



# THE OFFICE WORKER

Official Organ of the Office Employees International Union of the A. F. of L.

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17

## OEIU Holds Largest Convention



Delegates from all over the United States and Canada are shown in session at the fifth convention of the Office Employees International Union in the Carter Hotel at Cleveland. Other convention photographs will be found on Page 3.

### *Plans for the Future Mapped by Delegates From 116 Locals at International Sessions in Cleveland*

Over 200 delegates representing 116 local unions of the Office Employees International Union in the United States and Canada assembled at Cleveland during the week of June 22, exchanged valuable information and planned the organizational program for the future.

A pre-convention session took place on Sunday, June 21, during which emphasis was given to our approach to contract negotiations, pensions and health and welfare plans. Herbert Unterberger, our research consultant, conducted these sessions and presented to our delegates much detailed information concerning contract provisions presently existing in our own OEIU agreements. He pointed out the clauses he felt required strengthening. He emphasized the possibilities of pitfalls with respect to clauses dealing with holiday pay and vacation practices.

He prepared and presented to the delegates assembled material which will be of great help to our local unions in bargaining sessions with employer representatives relative

to the language to be incorporated in health and welfare plan proposals and pension demands.

The regular convention was opened on Monday, June 22, by Ed-

ward C. Trausch, chairman of the convention arrangements committee representing Local Unions Nos. 17 and 49 in Cleveland and Euclid. Chairman Trausch introduced Bish-

op Nelson M. Burroughs of the Episcopal Diocese of Ohio, who gave the invocation. Brother Trausch then introduced President Paul R. Hutchings, who officially opened the convention.

Messages of felicitation were read from President Dwight D. Eisenhower and Secretary of Labor Martin P. Durkin.

The convention highlights revolved around speeches by William Schnitzler, new secretary-treasurer of the A. F. of L.; Frances Perkins, Secretary of Labor under the late President Franklin D. Roosevelt, and James Brownlow, president of the A. F. of L. Metal Trades Department.

Secretary-Treasurer Schnitzler emphasized the need for a strong white collar union. He also stated that the A. F. of L. was prepared to assist our union in its effort to organize the unorganized clerical workers. He surprised the convention with the announcement that a Women's Bureau of the

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### Ohio Locals Fine Hosts

Local 17 of Cleveland and Local 49 of Euclid, through their joint efforts, made the fifth convention one that delegates will not forget.

On Sunday evening a cocktail party was given by these host locals, which very adequately did the job of getting the delegates acquainted. Ed Trausch, chairman of the convention arrangements committee, personally supervised this very enjoyable occasion.

On Monday evening the delegates attended a banquet in the main ballroom of the Carter Hotel. In addition to an excellent dinner, there was some fine entertainment. William Schnitzler, A.F.L. secretary-treasurer, joined in the fun. Dancing followed the banquet.

The host locals also provided a ladies' luncheon, and a sight-seeing bus ride which gave the delegates an opportunity to see the many interesting landmarks of the city of Cleveland.

The convention gave a standing vote of thanks to the local unions for a most enjoyable week.

# Convention Delegates Elect International Officers, Adopt Amendments to Constitution

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LLPE was in the process of being established. Secretary Schnitzler was given a standing ovation by the delegates.

The delegates listened with close attention to the very interesting address by the former Secretary of Labor. Miss Perkins outlined the social gains made since 1933. She cited many interesting examples of conditions of child labor, poor sanitary conditions and lack of protection for injured workers which existed prior to the Roosevelt administration. She emphasized the importance of retaining and improving workmen's compensation, unemployment insurance, sanitary laws, social security and the many additional important social gains made during the past twenty years.

The fiery president of the A. F. of L. Metal Trades Department stressed the fact that Taft-Hartley repeal lies in ballots and not in "begging the Congress to bring about the repeal." He hit out at those who decry social security and other welfare legislation as "creeping Socialism."

"If social security, housing benefits and other legislation of all kinds that provide benefits for all the people is creeping socialism, then we should creep faster," Brownlow asserted.

He warned against concentrated power in the Federal government, declaring: "The power of government to give is also the power of government to take away. You cannot depend upon the government to do your collective bargaining. Only good, strong, militant unions can accomplish that."

During the course of the convention, delegates also heard addresses from Thomas A. Burke, mayor of Cleveland, and Thomas E. McDonald, president of the Cleveland Federation of Labor.

In the elections toward the conclusion of the convention Howard Coughlin was named to succeed Paul R. Hutchings as president of the International Union. J. Howard Hicks was reelected as secretary-treasurer.

