statements and misinterpretations of my testimony before the House Subcommittee on Unemployment and the Impact of Automation, published in September of 1961, was corrected by me in a letter to the Editor of "Business Automation" dated September 19, 1961.

I notice that my letter of September 19th, which was written for purposes of setting the record straight and which quoted Bureau of Labor Statistics studies and those of such authoritative sources as "Administrative Management," in addition to the testimony of John Diebold, a lead-

ing management consultant, was hidden away in a later edition of *Business Automation* and was not given the wide prominence of the original distorted editorial. I do hope *Business Automation* will treat this letter a little more fairly.

I will not comment on the statement that I am consistently short of facts and long on hokum and that I flailed at a captive audience meeting with fictional statistics. The captive audience you referred to had the full opportunity to elect or reject me as President of the Office Employees International Union, AFL-CIO by secret ballot. I am sure that you will not find this democratic opportunity in other walks of our economic life.

The figures used in my address to the Convention of the Office Employees International Union were and are authoritative. For your information, the Bureau of Labor Statistics showed that 2.8 per cent of clerical and kindred workers, or 263,000, were unemployed in 1957. This figure increased to 3.8 per cent in January of 1960, or a total of 381,700 workers. In January of 1961, the percentage of clerical unemployed

(Continued on page two)

Toledo Local Settles After One Week Out

The membership of Local 19, Toledo, Ohio, ratified a settlement with the Credit Bureau of Toledo Inc., thus bringing an end to a one-week strike.

The two-year agreement was reached with the assistance of three mediators of the Toledo Labor-Management Citizens' Committee.

The new contract provides for an increase of \$2.00 per week retroactive to March 15, 1962, an added \$3.50 weekly increase effective August 16, 1962, and a final increase of \$2.50 weekly effective March 15, 1963.

Sick leave is now cumulative up to 24 days, vacation scheduling was liberalized and employees with 10 years' service need not perform Saturday work.

The employee welfare program was improved with the substitution of the 120-day Blue Cross-Blue Shield plan for the 70-day plan.

The negotiations were led by Business Representative G. James Faber assisted by a committee of Loretta Gearhart, Euncie Wertz, Judith Thomson, Wilma Hoffman, Sandra Blandzinski and Betty Hereth. International Representative John W. Richards assisted in the final stages of the negotiations.

At a joint meeting in the Ambassador Hotel in Milwaukee, Retail Clerks International President James Suffridge, Building Service Employees President David Sullivan and OEU President Howard Coughlin, after meetings with 25 organizers assigned to this campaign, authorized the filing of a petition for an election with the National Labor Relations Board.

The petition filed on behalf of all three Unions asked for an NLRB election involving more than 4,000 employees of the Gimbels-Schuster Department Stores in greater Milwaukee. Employees of Gimbels-Schuster stores involved in the campaign work at 11 different locations in metropolitan Milwaukee.

The petition presented to the NLRB asked for the inclusion of all regular full-time and regular part-time selling and non-selling employees including all leased departments of Gimbels-Schuster. The filing of the petition climaxes five months of campaigning by the three International Unions.

Public Relations Measures

After the details of the campaign to organize Gimbels-Schuster were worked out some months ago by Presidents Suffridge, Sullivan and Coughlin, the Retail Clerks International Union inaugurated a public relations campaign which included the use of billboards, bus advertising cards, television and radio spot announcements.

Thereafter, approximately 25 organizers, representing the three International Unions, began a campaign of leaflet distributions and house calls to the employees of all 11 locations of Gimbels-Schuster. Within a matter of weeks, everyone in the city of Milwaukee was aware of the activities of the joint organizing committee.

Handbills, Too

OEU Representative Arthur Lewandowski, who majored in journalism at the University of Marquette, came up with many of the original ideas used to make up the handbills distributed to the workers. Clyde Brzezinski of the RCIA acted as campaign coordinator and worked unceasingly to promote the campaign step by step.

