



WHITE

COLLAR

"The Office Worker"—Official Publication of the Office Employees International Union



Sign Contract At Oak Ridge

Oak Ridge, Tenn.—Vice President Bloodworth reports negotiations concluded and the first contract signed with Management Services, Inc., at the Atomic Energy project in Oak Ridge, Tenn. Approximately 165 members are covered by this agreement with Local 144, Knoxville. Negotiations had been conducted over a period of months when the employes voted to strike and the Federal Mediation and Conciliation Service sought a settlement.

The contract, as signed, provides for the following: a 4 per cent increase in wages, five-day, 40-hour workweek; seven holidays (with double time if worked), vacations of one week after six months, two weeks after one year and three weeks after ten years; sick leave of one week during the first year of employment, thereafter cumulative at the rate of two days per month up to 26 weeks; super-seniority for union officials with three years' service; grievance and arbitration procedure; and life insurance and hospitalization coverage provided with the employer bearing one-half the cost.

'No-Raid' Pact In Canada Signed

OTTAWA—Canada's most powerful labor unions have agreed today not to raid each other's members, in a treaty that may lead to amalgamation of the two bodies.

The agreement, which goes into effect January 1, was signed by the Trades and Labor Congress of Canada, which has 580,000 members and is affiliated with the American Federation of Labor, and the Canadian Congress of Labor with 400,000 members, affiliated with the Congress of Industrial Organizations.

It will not become fully operative until the big autonomous unions affiliated with the central groups ratify it. The non-raiding pact follows the pattern of a similar pact concluded between the A. F. of L. and the C.I.O. in the United States last June.

Season's Greetings From Your International Officers

Your International Officers take this opportunity at year's end, to bid Friendliest Yule greetings to all members of the great family of the Office Employees International Union. We hope that the coming year brings to all a full measure of Health and Prosperity.



Howard Coughlin, President

J. Howard Hicks, Secretary-Treasurer

Terry Parker, V. P.
Nicholas Juliano, V. P.
Emily Burns, V. P.
Marie Mann, V. P.

Ila Howard, V. P.
Max Krug, V. P.
George P. Firth, V. P.
John T. Finnerty, V. P.

J. O. Bloodworth, V. P.
Bernard Cosgrove, V. P.
John B. Kinnick, V. P.
Edward P. Springman, V. P.

New York Local Moves Ahead On Wide Organizational Front

Local 153 of New York City continues its organizational drive with victories at the Schirmer Music Company, Group Health Insurance Inc. and the Dilbert Grocery Company.

The hotel organizational drive continues with the addition of ten newly organized hotels, headed by the Hotel Ambassador. These hotels will automatically come under the master agreement already in effect for the hotel industry in New York City. The office employes organized in these hotels, numbering more than 100 in total, will automatically receive a \$2.60 weekly increase in addition to a five-day week to replace the former six-day schedule.

These newly organized members will also be covered by the existing Welfare Fund which includes life insurance, sickness and disability benefit payments, Blue Cross hospitalization, in addition to the industry-wide pension plan, and access to the New York Hotel Trades Council—Hotel Association Medical Center.

Local 153 has already organized more than 100 hotels in New York City and the drive is continuing to completely organize that field.

The local union was recognized as the collective bargaining agent for the employes of Schirmer Music

Co., Group Health Insurance Inc. and the Dilbert Grocery Company without the necessity for an NLRB election.

In all instances the organizational efforts of the local union were so successful that each and every employe of these companies were signed to 153 membership cards prior to a request for recognition. As a consequence, all of these employers dispensed with the idea of National Labor Relations Board elections.

Negotiations are now in progress in all of these companies.

The unionization of Group Health Insurance, Inc. adds to the

list of Local 153's unionized medical and insurance services. At the present time Union Casualty Co., Union Labor Life Insurance Co. and Health Insurance Plan of Greater New York are already organized and under agreement with Local 153.

