



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

No. 107

NOVEMBER, 1953

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GE ELECTION ORDERED

Heads Campaign

President Coughlin announced the appointment of Leo J. Wallace to conduct the pre-election cam-



Leo J. Wallace

aign at the General Electric Company, Lynn, Mass.

Wallace is an outstanding representative of the American Federation of Labor in New England. He has worked in the capacity of local union president, legislative representative and International representative of the Insurance Agents International Union. He has also represented the American Federation of Labor as a general organizer.

Leo Wallace is an example of the young, aggressive labor representative now assuming leadership in the ranks of organized labor. He is a graduate of Boston College and Boston College Law School.

Make Great Strides Under OEIU Banner

Employees of the Nemmer Furniture Store are the recipients of substantial gains at Buffalo.

Richard Coles, Secretary-Treasurer of Local 212, in announcing the signed agreement, emphasized wage increases ranging from \$5 to \$8 per week and a five-day week in place of a 5½-day schedule. A hospital and surgical schedule, fully paid for by the company, was also attained.

OEIU Wins Separate Bargaining Poll for 2500 Clerical Workers at Lynn, Mass.

The National Labor Relations Board has directed that 2,500 office employees of the General Electric Company at Lynn, Mass., be given an opportunity to express their desire for a separate collective bargaining agent December 10, 1953.

As a result of an active employees committee headed by Frank Stott and Walter Bell, these employees for the first time will have an opportunity to choose their own collective bargaining unit. Heretofore they have been forced to vote in units which comprised a vast majority of shop employees.

As a result their bargaining wishes have been subordinated to those of the United Electrical Workers and subsequently the International United Electrical Workers of the CIO. They have found that in the past, because of the fact that they have been a tail wagging the dog, their white collar problems have been forgotten, if not totally ignored.

Their demands for a true white collar agreement emphasizing an adequate sick leave program, job postings, promotions from within, correct job classifications with ade-

quate rate ranges and an automatic system of wage increases in accordance with length of service, have been shunted aside by the shop unions in view of the fact that they are a distinct minority.

Both of these unions have taken the position before the National Labor Relations Board that these clerical workers should be part of an over-all collective bargaining unit. In other words, the shop unions insisted on keeping the

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Sign New Contract With Miller Brewing Company

A new labor agreement between the Miller Brewing Company of Milwaukee and Office Employees International Union Local No. 9 has been negotiated, the local's business representative, Harold E. Beck, announced. The pact, which covers approximately 250 office and clerical employees at the brewery, will run through November 1, 1956.

"The new contract provides for a 10 per cent wage increase retroactive to December 1, 1952, for all employees within the salary brackets," Beck said. "An additional 5 per cent increase in the minimums and maximums of the rate ranges will be put into effect on December 1, 1954, with a further provision for a wage reopener on November 30, 1955."

Earlier, the brewery and the union reached agreement on a job

evaluation study conducted by the management consulting firm of Booz, Allen and Hamilton.

"Designed to establish a sound salary administration program in the rapidly growing and modernized Miller office, the study took more than six months to complete," Beck said.

Under the plan, new rate ranges were established, job descriptions were revised and brought up to date, inequities in the wage schedule were corrected and a method of progression to the maximum of the rates was set up. The 10 per cent increase, Beck pointed out, was added to the new rate ranges in the plan.

Beck also listed these additional benefits negotiated in the new contract:

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Conference in Canada Slated

The first Canadian Organizational Conference has been called for December 5 at 11 a. m. at the General Brock Hotel in Niagara Falls, Ont.

OEIU President Howard Coughlin, Director of Organization H. B. Douglas and Vice President Bernard Cosgrove will preside over the Conference. A plan of organization and a method of financing this plan will be presented to the Conference for discussion and action.