OEU Director of Organization Douglas, RCIA Director of Organization Charles Osterling and BSEIU Director of Organization Gene Moats met regularly with the organizational staff of all three International Unions in Milwaukee in order to insure a smooth cooperative campaign.

Other OEU representatives assigned to this campaign included Gene Dwyer, James Sleeth, George Firth and John Richards.

In the period prior to the election, the three International Unions will augment the existing staff with additional organizers in order to insure an overwhelming success.

Consent Election Won in Detroit

Office Employees International Union, Local 42, Detroit, was successful in winning representation rights in a consent election conducted by the State Labor Mediation Board involving approximately 27 employees at Capri Convalescent Home, 308 E. Kirby Avenue.

Betty Yochim, Union representative for Local 42, directed this campaign and is working with the unit committee in the formulation of contract proposals for negotiation.

One of the crucial issues is reinstatement of four discharged employees with full back pay and seniority rights.

Rules for AFL-CIO Merit Scholarships

The children of OEU members and others interested in AFL-CIO merit scholarships must make arrangements to take examinations during the junior year in high school.

The AFL-CIO awards six merit scholarships each year to high school students of exceptional ability. The amount of each stipend is adjusted to individual need with a maximum of \$1,500 per year or \$6,000 for four years.

The scholarships are awarded on the basis of the tests conducted annually by the National Merit Scholarship Corp. in March.

In the event a particular high school is not a member of the National Merit Scholarship program, further information regarding participation in the competition may be obtained by writing to the National Merit Scholarship Corp., 1580 Sherman Avenue, Evanston, Ill.

3% Wage Increase In South Carolina

A 3 per cent wage increase was negotiated by Local 233, Georgetown, S. C., in a one-year contract with the Container Division of the International Paper Company. Additional wage increases were achieved through several classification adjustments.

Members of the Negotiating Committee representing Local 233 were Randolph Elliott, Bessie Clerc, Paul Elliott and Marcelene Miller. The committee was assisted by Vice President J. O. Bloodworth.

Trappist Monks in Oregon Now Members of Carpenters

Lafayette, Oreg.—Ten brown-robed monks lined up expectantly in a room at the Trappist Abbey of Our Lady of Guadalupe and watched with interest as a bespectacled layman pulled a modest booklet from his coat pocket.

They raised their hands—the hands of workers—and repeated after him the obligation he read that made them full-fledged dues-paying members of Millmen's Local 1120, a unit of the Carpenters.

For the monks, some of whom had not completed their five-year probationary period before taking final vows, are skilled cabinet-makers who turn out fine quality church furniture—which will carry the union label in the future—in the abbey woodworking shop.

And the layman who gave them the obligation was Peter Beach, business representative of the local, who indicated he is now convinced more than ever that the angels are on the side of the unions.

The Trappists are one of the

strictest orders in the Catholic Church—in fact, the formal name is the Order of Cistercians of the Strict Observance. The order was founded by Abbott de Rance at LaTrappe, France, in 1664 as an outgrowth of the Cistercians.



Ten Trappist monks at the Abbey of Our Lady of Guadalupe near Lafayette, Oreg., are shown as they took the obligation as members of Millmen's Local 1120, a unit of the Carpenters, from Business Representative Peter Beach (right). The monks are skilled cabinetmakers who turn out church furniture which in the future will carry the union label.

WHITE COLLAR

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

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Register and Vote

While this is not a Presidential election year, it is imperative that every eligible voter register and vote in 1962. Decisions made this November will have as much significance as those decisions made during Presidential election years.

The United States is still looking forward to full employment, better schools and the obliteration of disease. It is imperative that we elect men and women, regardless of party labels, who support humane objectives.

As AFL-CIO President George Meany stated in his Labor Day message: "Don't worry about workers. They will vote for the proper candidates. Just make sure they are registered to vote and actually do vote in November."

* * *

Profits on Nickle

Recently George M. Humphrey, Secretary of the Treasury, under former President Eisenhower, was questioned by the Senate Subcommittee, headed by Senator Stuart Symington, which is investigating industry sales to the government stockpile.