In the grocery industry the Dilbert Company joins the list of John Sexton, Bohacks, Leggetts and R. C. Williams as organized grocery firms.

It is the intention of Local 153 to make agreements in the respective industries organized as uniform as possible. However, individual agreements will be negotiated with each company organized.

Joint Conference to Be Held

The North Central and Midwestern Organizational Conferences will hold a joint meeting at Milwaukee, Wis.

Date: January 22, 1955

Time: 10:00 A. M.

Place: Schroeder Hotel, South Room

Union Busting Laws Tackled

The American Federation of Labor launched a nationwide campaign against misnamed "right-to-work" legislation already enacted in 17 states and threatened in many others.

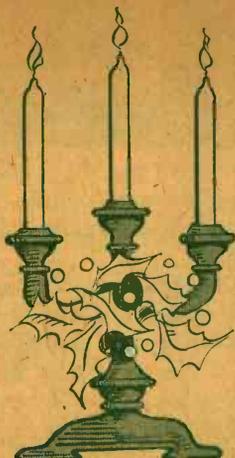
AFL President George Meany, alerting all state federations of labor to the danger, charged that employer groups have organized well-financial lobbies to press for adoption of such anti-labor state laws. He said "their major opportunity" comes next year when all but four state legislatures will be meeting and warned that the legislation constitutes "a serious threat to sound and democratic labor relations in America."

At the same time, the AFL issued to all its state branches a pamphlet entitled "Right to Wreck," exposing the deceitful nature of the legislation, which does not guarantee the right to work but merely prohibits all forms of union security contracts. In a foreword to the pamphlet, Meany declared "the living standards of all Americans are adversely affected by the passage of this legislation."

The AFL also announced a series of three weekly radio programs explaining the dangers of the legislation. The broadcasts will be heard coast-to-coast over the ABC network on the AFL's "As We See It" program. To be interviewed on succeeding weeks will be AFL Secretary-Treasurer William F. Schnitzler, November 27; Legislative Representative Andrew J. Biemiller and Assistant Research Director Peter Henle, December 4, and Assistant Organization Director Peter McGavin, December 11. The interviews will be conducted by Harry Flannery, AFL radio commentator.

The new "Right to Wreck" pamphlet explains that the so-called "Right-to-Work" law does not help workers to obtain a job nor prevent them from losing a job. The law does strike directly at the "bargaining strength" which workers have been able to attain through union organization. Union security contracts are democratic and vital to effective collective bargaining, the pamphlet maintains.

The states already having right-to-work laws are shown on page 3 of this issue.





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from the desk
of the
PRESIDENT

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HOWARD COUGHLIN

Allis-Chalmers Appeal Denied

IN THE August edition of "White Collar" we described to you the far-reaching effects of a decision handed down by the U. S. Court of Appeals, 7th Circuit Chicago, involving our Toledo Local 19 and its membership employed by the Allis-Chalmers Manufacturing Company.

In this decision the Court stated that the company was within its legal rights to insist on contract provisions which would give non-union employes the right to vote for or against the contract and the right to vote for or against a strike. In view of the fact that the U. S. Court of Appeals reversed the decision of the National Labor Relations Board, it was up to the Board, and the Board only, to decide to appeal to the United States Supreme Court. Our International Union was joined by the American Federation of Labor in an appeal to the General Counsel and the National Labor Relations Board against this unfair decision.

We have been informed that the General Counsel and the National Labor Relations Board favored appeal to the U. S. Supreme Court. Unfortunately, however, the Solicitor General, without whose consent the appeal is impossible, did not feel the same way. As a result, therefore, it is now possible, in accordance with this precedent-making decision, for a company to demand an open shop and to protect the rights of non-union employes to participate in negotiations to which they are not parties.

James Manufacturing Company NLRB Election

INCLUDED in the preamble to the Labor-Management Relations Act of 1947, is its intent "to foster and encourage collective bargaining."