Canadian Car and Foundry Negotiations Completed

Fort William, Ont.—Local 81 announces improvements in its contract with the Canadian Car and Foundry Company, Limited. As a result of extended negotiation a retroactive increase in the amount of 4½ per cent back to August 12, 1953, as well as improvements in overtime payments and the elimination of Sunday work, are reported by the local union. During negotiations the company also agreed to review for merit increases every six months. Under the new agreement group leaders will receive one increment above the highest paid worker in his jurisdiction or above his own rate, whichever is higher.

Representative Leo Wallace, who assisted in the negotiations, announced that union shop, improved vacation, increased starting rates and improved welfare plan were further gains made during the recent negotiations. The officers of Local 81 expressed their satisfaction with the gains made during these negotiations.

President of OEIU Addresses CCIP

International President Howard Coughlin spoke in Buffalo, N. Y., October 28 at the National Catholic Conference on Industrial Problems on "Organized Labor's Contribution to Reconstructing the Social Order."

He declared that the American Federation of Labor and its affiliated international unions have been a vital force in making the teachings of Jesus Christ a living reality in everyday life.

Organized labor, he pointed out, is responsible for laws prohibiting children from working, and for such things as workmen's compensation, unemployment compensation, social security, and practically all of the social legislation on the statute books of the nation today.

He explained the position of our International Union with regard to a bill introduced in Congress to allow working mothers to deduct for tax purposes the cost of care for their children while they are at work.

He also discussed the problem facing office workers over 40 years of age. He stated that due to the pension and welfare plans that are becoming prevalent in all of industry, it is becoming increasingly difficult for these employees to find positions as they get older because of the additional cost to the employer. He recommended that this problem be solved by the Federal government, which now contributes both directly and indirectly for the relief of the unemployed.

"It would be simple," he said, "for the Federal government to help itself and help those victims of pension costs by allowing tax credits to companies which employ older workers, thus eliminating contributions that it would ordinarily make to the relief rolls and at the same time insuring no additional cost to the companies."

In closing, President Coughlin reminded the Conference that organized labor, as a whole, is constantly striving to better the social status of all workers.

"There are," he said, "numerous workers throughout the country, the vast majority of them white-collar workers, who become recipients of these gains without making any contribution either in the form of dues or in the form of effort. It is time that Conferences such as this, emphasize the moral responsibility of all workers to join labor unions for the purpose of advancement of the social status of all workers."

Copenhagen—Danish girls are purchasing "marriage insurance." Marriages in Denmark have been averaging only nine per thousand population yearly, and the girls draw insurance benefits if they haven't gotten married by various stipulated ages.

Federal Aid for Education Called 'Must'

Darien, Conn.—Federal aid for education, as well as increased state and local levies, was called necessary by Arthur A. Elder, vice president of the American Federation of Teachers, to meet unfilled and future public school needs, including more school buildings and higher teachers' salaries.

Elder, also a tax consultant and member of the education committee of the AFL, spoke at the convention of the Connecticut Federation of Teachers here.

He declared that annual public school financing needs will total \$13 billion by 1960, or \$5½ billion more

than the \$7½ billion now being spent, to take care of necessary building and enrollment requirements.

He said this additional \$5½ billion is comprised of \$2 billion now needed for existing enrollments, an added \$2½ billion by 1959-60 to take care of 8½ million more students, and \$1 billion a year needed from now till then for new school buildings.

Elder estimated that a federal aid program should begin with an initial annual appropriation of \$1 billion and be increased yearly.

G. E. Poll

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white collar workers as an inaudible minority.

The Office Employees International Union took a very strong position before the National Labor Relations Board that these clerical workers were entitled to a collective bargaining voice of their own. Our union stated that the interests of white collar workers cannot be subjugated to the interests of other workers.

OEIU proved to the satisfaction of the National Labor Relations Board that our problems are much different than those of shop workers, producing much material, statistical information and many white collar contracts to show that there was no community of interest between white collar workers and shop workers.

The IUE and the UE, in a 10-day hearing before the Boston Regional Board, filled the record with meaningless time-consuming testimony in an effort to block the clerical workers of GE from attaining their rightful place at the bargaining table.