Senator Symington said that a contract between Mr. Humphrey's M. A. Hanna Co. of Cleveland permitted that company to obtain for the salvage price of \$1,700,000 a nickel smelter in Oregon that cost the government \$22,000,000 to construct.

One of the witnesses testified that the company made profits of 457 per cent on the nickel sales to the government during the Korcan War.

Shortly thereafter, steel industry executives refused to furnish financial records to a Senate Subcommittee, headed by Senator Kefauver.

These revelations made very little impact on the public. We cannot help but wonder what the public reaction would have been if these doings were attributed to labor leaders.

* * *

AMA Marshalls Forces

The AMA recently formed a national political group called the American Medical Political Action Committee. This Committee will go all out in November to elect candidates opposed to medical care for the aged through Social Security.

Its first task is to raise a war chest. It already has received a \$50,000 contribution from the American Medical Association. The Committee is calling upon all doctors and members of their families for a minimum membership fee of \$10.00 a year, or more, to help finance their political efforts. A sustaining membership has a minimum fee of \$99 a year, or more, up to a limit of \$5,000 per year according to AMPAC's Assistant Director David Baldwin.

Despite the overwhelming support for medical care for the aged through Social Security, this bill was bottled up in the House and defeated in the Senate.

It is absolutely necessary that labor union members contribute a minimum of \$1.00 per member per year in order to counteract the efforts of lobbying groups such as this one recently formed by the AMA.

Reduced Work Week Agreed in Oregon

A reduction in the work week to 36¼ hours was gained in a new agreement between OEIU Local 11 and the Oregon Physicians' Service, a health insurance plan in the Portland area.

Along with the reduction in hours, wages were increased \$5.00 weekly by the 18-month contract.

The new pact also provides for increased medical benefits and vacations.

While announcing the results of the negotiations, Local 11 voiced the hope that trade union health and welfare plans and other interested parties would take note of the fact that the Oregon Physicians' Service was the only health insurance plan with unionized office employees in their area.

Coughlin's Answer to Editor

(Continued from page one)

increased to 4.2 per cent, or 430,800 workers. In January of 1962, the figure again increased to 4.6 per cent, or a total of 466,300 unemployed clerical workers. As the above are figures published by the Bureau of Labor Statistics, it is difficult for me to understand your statement: "The Bureau of Labor Statistics itself has no data to support such a yarn."

Your Editorial stated: "Further fears for the white collar worker to mull over during his coffee break have been broadcast widely by Coughlin, namely phonetic typewriters, the 'automatic law clerk,' signature verifiers and optical scanners."

The tone of your Editorial would lead a reader to think that such electronic devices did not exist. These and many other labor-saving devices do exist, and some of these are having a very serious effect on employment opportunities in the white collar field.

Your reference to the shorter work week would have your readers believe that the present standard work week is inviolate. Actually, however, because of improved technological devices and improvements in worker output, the standard work week has been reduced by three hours per week per decade since the turn of the century. Numerous authorities, representative of industry, labor and the government, agree that a shorter work week is inevitable.

For some reason, you take exception to our Union's proposals to prevent subcontracting of office work to outside organizations.

Judge Stone, in a case involving the United Automobile Workers and the Webster Electric Com-

pany in the United States District Court in the Eastern District of Wisconsin, found that no company has the right to contract out work ordinarily and customarily performed by employees in a collective bargaining unit on the company's premises.

Judge Stone held in that case that the Union was the sole collective bargaining agent of the employees and that the unilateral action of the employer breached the agreement.

In cases involving the following companies, arbitrators found that an employer violated the recognition clause of his contract if he farmed out bargaining unit work without the consent of the Union involved:

New Haven Gas Co., Case No. 24 LA 882; Bridgeport Brass Co., Case No. 25 LA 151; Thompson Grinder Co., Case No. 27 LA 671; Electric Auto Lite Co., Case No. 30 LA 449; Celotex Corp., Case No. 24 LA 369, and Wheeling Steel Corp., Case No. 21 LA 35.