Despite the intent of the Act, the present administration of the National Labor Relations Board has allowed captive audiences, free speech, coercion and intimidation on the part of the employer. Our recent organizational campaign at the James Manufacturing Company, where the employer was allowed to take full advantage of all of the recent NLRB decisions, is a typical example of how the Labor-Management Relations Act of 1947 has been prostituted.

After an overwhelming majority of employes had freely signed OEIU cards as a result of a campaign conducted by Art Lewandowski, North Central Organizational Conference organizer, the employer, among other things, was guilty of the following:

1. Read letters to the employes referring to us as outside strangers, stressing the possibility of strikes, discord and dissension.
2. Had a so-called letter from office employes in another company where the union had been rejected, stating how happy they are without a union. (The letter was signed by supervisors, factory employes and other workers hired months after the election was held).
3. The president and the office manager called in individual employes and queried them about their union membership.
4. The office manager visited employes at their homes and discussed the matter of union membership with other members of the family, stressing the possibility of a strike.
5. Held captive audience meetings at the main office, presided over by the president of the company, in which he indicated that there would be layoffs if the union won and negotiated wage increases.

The National Labor Relations Board has advised us that the employer's actions are legal under its recent interpretations. All I can say is that we need a new Board and new interpretations.

Local Union Activities

Chicopee Falls, Mass.—Eileen Hough, President of Local 228 reports a renewal of their agreement with the J. Stevens Arms Co., resulting in adjustments of inequities, a general wage increase and improved sick leave provisions. International Representative Leo Wallace assisted in negotiations. Other provisions of the contract include union shop with dues check-off, ten holidays, vacations of from one week after six months to three

weeks after 15 years, sick leave up to 20 days after five years, seniority retained up to four years, and job posting.

★ ★

Pittsburgh, Pa.—Organizer Morris reports a settlement with Felix Half & Bros. in their initial agreement with Local 33. This is the home office of this company, wholesale carpet dealers, with branches at Cumberland, Md., Wheeling, W. Va., and Youngstown, Ohio.

Local 3 Member Crowned 'Queen'



A member of San Francisco Local 3, Carolyn Bollantoni, recently won first prize in the "Queen of Industry" contest sponsored by the American Legion. She's shown receiving an engraved gold trophy at the coronation ball. Her employer, Machinists' Local 1327, received a gold plaque. The grand prize was a trip to Hawaii or a \$350 check. She chose the latter, but plans to take the trip later on.

Gains for these new members include an immediate increase of \$5 to \$7.50 retroactive to August 18, 1954, with a step-up increase in six months of from \$2.50 to \$5; 35-hour workweek; union shop; six holidays plus two religious holidays; two weeks vacation after one year and three weeks after 15 years; sick leave; three hours on Good Friday and two 15-minute rest periods per day. This is a two-year agreement.

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Oakland, Calif.—As a result of a reopening provision in Local 29's three-year agreement covering 19 retail food stores, wage increases ranging up to approximately \$12 per month have been obtained. The agreement also provides for union shop, shift differential, 8 holidays, vacations, sick leave, and health and welfare coverage paid by the employer.

John Kinnick, business representative of Local 29, also reports the following gains at other firms:

Cutter's Laboratories: average wage gain of \$10.50 in improved salary rates, sick leave and health plan benefits.

Bireley's Beverages: wage increase of \$10 per month and the addition of Good Friday as a holiday.

Central Scientific Co.: wage increase of \$8.65 per month.

Hardware industry: wage increase of \$8.65 per month.