Unfortunately, the National Labor Relations Board, while directing that the vast majority of clerical workers could determine their own collective bargaining future, issued an order which provided that a small but important group of clericals in the production department be included in a shop unit.

OEIU feels very strongly that these production clericals should be in the clerical unit. However, for the sake of expediency and for purposes of having a quick election, an appeal of the decision of the Board in that respect will not be made. In the future, however, every effort will be made to obtain for these clerical employes a white collar bargaining unit.

NLRB Denies Allis-Chalmers Plea

A plea by Allis-Chalmers for oral argument on a recent decision of the National Labor Relations Board which prohibited the company from interfering with the internal affairs of our Toledo local, was denied unanimously.

This denial emphasizes the opinion of the Board that companies involved in collective bargaining cannot insist on contract clauses which will in effect eventually destroy the bargaining power of the local union involved.

Allis-Chalmers insisted on an open shop with the further provision that all employes, regardless of membership, should have the right to vote on (1) a strike, and (2) acceptance or rejection of a contract.



Washington, D. C.

Operation Christmas:

Congratulations to the Ninth Air Force at Pope Air Force Base, N. C. The Air Force Glenn Miller band will soon start touring the state of North Carolina, raising funds for Operation Christmas, the "world's biggest Christmas party" which is sponsored each year by the Ninth Air Force. Thanks to the efforts of these men and women, every orphan in every orphans' home in that state receives a personal Christmas present . . . delivered by Santa Claus who lands in an Air Force helicopter at each orphanage. Best wishes to Operation Christmas.

Bundles for Bankers by Benson:

Secretary of Agriculture Benson has quietly slipped the farmers another Mickey. The Commodity Credit Corporation financing is being turned over to private banks. A nationwide pool of finances will be set up; the private banks will make the deals with the farmers for CCC loans. This is another expensive change for which the farmers and consumers will pay . . . and pay . . . and pay.

Social Security Warning:

The efforts to improve and extend social security benefits will encounter powerful opposition in the next session of Congress. Distortion, misrepresentation, half truths and outright falsehoods are being used to confuse and mislead the public on this issue. Aligned against social security are the AMA and the NAM and the U. S. Chamber of Commerce. The propaganda against social security is directed at telling the American people that the 18 billion dollars in the Social Security Fund should be spent now, leaving Congress to appropriate money later to pay social security benefits—as outright charity. Another stunt is to brand the social security deductions from the workers' paychecks as a tax. Actually, it is an insurance payment from the worker's standpoint because he will get it back many times over. The wrecking crew hopes to cut the program to ribbons, and there is no sign from the Eisenhower Administration that the scheme will be opposed.

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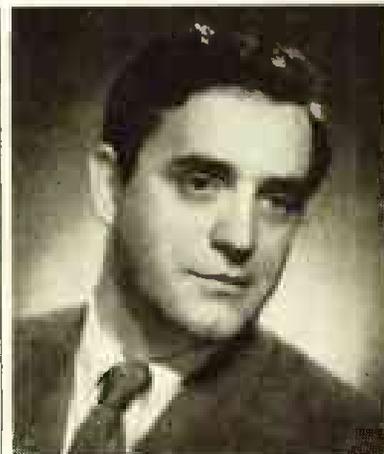
Erie Organizational Conference



Thelma O'Dell, elected president Erie Organizational Conference.



Shown at the Erie Organizational Conference which was established in Cleveland, Ohio, October 24, are: left to right, John Finnerty, OEIU vice president; H. B. Douglas, director of organization; Jack McGinnty, executive assistant to the secretary of the Cleveland Federation of Labor; Howard Coughlin, International president; George P. Firth, secretary of the Conference.



Joseph Polo

International President Coughlin announced the appointment of Joseph Polo as an area conference organizer assigned to the city of Cleveland. Mr. Polo has been working with the International Brotherhood of Teamsters as an organizer in the Cleveland area. His appointment was strongly recommended by the Cleveland Federation of Labor and the Ohio State Council of Teamsters.