Our Union's Convention action, therefore, is in complete agreement with these precedents.

You also refer to our resistance to the practice of hiring temporary personnel for office work overloads. We do not oppose this practice as long as the temporary employees receive the rate of pay listed in the collective bargaining agreements and are given all rights and privileges of such contracts. However, in order to avoid their collective bargaining responsibilities, some employers have used temporary employees who are employed by the agency furnishing such help. While the agencies collect a higher sum, these

employees, in numerous cases, have received up to a \$1.00 per hour less than the rate called for in the existing collective bargaining agreement.

If you feel that our opposition to this type of practice is wrong, then I would suggest that you give it some additional thought. If eliminating help and cutting salaries through subcontracting and agencies which furnish temporary help is your idea of progress, I am happy that our opinions do not coincide.

The Office Employees International Union does not fight progress, nor do we oppose automation. We contend, however, that a fair share of the increased profits derived from greater production through the use of automatic devices should accrue to the workers employed by companies making use of electronic innovations. Unless labor unions, such as the Office Employees International Union, insist on greater distribution of profits based on increased productivity, the purchasing power of workers will be affected.

Failure of purchasing power to keep up with rising prices will set back our entire economy. Thus, all economic segments of our Nation will suffer, including business.

I feel, therefore, that "Business Automation" owes its readers a broader viewpoint, one that more clearly represents the best interests of business, labor and the government, all of which are interdependent.

Very truly yours,

HOWARD COUGHLIN,
President, OEIU, AFL-CIO.

Around-The-Clock Talks at Massena

Extended around-the-clock negotiations with the Aluminum Company of America and OEIU Local 180, Massena, N. Y., finally culminated in a renewed contract.

A salary continuance plan was agreed upon, providing for 2 to 26 weeks of full pay for disabled employees, depending on length of service. Employees not qualifying for full pay for 26 weeks receive part payment up to 45 per cent of salary.

The improved vacation schedule provides for 1 week after 5 months, 2 weeks after 10 months, 3 weeks after 3 years, and 4 weeks after 20 years.

Other improvements were scored in the layoff, recall and job

security, promotion and grievance provisions.

The pension plan was also improved and cost-of-living wage increases were incorporated. The health insurance was supplemented by the addition of major medical insurance.

The negotiating committee was comprised of President Joseph Elliott, Vice President Fred Dona, Jack Mace, John Chosza, Claude Jeffers, and International Vice President Leo Wallace.

Local 6 Negotiates Automatic Increases

OEIU Local 6 followed up their recent NLRB election win at the Tenneco Oil Company, Revere, Mass., with a one-year agreement which inaugurated a job classifica-

tion system providing \$5 automatic weekly increases every six months. Wages will now range up to \$135 weekly.

The company is the first of the Boston area's 100 oil tank firms to have its office clerical employees unionized.

The Union Shop contract, negotiated by Business Agent Don Hull also provides for eleven (11) paid holidays, 24 days' sick leave, funeral leave, liberal vacation leave, and OEIU Welfare Plan coverage.

San Diego VP Wins Community Aid Post

Robert Knight, Vice President of OEIU Local 139, San Diego, Calif., has been named labor relations representative to the United Community Services.

He was selected by a committee named by the San Diego County Labor Council. The Committee considered 21 applicants before deciding on Knight.

"It was a very difficult selection to make, as many applicants were extremely well-qualified," council secretary-treasurer John Quimby said in a letter announcing the appointment.

"The committee spent many hours in making its final determination. The number of applications certainly proves that labor has become extremely interested in community affairs," he said.

Knight's official duties will be as liaison between the labor movement and the United Community Services, a new organization composed of the previous United Fund and the San Diego Community Chest.



Representatives of O.E.I.U. and ALCOA sign a contract renewal in Massena, New York after a day and night session of collective bargaining. Seated, left, Harvey Ping, ALCOA Personnel Relations Mgr. and O.E.I.U. Vice President Leo J. Wallace. Standing, left to right: Roger Stanford, C. P. Peterson both representing ALCOA, Local 180 Vice President Fred Dona and Local 180 President Joseph Elliott.