The following vice presidents were elected: George P. Firth of Pittsburgh, Edward P. Springman of Philadelphia, Nicholas Juliano of Newark and John T. Finnerty of Cleveland were elected to represent Region I. Ila E. Howard of Atlanta, and J. O. Bloodworth, Jr., of Tampa, were chosen to represent Region II. In Region III, Emily Burns of Kansas City, and Marie Mann of Denver, were elected. Max J. Krug of Hollywood, John B. Kinnick of Oakland and Terry Parker of Seattle were reelected in Region IV without opposition. Bernard H. Cosgrove of Ottawa, Ont., was elected to represent Region V, which embraces the Canadian provinces.



President Howard Coughlin, at left, receives congratulations from outgoing President Paul Hutchings following the election.

The following constitutional changes were adopted by the delegates:

I—TO INCREASE THE MAXIMUM INITIATION FEE TO BE CHARGED BY LOCAL UNIONS FROM \$15.00 TO \$25.00:

(a) By amending the first portion of Section 8 of Article XVI (Local Unions) to read as follows:

"Local unions shall charge an initiation fee of not less than two dollars (\$2.00) or not more than twenty-five dollars (\$25.00), twenty-five per cent (25%) of which, but in no case less than one dollar (\$1.00) shall be forwarded to the International Union. . . ."

II—TO CORRECT AN OBVIOUS ERROR IN THE INTERNATIONAL UNION CONSTITUTION:

(a) By amending the entire Article XIX (Universal Transfer Card) to read as follows:

"SECTION 1. Any former member of a union affiliated with the American Federation of Labor not under the jurisdiction of this International Union who accepts employment under the jurisdiction of this International Union shall, if he so elects, upon application for membership and irrevocable surrender of an honorable withdrawal card, or evidence of honorable termination of membership in those instances where unions do not issue withdrawal cards and upon payment of the current month's dues, if accepted for membership in the local union, be inducted into such local union without the payment of any initiation fees. Any such evidence of such an applicant

shall be surrendered to the secretary-treasurer of the local union, who shall forward same to the Secretary-Treasurer of the International Union in lieu of initiation fees on such applicant. This section shall only apply to unions affiliated with the American Federation of Labor, which have a reciprocal plan of accepting withdrawal cards from locals of the Office Employees International Union in lieu of an initiation fee.

"SECTION 2. Any member of any local union affiliated with this International Union who secures employment under the jurisdiction of any other union affiliated with the American Federation of Labor not under the jurisdiction of this International Union and who is thereby required to become a member of such other union, may retain his membership in the local union of this International Union."

III—TO MORE EQUITABLY DISTRIBUTE THE TRANSPORTATION EXPENSE INVOLVED IN SENDING DELEGATES TO REGULAR INTERNATIONAL UNION CONVENTIONS:

(a) By amending the first portion of Article XIV (Finances) to read as follows:

"The revenue of the International Union shall be obtained as follows: Twenty-five per cent (25%) of the total of each initiation fee received by the local union from the applicant for membership, but in no case shall the amount received by the International Union be less than one dollar (\$1.00) per applicant; a reinstatement fee of two dollars and fifty cents (\$2.50) upon the rein-

statement of any suspended member of a local union; five dollars (\$5.00) per local union per month commencing with the month of August, 1953, for the Convention Fund; a charter fee of fifteen dollars (\$15.00) to be paid by. . . ."

(b) By inserting an additional article in the constitution to be titled "Convention Fund" and reading as follows:

"SECTION 1. There shall be established a separate Convention Fund consisting of all monies paid by the local unions to the International Union in conformance with the applicable portion of Article XIV providing for local union payments to such fund.

"SECTION 2. Each local union eligible to participate and participating in a regular convention (effective with the 1955 regular convention) by sending not less than one delegate to such convention shall be paid a portion of the total amount in this Fund, based on monthly payments received and expected to be received from local unions through and for the month of March of the regular convention year and including any balance in such Fund remaining from a previous regular convention, subject to the following provisions:

"SECTION 3. In determining the total amount in the Fund as defined in Section 2 of this article shall be divided by the amount to be paid each eligible local union participating in such regular convention, total of all the straight map miles between each and every

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# Camera Catches Some Convention Highlights



Here are the OEIU officers elected at the convention: Seated, left to right: Edward P. Springman, Philadelphia; Nicholas Juliano, Newark; Terry Parker, Seattle; Marie Mann, Denver; Emily Burns, Kansas City; Ila Howard, Atlanta. Standing, left to right: J. O. Bloodworth, Jr., Tampa, Fla.; George P. Firth, Pittsburgh; John B. Kinnick, Oakland, Calif.; Secretary - Treasurer J. Howard Hicks; President Howard Coughlin; John T. Finnerty, Cleveland; Max J. Krug, Hollywood, and Bernard H. Cosgrove, Gatineau, Que. All are vice presidents, with the exception, of course, of the president and secretary-treasurer.



**JAMES A. BROWNLOW, AFL Metal Trades Department president, who delivered a fine address.**



This was the scene as outgoing President Paul Hutchings swore in officers following the election.