Delegates to the Erie Organizational Conference set up in Cleveland on October 24 are shown above.

Sign New Miller Brewing Pact

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1. Holiday pay for Good Friday and gubernatorial or presidential election day.
2. Payment of 2½ times the regular rate for all work performed on holidays.
3. Holidays which fall on Saturday to be celebrated on the Friday preceding or the Monday succeeding the holiday.
4. An increase in shift differentials to 7 cents and 12 cents per hour for the second and third shifts respectively.
5. Checkoff of union dues and initiation fees.
6. Commitment by the brewery to negotiate a pension plan.

The brewery will pay the full cost of the following health and welfare benefits:

- a. Life insurance in the amount of \$3,000.
- b. Accident and sick disability benefits in the amount of \$45 per week for six weeks, with coverage commencing after sick leave time has expired.
- c. Seventy-day comprehensive Blue Cross or equivalent coverage.
- d. Blue Shield surgical-medical coverage or equivalent for both the employe and his dependents.

Beck stated that in total money benefits to the individual employes, the Miller contract is the largest package deal ever to be negotiated by the local, which represents more than 1,500 office and clerical and technical employes in Milwaukee and Waukesha, and has held bargaining rights at the Miller Brewing Company since 1937.

Strike Averted at McKesson & Robbins

Detroit.—Fifteen minutes before the deadline for a strike, McKesson & Robbins and OEIU Local 10 reached an agreement.

The two-year pact grants a 22½ cents wage increase, additional sick leave, seniority rights in all phases of the operation, and many other concessions.

The members of Local 10 have once again proved that gains are made when people are strongly united in a democratic union.

New Agreement With Hydro

Toronto.—Everyone from waitresses to deep-sea divers won pay increases in a master agreement with the Ontario Hydro-Electric Power Commission engineered by 18 AFL unions, including the Office Employees International Union, Local No. 274, banded together in the Ontario Hydro Construction Allied Council, headed by Russell Harvey, Canadian director of organization for the AFL.

The increases averaging 9.3 cents an hour, and other gains, were won

for 9,000 workers in nearly 100 classifications.

For the first time in Canadian construction, the agreement establishes the principle of paid holidays and designated Christmas and New Year's Day as such. It also sets up a "savings and insurance plan," heralded by the council as the only one of its kind offered construction workers in this country.

The pact, which covers employes of contractors doing hydro work as well as those of the commission itself, provides for the union shop and checkoff of dues.

The majority of the workers are employed on the huge project which will more than double the power harnessed from the Niagara River for the province's public system.

The council was formed by the 18 unions to handle grievances as well as contract negotiations when the project was launched 2½ years ago.

350 American News Workers Reap Pact Gain

Walter Gorray, acting business manager of Local 153 in New York, announced the following *American News* contract gains as a result of the recent negotiations:

Three dollars per week increase effective September 10, 1953. This is in addition to the \$4 weekly increase negotiated last year.

Individual additional increments ranging from \$1 to \$8 per week to

30 employes.

Three weeks' vacation after 15 years of service.

Charles Ponti, organizer, and a committee consisting of Frank Gundling, chairman; Vincent Pinto, Helen Linarello, Blanche Kriete, Helen Hussey, Jean Handley, Amelia Bernardo, Betty Ruf and Gorray conducted the negotiations.

Midwestern Organizational Conference Formed



The Midwestern Organizational Conference of the Office Employees International Union was set up in Chicago on October 25. Shown at the meeting are: seated, left to right, George P. Firth, OEIU vice president; H. B. Douglas, director of organization; Howard Coughlin, OEIU president; John Finnerty, secretary of the Conference; standing, left to right, Charles Rieland, Local 158; Glenn Nelson, Local 221; Sarah Keenan and Mollie Levitas, Local 28; Mary Ann Wilson, Local 53; Frank Collins, Local 221; Edric Greaves, Local 37, president of the Conference.