CANADIAN FILE

Bank Guilty in Discharge of Bluck

The Bank of Montreal was found guilty of wrongfully dismissing Marshall W. Bluck, president of O.E.I.U., Local 387, Bank Employees Association, Vancouver, B. C.

Bluck brought charges of wrongful discharge for union activities against the Bank under the Industrial Relations Act.

The case was tried before Magistrate Bernard Isman who vindicated Bluck by ruling that the Bank of Montreal was guilty as charged and imposed a maximum fine of \$1,000.

The magistrate ruled that the bank had unjustly discharged Bluck after 27 years of service and that the evidence did not support the bank's position that the discharge was due to inefficiency.

The hearing before the magistrate lasted over six months.

After considering all the evidence he stated that the bank could not rationally contend that its action was motivated by Bluck's incompetence after retaining him for 27 years.

Evidence produced during the trial showed that the bank had transferred Bluck to its Montreal executive office in order to put him out of the O.E.I.U. membership drive in Vancouver.

Bluck also cited a letter from the Montreal executive office to Vancouver stating that Bluck was not engaged in union activity. In the face of such evidence, the magistrate questioned the bank's sincerity in alleging that union ac-

tivity was not considered in firing Bluck.

Since the bank's assertions of innocence were not substantiated and far outweighed by evidence produced in Bluck's behalf, the magistrate said no other conclusion was possible but that the bank was guilty of a discharge for union activity.

Bank's Tactics

Bluck testified that the bank arranged a jet flight to Montreal to keep him out of the organizing campaign in Vancouver. He was given the red carpet treatment in Montreal for a three-month period.

After he was returned to Vancouver, he maintained his union activity for which the Bank began to pressure him into resigning through menial assignments and other underhanded tactics.

Bluck refused to resign since he was supporting his wife and two children. Faced with this refusal to knuckle under, the bank then fired their employee of 27 years.

Bluck's organizing activity while employed by the bank led to employee salary increases granted by the bank to discourage union membership. He is presently continuing his efforts to improve the wages and working conditions of bank employees as he heads the O.E.I.U. drive to organize the Vancouver banks.

New Unit Sought At Quebec Firm

International Representative Romeo Corbeil has petitioned the Quebec Labour Relations Board for certification of the OEIU as collective bargaining agent for the office and camp clericals employed in the Woodland Department, Anglo-Canadian Pulp and Paper Mills Ltd., Forestville, Quebec.

This newest unit organized by Representative Corbeil is comprised of 70 office and camp clerks. The office employees of the same company have been members in long standing of OEIU Local 241 in Quebec City.

CLC Policy on Automation

Plans needed to look after the interests of workers affected by automation and technological changes were outlined in a policy statement of the Congress Executive Council which called for a broad training plan.

Retraining Programs

It was decided to impress on all governments the need for grants-in-aid, loans, scholarships, and financing the training of displaced workers. The CLC also suggested programs to provide sound basic education to enable workers to adopt themselves more easily to changing skill requirements. Provision should also be made for assistance to workers and families who found it necessary to relocate

because of changes in industry.

These activities, the CLC said, should be part of a full employment program which would incorporate a planned, long-term and sustained expansion of the public sector of the economy. Included in such a program would be urban redevelopment, slum clearance, construction of housing, roads and schools, and the conservation of resources. The CLC reiterated its support of public ownership as a means of public planning.

Affiliates of the central labour organization are being urged to seek increased wages or shorter hours, or both, as mechanization and automation increase productivity.



Marshall Bluck, President of O.E.I.U., Local 387, Bank Employees Association hands out brochure telling the O.E.I.U. story to Vancouver-bank employees following his legal victory over the Bank of Montreal.

Quebec. The new unit in Forestville, Quebec, has been chartered as OEIU Local 401.