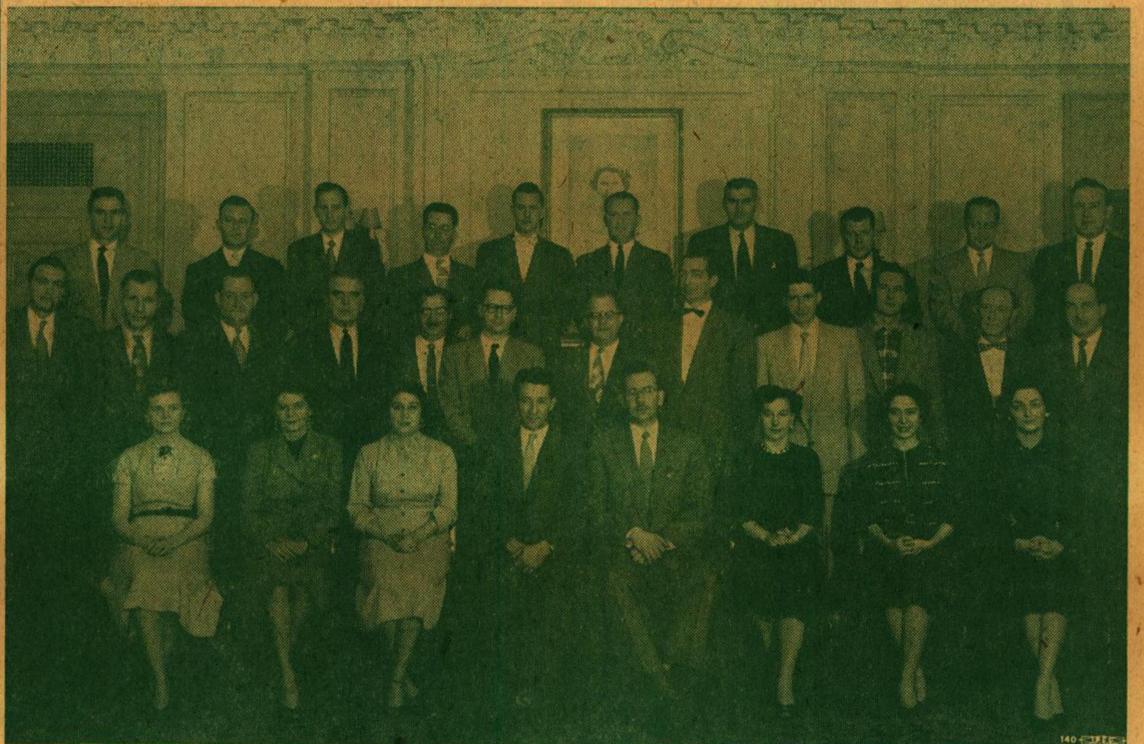
Olympic Press: wage increase of \$11.75 per month.

★ ★

York, Pa.—An increase of five cents per hour for employes of S. Morgan Smith, has been obtained by Local 157 as a result of a wage reopening. The agreement was extended for two years with a reopening in September, 1955. Other provisions include the union shop, seniority retention up to three years after ten years' service, double time in addition to regular pay for holidays, vacations of one week after six months up to three weeks after fifteen years and a health and welfare plan.

(Continued on page 3)

Canadian Conference Held at Toronto



Late in November the Canadian Organizational Conference held its second meeting in Toronto, Canada. This meeting was considered a tremendous success by all the delegates in attendance.

Brother P. J. McGavin, Acting Director of Organization of the A. F. of L., and Russell Harvey, Canadian A. F. of L. Director, both addressed the meeting and discussed organization of white collar work-

ers. Director of Organization Douglas and Secretary-Treasurer Hicks also spoke at the meeting. From the reports of delegates, it was learned that a great deal of activity has been taking place in our Canadian locals.

A committee was established to work out means of exchanging information on organizing activity between the Canadian local unions. The report of the committee recom-

mended that President Harold Ogden write a monthly column for the International newspaper, WHITE COLLAR.

The delegates reelected to office both Harold Ogden, as President and Marcel Roy, as secretary-treasurer. It was decided by the Conference to hold the next meeting in the City of Montreal about the 20th of November, 1955.