## Constitutional Amendment Voted

(Continued from page 2)

eligible local union's charter city and the convention city.

"SECTION 4. Each eligible local union participating in such regular convention shall be paid an amount equal to the result of the division defined in Section 3 of this article (figured to the next lower half cent) multiplied by the number of straight map miles such local union is from the city in which such convention is being held.

"SECTION 5. Included in each regular Convention Call of the International Union (effective with the regular 1955 convention) sent to each local union shall be a statement indicating the amount which will be paid from this Fund to local unions participating in such convention in accordance with Section 4 of this article.

"SECTION 6. Upon receipt of certification, on a form prepared by the International Union Secretary-Treasurer and bearing the seal of the local union and signatures of its president and secretary-treasurer, that the local union is



**EDWARD C. TRAUSCH, at right, chairman of the convention arrangements committee, receives congratulations on a big job well done from President Hutchings.**

sending a delegate to such convention, the International Union Secretary-Treasurer shall issue to the local union a check drawn on this Fund in the amount determined by Section 4 of this article.

"SECTION 7. Local unions which are not represented at such convention or whose representation at such a convention is limited to officers and/or

representatives of the International Union and whose expenses to such convention are paid for by the International Union, shall not share in this Fund for such convention, and any such local unions which may have been paid from this Fund for such convention shall refund to the International Union for redeposit in this Fund any such payments."



**WILLIAM SCHNTZLER, secretary-treasurer of the AFL, emphasized the need for a strong white collar union in his address to the convention.**

## TOBIN MOURNED

Organized labor was saddened this month by the sudden death of Maurice J. Tobin, Secretary of Labor in the Truman Administration.

Genuinely interested in the welfare of the workers, Tobin was in the forefront of the battle to revise the Taft-Hartley Act.

He was named Secretary of Labor in 1948, with the support of the AFL, following the death of Lewis Schwellenbach.



**Bakeries**—Krug Baking Co., Local 153, New York City, 11 cents per hour retroactive to February plus 9 cents per hour effective in August.

Continental Baking Co., Local 153, New York City, 10 cents per hour retroactive to April.

National Biscuit Co., Local 76, Providence, R. I., \$3 per week.

**Opticians**—Dr. R. M. Layne, Credit Opticians, Local 29, Oakland, Calif., \$21 per month.

**Housing Authorities**—Housing Authority of City of San Pablo, Local 243, Richmond, Calif., \$15 per month.

**Filters**—Purolator Products, Inc., Local 32, Newark, N. J., \$2.50 per week.

**Fuel**—City Fuel Co., Local 6, Boston, Mass., \$2.40 to \$3.45 per week.

**Ice Cream**—Hydrox Ice Cream, Local 153, New York City, \$3 per week, plus increased incentive pay for increased sales for salesmen.

**Beverages**—Canada Dry Ginger Ale, Inc. (salesmen), Local 153, New York City, \$10 per month plus increased bonuses and car allowance.

**Retail Furniture**—John Breuner Co., Local 243, Richmond, Calif., \$6 per month.

**Periodicals**—American News Co., Local 29, Oakland, Calif., \$2 per week.

**Utilities**—Minneapolis Gas Co., Local 12, Minneapolis, Minn., 11 to 18 cents per hour.

**Trucking**—Associated Transport, Inc., Local 281, Utica, N. Y., 10 cents per hour retroactive to March plus 5 cents per hour in September.

**Awnings**—Atlas Awning Co., Local 13, St. Louis, Mo., \$2.50 to \$3.60 per week.

**Credit Unions**—Navy Yard Employees Credit Union, Local 6, Boston, Mass., \$2 per week.

**Phosphate Mining**—Virginia-Carolina Chemical Corp., Local 237, Mulberry, Fla., 4½ cents per hour.

**Insurance**—Blue Cross & Blue Shield, Local 212, Buffalo, N. Y., 10 cents per hour.

**Posters**—Pollack Poster Print,

#### CONVENTION PICTURES

Excellent pictures of many scenes occurring during the Cleveland Convention can be obtained from William C. Baldwin, 38 Lincoln Avenue, Box 44, Carteret, N. J.

Brother Baldwin will cooperate in arranging a wide selection from the numerous photographs.

### Another Milestone

## Convention Fund Voted

The delegates to the Cleveland Convention unanimously and enthusiastically adopted a resolution which created a Special Convention Fund by which transportation expenses will be equitably allocated to existing OEIU local unions on the basis of map mileage. Commencing with the month of August, 1953, local unions will pay, in addition to existing financial requirements, a flat fee of \$5 per month which shall be used for the purpose of establishing this Special Convention Fund.