Meanwhile, the recently organized group of the Woodland Department of the Canadian International Paper Company in Local 389, La Tuque, Quebec, have reached a first agreement in principle with the company which is awaiting ratification by the 82 employees involved. Local 389 was recently certified as bargaining agent for this unit by the Quebec Labour Relations Board.

Contract Action After Strike Vote

Members of OEIU Local 15, Vancouver, British Columbia, resorted to a strike vote authorizing a work stoppage, if necessary, to back up their demand for a technological change clause and a prohibition against subcontracting their office work to another company in recent negotiations with the Peterson Electrical Construction Co. Ltd.

Their determination to guarantee their job security through incorporation of these clauses finally won out as the company agreed to include these items in a recently negotiated one-year agreement.

The negotiations, concluded with the assistance of a government Conciliation Officer, also incorporates an allowance of \$14 into current salaries of present employees.

The employment service required for three weeks' vacation was reduced from 10 years to 5 years, and Easter Monday was added as a paid holiday.

The contract was negotiated by Office Steward Nadia Niechoda and Representative Marsh Bluck.

New Gains Scored In Ontario Contract

New gains were scored by Local 166 in their recently ratified negotiations with the Spruce Falls Power and Paper Company, Ltd., and Kimberly-Clark Canada, Ltd., located at Kapuskasing, Ontario.

The negotiated wage increase which surpassed the Paper Industry wage pattern settlement calls for a \$13 monthly, or 3 per cent, increase for the one-year period of the agreement, retroactive to May 1, 1962.

Other benefits won were an

added statutory holiday and reduction in hours to 35 hours weekly for six months of the year. A fourth week of vacation after 20 years' service was added.

The company's share of P.S.I. was increased by 60 cents monthly for married employees.

Technical Department Printers required to work Sundays are now to be paid an additional \$33 per month.

2-Year Pact Signed With Maine Company

A two-year agreement between the Standard Packaging Corp. and OEIU Local 369, Brewer, Me., has been negotiated providing for wage increases of 3 cents an hour during the first year and 4 cents an hour during the second year. Additional increases resulted from the reclassification of 14 employees and an increase of one cent in shift differential pay.

Other improvements include a negotiated pension plan, increased group life insurance benefits, additional hospital-medical benefits, and a fourth week of vacation after 20 years' service.

The total added cost of all the improvements was 16 cents per hour per year.

The negotiators for Local 369 were Leonard D'Amboise, Mrs. E. Grant, Lawrence Currier, Owen Lynch, Margaret McEachern, Al Veilleaux, and International Vice President Leo J. Wallace.

Local 232 Negotiates Pact With Frazer Paper

The Fraser Paper Company, Madawaska, Me., has agreed to a new contract with OEIU Local 232 calling for a 6-cent hourly wage increase with an additional one cent increase in shift differentials. Several jobs were also reclassified.

An additional floating holiday was negotiated and the qualifying service time for four weeks of vacation was reduced to 21 years.

The company also agreed to pay \$3 per month towards the cost of group life insurance.

The Local 232 committee members were President Adriene Dufour, Joel Plourde, Edgar Levesque, Augustin Mazerolle, Howard Stevens, Robert Deschaine and International Vice President Leo J. Wallace.



"1000, 2000, 3000, 4000, 5000 . . ."

—Cartoon from "Vancouver Sun"

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



Education Is Answer

IN a previous edition of WHITE COLLAR, we dealt with the historic reluctance of white collar workers to join labor unions. We talked about the element of fear in relationship to the employees' jobs and numerous other similar factors which tend to deter white collar workers in their quest for collective bargaining. These additional factors include fear of loss of status among friends and in the community, itself.

More recently, we are becoming increasingly aware of the fact that unorganized white collar workers tend to place greater emphasis on the sins of a few in the labor movement than the population as a whole. Unorganized clericals will, if not corrected, begin to feel that a small number of corrupt union officials accurately reflect the actions of the entire labor movement. This thinking puzzles authorities not only in the labor movement, but in other walks of life as well.