McCord Workers Benefit from Pact

Brother Robert Corrigan, secretary-treasurer of Local 42, announced the signing of an agreement with the McCord Corporation of Detroit. This is an initial contract for the office employees of this company and was consummated as the result of lengthy conferences at which Federal Conciliation and State Mediation Board representatives officiated.

The contract includes a complete classification program; wage adjustments as high as \$50 per month, plus a general increase to all employees; automatic progression of wages until the maximum in each classification is reached; an improved vacation plan with an additional week's vacation, an improved sick leave plan wherein the employe may charge absence because of death in the family against sick leave; complete contractual seniority protection; paid holidays; union security and checkoff.

The contract is retroactive to September 1, thus gaining for the employes several months back pay.

Local No. 2 Honors Paul R. Hutchings

A group of people who served with former International President Paul R. Hutchings when he was president of Federal Labor Union 11773, joined with members of the Executive Board of Local 2 in Washington in an informal dinner in his honor on October 15.

Bob Greenwood, former president of Local 2, presented Brother Hutchings a testimonial scroll and a cigarette lighter bearing the official emblem of the OEIU, and his signature in script.

Oakland Continues to Roll Up Contract, Membership Gains

Oakland, Calif.—The office employes of Arden Farms, Golden State Salami Company and Loviers Appliance Company have recently selected OEIU Local 29 as their collective bargaining agent. These companies, in addition to others organized in this past year, represent a total of 40 companies organized. The membership of this local has shown an increase of almost 500 during this period.

Local 29's winning ways have not interrupted its contract gains for its membership. The employes at Biggs Drayage Company, Biggs Crane & Rigging Company, Western Truck Lines, Morris Draying Company and the Oregon-Nevada-California Fast Freight are now benefiting by the gains attained in a new contract effective July 1. This agreement provides a wage increase of \$24.50 per month, a substantial increase in welfare plan benefits and eight holidays with pay, regardless of the day of the week on which they fall.

The clerical employes at Kaiser Foundation Hospitals also won wage increase of \$18 per month, a strengthened job security clause and provision for job posting as a result of the strong stand taken by Local 29 during these recent negotiations. It was necessary for our local to fight off a raid by another union not having jurisdiction in the office employe field.

The employes of Durkee's Famous Foods received a wage increase of \$12 per month; the St. Regis Paper Company \$7.50 per month, in addition to pay for jury duty; the Credit Bureau of Greater East Bay \$7.50 per month, in addition to a full union shop; Interstate Utilities and Retail Jewelry Stores \$6.50 per month, and Retail Hardware Stores \$8.50 per month, plus five days sick leave with pay.

Toledo Election Won

Toledo, Ohio—John Taylor, business representative of Local 19, announced the results of a recent National Labor Relations Board election at the Toledo Credit Bureau. Thirty-eight employes of that company voted overwhelmingly for representation by Local 19.

This is another stride in the winning ways of OEIU.

Gets Certification

Certification has been granted to OEIU Local 265 as representative of the office employes of the Three Rivers daily newspaper, *Le Nouvelliste*, at Three Rivers, Que. All employes of the company are members of the local. Negotiations are proceeding satisfactorily toward a contract.

File Room Humor

For every woman who yearns for that school girl complexion, there's a man who longs for that school boy digestion.

The gals men like within their arms,

In fact the kind they choose,
Are gals who have those hidden charms,

But reveal some charming clues.

Guard (to prisoner about to be electrocuted): "Have you any last words?"

Prisoner: "Yeah, I'd like to offer my seat to a lady."

You've reached middle-age when your wife tells you to pull in your stomach—and you already have.

If she has class when she is young, a school teacher won't have to have classes when she's old.

She: "Paw's the best shot in the country."

He: "What does that make me?"

She: "My husband."

A certain party in the office is having trouble with his hair. It's been waving—good-bye.