White Collar—THE OFFICE WORKER

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the American Federation of Labor



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J. HOWARD HICKS, Secretary-Treasurer
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Board OK's Stock Purchase Plans

THE National Labor Relations Board recently ruled in a case involving the Richfield Oil Company that stock purchase plans which the company had already established are bargainable issues. The company had previously turned down the union's request to bargain on the plan and the union's appeal was subsequently sustained by the National Labor Relations Board.

The newspapers of our country have proclaimed that this is the first liberal decision of the present Board. We feel, however, that such a ruling has complications. We would not advise our unions to make the usual stock purchase plan a contractual proposal. A proposal of this type, if adopted in times of recession or depression, could lead to serious loss of money to our members. We think these plans should be given serious consideration by our members.

Albert Beeson Resigns

ALBERT C. BEESON, one of the most controversial appointments to the National Labor Relations Board in its history, has indicated that he will not seek reappointment. Mr. Beeson's appointment was objected to by organized labor and a large number of United States Senators. It took a complete Republican Party vote to confirm his appointment.

During his tenure of office Mr. Beeson's decisions were strictly big business. His business background was the reason behind the many objections to his appointment. It is incumbent upon President Eisenhower to appoint a representative to the National Labor Relations Board who is both fair and impartial.

Right-to-Work Laws

THE REV. WILLIAM J. KELLY, former chairman of the New York State Labor Relations Board, in "The Machinist" states: "I think for a man to insist that he shall exercise his God-given right and duty to work against a particular employer and against the majority rule of his fellow-workers, is unjust. I hold that history testifies that the union shop in America has been a stabilizing influence in industrial relations. I hold that the same American history testifies that open shop legislation has only led to unrest and low wages."

After looking at the pattern of wages paid in the so-called "right-to-work" states, we add "Amen."

Company May Now Sign Contract Despite NLRB Petition

According to a recent ruling of the National Labor Relations Board a company may now sign an agreement with an existing union even though a petition is pending before the Board by a rival union. The Board thus reverses the policy which has been in effect for nine years. Strangely enough, however, if the rival union filed since the NLRB election, the Board holds that any contract previously signed with the old union is null and void and a new contract must be negotiated.

Unionization of the unorganized, which was always difficult, is now doubly so.

ATTEND YOUR UNION MEETING

Local Union Activities

(Continued from page 2)

Three Rivers, Quebec—After lengthy and difficult negotiations, Robert Hennessey, president of Local 265, reports the first contract with a daily newspaper in Canada *Le Nouvelliste*, has been signed. Much credit is given AFL General Organizer Yvon Dansereau for his efforts in bringing these negotiations to completion and in obtaining retroactivity to January 1, 1954. The members of Local 265 are justly gratified in obtaining a foothold in this field of industry.

Gatineau, Quebec—Negotiations have been concluded between Local 110 and Commercial Alcohols, Ltd. resulting in a three per cent increase retroactive to May 1, 1954. The provisions of the agreement between Local 110 and Canadian International Paper Company will govern these members including the Job Evaluation Plan. A performance review will be completed by January 1, 1955 for the purpose of adjusting salaries.

Bridgeport, Conn.—Local 123 recently renewed a contract with Jenkins Bros., Secretary-Treasurer Anita E. Mercurio reports. The following benefits were added: a 3 per cent increase in salary, a boost in life insurance from \$1,000 to \$1,500, hospitalization benefits increased from \$10 to \$14 per day for 13 weeks and a substantial increase in surgical benefits.

Birmingham, Ala.—Local 18 has obtained a \$12 per month increase for members at U. S. Pipe & Foundry Co., and in addition eliminated the first three steps in the rate range making progression more rapid. Pay for holidays falling on Saturday was also granted. Among other provisions are check-off of dues and maintenance of membership, vacations of one week after six months up to three weeks after 15 years, company seniority, a health and welfare plan, and a non-contributory pension plan. Vice President

Bloodworth assisted in the negotiations.