For example, in the year 1961, statistics indicate that a large number of bank officials absconded with, or stole, funds entrusted to them. These same white collar workers who may tend to think that corruption is widespread within the labor movement, would never, under any circumstances, think of our banking institutions as corrupt because of the sins of a few.

More recently, the cases of Billie Sol Estes and the instances of theft of securities by trusted stock market brokers did not shake their confidence in industry or in the brokerage field.

We were treated recently to the spectacle of top officers of the steel industry refusing to answer subpoenas issued by the Kefauver Committee wherein the industry was requested to produce its financial records. The officers of the major steel producers not only refused to produce these records, but also failed to appear before the Senate Committee.

We could not help but think of the public reaction if labor leaders, such as AFL-CIO President George Meany and UAW President Walter Reuther, had failed to appear before a similar Committee and refused to produce financial records. Such a brazen refusal would have spelled the end of the trade union movement in the United States. The public reaction to the failure of the steel industry executives to appear and produce records was one of complete apathy.

We know, from experience, that the press of the United States, for the most part, is pro-business and anti-labor. We would expect that a small part of the population of the United States would be affected by the constant barrage of propaganda which emanates from the newspapers, television and radio and which is biased against the legitimate objectives of the trade union movement.

Our growing concern, however, deals with our increasing awareness of the large number of people, particularly in the white collar class, who are always prone to see the shortcomings of organized labor but defend the sins of big business.

Organized labor will have to do more in the way of education and public relations to combat the steady stream of propaganda intended to place the laboring classes in the poorest possible light.

The rank and file members of labor unions share the responsibility for insuring the fact that Unions are recognized as the sole spokesman of working men and women in the legislative halls of the various states and the Congress of the United States.

We must be proud of our goals and our past achievements which resulted in producing the highest standard of living in the world for all workers in the United States whether members of Unions or not.

Freight Line Win By Wide Margin

The office workers of the United Buckingham Freight Lines gave OEU, Local 5, Denver, Colo., a wide majority in an NLRB representation election held on August 6.

Overcoming a series of roadblocks and setbacks, the clerical employees of this trucking company voted for the OEU by a margin of 11 to 6 according to a report submitted by Business Representative Bill Speer.

Elections of shop steward and contract negotiations followed the election victory.

DC Local Completes Book Exchange Pact

Announcement was made that the contract negotiations between the Office and Professional Employees Union, Local 2, Washington, D. C., and the U. S. Book Exchange, Inc., have been completed. Local 2 won an NLRB election to represent the employees of the U. S. Book Exchange on June 22, 1962. Shortly thereafter, the Union submitted its proposals for a labor agreement, and many negotiating sessions were held.

The Management of this Corporation insisted on an open shop and a Management prerogative clause which, in its final analysis, clearly made the job security and seniority provisions of the contract worthless.

The employees on July 11, voted to take strike action against this Employer, and negotiations continued. With a strike set for Monday, August 20, negotiations were stepped up on August 16 and 17. A final settlement was reached on the afternoon of the 17th, which provides: union security to the extent of maintenance of membership and all new hires must become members of the Union as a condition of employment; Management withdrew its insistence on its broad Management prerogative clause, and accepted a clause similar to that in other OEU Local 2 contracts a \$5.15 per week wage increase during the life of the contract; good seniority provisions with respect to promotions and lay-offs, and job posting; a vacation program which provides 24 days a year after two years of employment, with the provision that employees may accumulate 30 days of vacation; a sick leave provision providing for the accumulation of up to 30 days per year and, after five years of service, up to 90 days.

This contract was overwhelmingly ratified by the employees of the U. S. Book Exchange. These contract negotiations were conducted by Philip J. Daugherty, Staff Representative, who was assisted by an employee-committee of Thomas Wallace, Bob Davis, Rita Clark and Albert F. Grom. President Cahill joined the negotiations during their last two days. Bob Davis, who is the Steward, likewise served as one of the key people in the successful organizing drive that brought these members into Local 2.