In accordance with this amendment to our constitution, each local union eligible to participate in future regular conventions, effective with the 1955 convention, shall be paid a portion of the total amount in this fund for the expenses of at least one delegate. In order to determine the amount to be paid to each eligible local union participating in such future regular conventions, the total amount in the newly established fund shall be divided by the total of all the straight map miles between each

eligible local union's chartered city and the convention city. Each eligible local union participating in such future regular convention shall be paid an amount equal to the result of such division multiplied by the number of straight map miles such local union is from the city in which the convention is held.

Included in each future regular convention call sent to each local union will be a statement indicating the amount which will be paid from this fund to the local union participating in such convention. A complete text of this amendment will be found in this issue of THE OFFICE WORKER.

It was the unanimous sense of the convention that the establishment of this fund would bring about fuller participation in the affairs of our International Union at future conventions. It will ease the burden on smaller local unions which heretofore have not been able to afford representation. This is another milestone in the progress of our International Union.

### Further Gains In Gas Pact

**Washington**—Recent contract negotiations with the Washington Gas Light Company have resulted in further gains for the office and clerical employees of this firm represented by OEIU Local 2 of this city.

The new agreement provides for an across the board increase of \$9 per month, plus the establishment of a fund of \$27,780 which can be used for the correction of any inequities which, as a result of the review of the present job evaluation program, are agreed to by the company and the union. Any residue after the correction of inequities shall be used for the purpose of a general wage increase.

Improvements in the hospitalization and surgical care plan were likewise obtained together with reducing the time period for eligibility for coverage under the hospital and surgery program, and the paid sick leave plan.

The union also won coverage for retired employees and their dependents under the Group Insurance Plan.

The increases won by Local 2 gives the employees in this company one of the best labor contracts in the industry. For the first time Local 2 bargained separately. Heretofore, negotiations have been conducted jointly with the AFL Chemical Workers International Union.

Roughly 450 OEIU members are covered by this contract.

Local 212, Buffalo, N. Y., \$3.75 per week retroactive to January.

### McCord Employees Vote for O.E.I.U.

**Detroit, Mich.**—The office employees at the McCord Corporation voted overwhelmingly in an NLRB election for OEIU Local 42 of this city as their bargaining representative. The actual count was 83 to 53.

The firm, which manufactures radiators and automotive parts, strongly opposed unionization among its office employees, according to Robert Corrigan, business representative for the union and organizer.

The organizing campaign at the plant was conducted over a three-month period. A committee will soon be elected to begin contract negotiations. Among the main issues to be discussed when negotiations begin will be: wage increases, revaluation of the classification system, and all phases of working conditions.

### 5-Day Week Won

**Springfield, Mo.**—Renewal of the agreement between Local 185 and Frisco Transportation Company resulted in a reduction of the work-week for OEIU members from 48 to 42½ hours and inauguration of a 5-day week in lieu of the earlier 6-day week, according to Business Representative T. J. Musgrave of the local union.

Other improvements in working conditions gained included the addition of new holidays, together with a resulting hourly increase of from 20 to 23 cents. Members of Local 185 employed by the company were unanimous in their acceptance of the renewed agreement.



A Kentucky Colonel always closed his eyes when he took a drink. One day someone asked him why.

"The sight of good likkah, suh," the colonel drawled, "always makes my mouth watah . . . and Ah do not care to dilute mah drink."

*Joe:* "A burglar got into my house at 3 a. m. when I was on my way from the club."

*Bill:* "Did he get anything?"

*Joe:* "Sure did. My wife thought it was me."

"And now, gentlemen," continued the congressman, "I wish to tax your memory."

"Good heavens," muttered a colleague, "why haven't we thought of that before?"

*Old Maid:* "Oh, Agatha, I'm going out tonight with a used car salesman."

*Agatha (also an old maid):* "What's the difference so long as he's healthy?"

*Policeman:* "How did this accident happen?"

*Motorist:* "My wife fall asleep in the back seat."

### Denver Group Hails Agreement

**Denver, Colo.**—The office and clerical employees of Ringsby Truck Lines are enthusiastic over the new agreement negotiated for them by OEIU Local 5 of this city, as evidenced by the 49 to 1 favorable vote of acceptance.

The new agreement is similar to other office contracts negotiated by this local with the trucking industry here. It provides for a minimum pay increase of 15 cents an hour; maximum increase goes to two workers who will get 45 cents more per hour.

Minimum scale (for filing clerks) starts at \$1.10 an hour while the top pay grade (for accounting clerks) starts at \$1.75 an hour. The contract also provides increases after three, six and twelve months of employment in all pay grades.

The union shop and paid sick leave are also in the agreement.

Local organizer Herrick Roth headed up the negotiations, assisted by Mrs. Eva Mae Sugg, chairman, Mrs. Helen Trimble, Mrs. Edyth Hansen, William Owen, John Malterich and Wallace Cook.