Oswego, N. Y.—Ames Iron Works, Inc. signed a renewal agreement with Local 125 providing for a five cents per hour increase. A modified union shop, overtime, shift differential, seven holidays with one-half holiday on election day, bumping rights, job posting and a health, welfare and insurance program fully paid by employer are among the provisions included in this agreement.

Bingham Canyon, Utah—Lengthy negotiations between Local 286 and Kennecott Copper Company have finally been concluded with a 5½ cents per hour average increase and an improved hospital plan for employees and dependents. Shift differentials have also been increased to 5 cents, 7½ cents and 10 cents, and improvements obtained in the seniority clause. Also included in the agreement are the following provisions: dues check-off; maintenance of membership clause; eight holidays; up to three weeks vacation after 15 years; sick leave cumulative to 90 days; posting of jobs, and bumping rights.

Buffalo, N. Y.—Local 212 has renewed its agreement with Nemer Furniture Store with a \$2 per week wage increase effective October 1, 1954, and an additional \$2 per week effective October 1, 1955, together with an improvement in vacations of 2½ weeks in 1955 and 3 weeks in 1956 for all employees with 10 or more years' service. Other provisions of the contract are the union shop, straight seniority in layoffs and company-paid Blue Cross and Blue Shield coverage for employees and their dependents.

Kansas City, Mo.—Local 320, in a renewal agreement with Columbian Electrical Company, has obtained wage increases of 5 cents to 8 cents per hour, improved vacation privileges of 1 additional day

for each year of service after completing five years' service, up to and including the tenth year; and maternity leave of four months. AFL Organizer James assisted the committee in negotiations. Other features in the agreement include union shop, double time for holidays in addition to regular pay, sick leave and seniority rights.

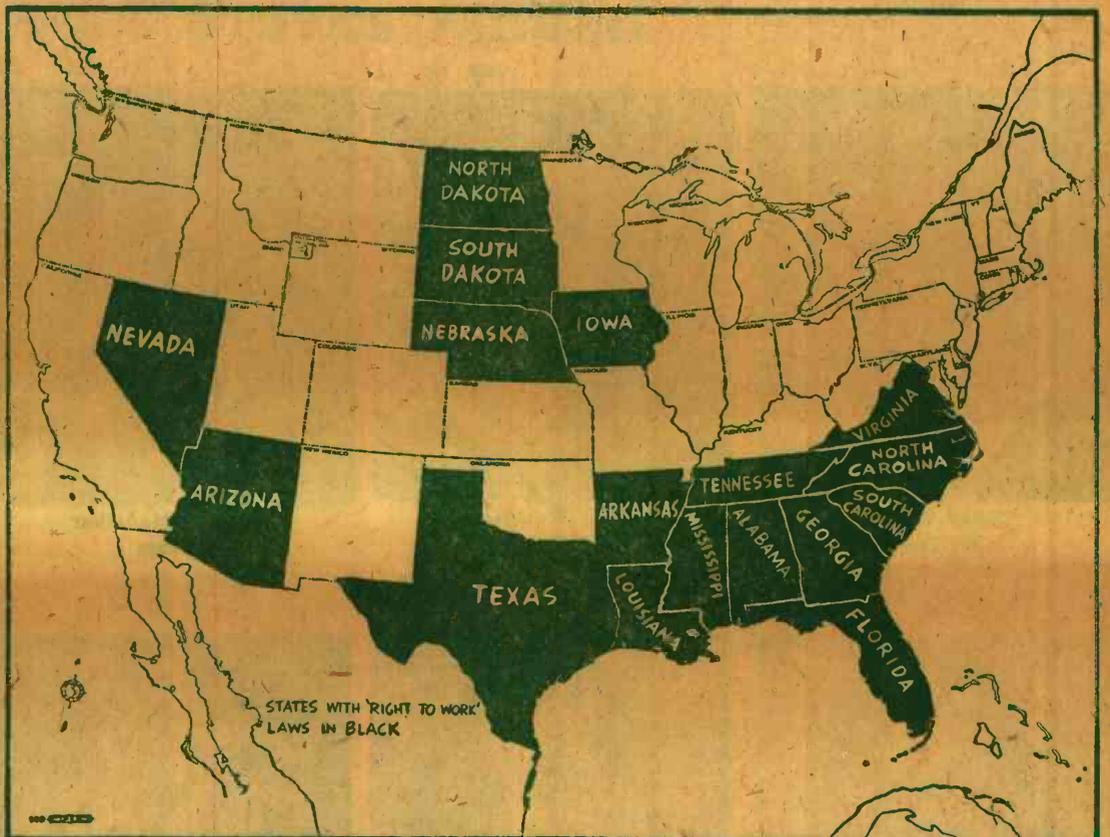
Cleveland, Ohio—Local 17 has negotiated a first agreement with the International Chemical Workers Union at their headquarters office in Akron providing a wage increase of five cents an hour, seven holidays, three-week vacations after 10 years' service and seniority and grievance procedures.