Local 34 Negotiates 10c Wage Package

ROCHESTER, N. Y.—Local 34 President Frank Froehler announces the signing of a one-year renewal agreement with the Yawman & Erbe Company of Rochester which calls for a 3 per cent across the board wage increase and employer payment of Blue Cross and Blue Shield including cost of physicians' visits. The total wage package amounts to 10 cents per hour.

President Froehler reports that the original company offer was so far below this figure that it was necessary to request assistance from the International office to enforce the Local's demands. The International office then assigned Representative Bud Manning to assist in the negotiations and bring about the ultimate settlement.

Manning and Froehler, together with a committee comprised of Joe McCormick and Jean Scheck, vigorously pressed their case to the management committee and

were finally able to obtain settlement.

The Local 34 membership overwhelmingly ratified the terms of settlement and subsequently expressed their appreciation to the International office for the able assistance of Representative Manning.

Steamship Firm Has First Pact

A first agreement has been signed between the McCarthy Steamship Company and Local 212, Buffalo, N. Y.

These steamship company clericals recently voted unanimously for the OEU in an NLRB representation election.

The three-year contract calls for weekly wage increases of \$10 retroactive to June 19, 1962, with a wage reopener after two years.

Employees are given a 40-hour work week guarantee, triple time for holiday work, and overtime is to be paid on daily basis rather than on a weekly basis as heretofore.

Vacations are allotted as follows: 1 week after 6 months, 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 15 years.

A technological change clause was negotiated in conformity with the recommendations of the recent OEU Convention.

Agreement was also reached on a major improvement in the life insurance, hospitalization, medical program, and sickness benefits, all on a non-contributory basis.

Executing the contract for Local 212 were George Carroll, Robert M. Buyea and Business Representative Emil Steck.

Hartford Salesmen Renew Agreement

HARTFORD, CONN.—Representative Bud Manning announces a renewal agreement with the Hartford Distributors Inc. on behalf of the Budweiser Beer salesmen who are members of OEU Local 6. The one-year agreement calls for a base salary of \$100.00 per week plus commissions computed from the first case or half barrel, 2 weeks' vacation after one year, 3 weeks' vacation after 5 years, and 4 weeks' vacation after 10 years of service.

In addition to wages the salesmen will receive \$25.00 per week car allowance and, in the event of

night work assignments, the men will be reimbursed at time and one half. Moreover, any salesman receiving more than two such assignments in any one month shall, in addition, receive compensating time off for each such assignment plus the time and one half.

Other features of the agreement include a Union Shop, 11 paid holidays, protection on route revisions, straight seniority on lay-off and recall, and 25 sick leave days per year.

All present welfare benefits are maintained in this new agreement and there is a complete absence of any sales quota requirements.

These long and difficult negotiations were rewarded by a unanimous ratification by the membership. The contract is retroactive to March 1. Shop Steward Walter Zelek assisted Representative Manning in the sessions.

It is anticipated that this new contract will act as a spur to many unorganized beer distributorship salesmen in the Hartford area.

Connecticut Local Installs Officers

NEW HAVEN, CONN.—Local 329 announces the election of the following officers to serve for the next term: President Claire Pluff, Vice President Ann Malone, Chief Steward Helen Tully, Recording Secretary Virginia Hall, and Secretary-Treasurer Margaret Coates. Executive Board members include Marie MacLoughlin, Noreen Fitzpatrick, Mary Pinski, Catherine Gamble, Kathleen McGrath, George Flannagan. Trustees are Doris Gavigan, Helen Platt and Ruth Callahan. Sergeant-at-Arms, Tim Dempsey. Representative Bud Manning installed the officers at a ceremony conducted at a special call meeting at the Rail Road Y.M.C.A. building in New Haven.

Automation Is Theme



A float with "automation" as its theme was entered by OEU Local 329 and aroused a great deal of interest in the Second Annual Labor Day Parade in New Haven, Conn. Over 70,000 viewers were on hand for this biggest parade in New Haven history. Every Local Union was represented in the parade sponsored by the Greater New Haven Central Labor Council. International Representative Justin F. Manning represented the OEU on the viewing stand.