Burlington, N. J.—Negotiations by Local 238, assisted by Vice President Springman, resulted in a \$12 wage increase, improved welfare benefits and three additional classifications in the bargaining unit at U. S. Pipe & Foundry Co.

Seattle, Wash.—Organizer Corum reports that after a strenuous campaign a majority of employees of the West Coast Drug Company, wholesale drug distributor in Seattle, have signed authorization cards with Local 8. After meeting with the company and the National Labor Relations Board a consent election was agreed to which will be held Thursday, December 9. Organizer Corum reports that we should win overwhelmingly in this election.

Fort Wayne, Ind.—Midwestern Conference Organizer Gene Dwyer reports that as a result of an organizing campaign at Fort Wayne, Ind., Local 325 has been chartered. At the present time Local 325 has approximately 105 members and is continuing its organizing activities looking forward to a large, active and successful local union. This local union expects to have their charter installation ceremonies in the near future.

Blackout on Progress



Catholic Women Oppose Right-to-Work Laws

Delegates representing 8,000,000 members of the National Council of Catholic Women, in convention in Boston, Mass., recently expressed opposition to the so-called "right-to-work" laws in states where they are now being considered and

urged repeal of such laws in the seventeen states where they have been enacted.

It is very encouraging for organized labor to see this awakening of interest in the problems of labor by groups other than those directly

concerned with labor affairs. More and more it will be realized by responsible segments of our society that the welfare of our nation is dependent upon the welfare of the American working men and women.



H. B. Douglas
Director of Organization

Season's Greetings
from The Men in the Field



Gene Corum
Seattle



Frank Morton
Fort Worth



Art Lewandowski
Milwaukee



George Firth
Pittsburgh



Oscar Bloodworth
Atlanta



Leo Wallace
Boston



Jim Ruehl
Buffalo



Joe Polo
Cleveland



Justin Manning
Hartford



Cletus Wheeler
St. Louis



Chas. Henderson
Los Angeles



Alastair MacArthur
Canada



William Mosca
Baltimore



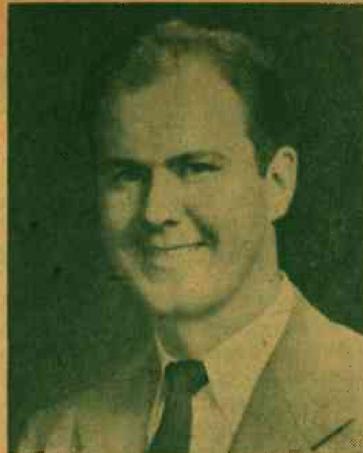
Stan Zagol
Kansas City



Carl Shugaar
San Francisco



Joe Carella
Philadelphia



Eugene Dwyer
Chicago



Joe McGee
San Diego



Arthur Morris
Pittsburgh