New York Local's Defense Fund Pays Off

Local 301, Baltimore, Signs Agreement With Baltimore Transit Company

Above is a picture taken at the installation of the charter of Local 301 with the officers holding a picture of the signing of their agreement with the Baltimore Transit Company.

This agreement provides for a $2 per week increase in salary, union dues, check-off and grievance procedure. Paid vacations ranging from one to three weeks based on seniority are also included.

Other terms of the pact call for six paid holidays with one-half day off with pay on days which precede the holidays; seven days sick leave per year which may accrue for five years with a maximum of 26 days, as well as company-paid pension, medical, surgical and dental care in addition to life insurance.

In July, 1972, New York Local 153 established a defense fund through the passage of a 50-cent increase in dues to be used exclusively for this fund. This was the first such fund established by any union of the International Union.

To date $42,615 has been paid out of this fund to striking members of Local 153, or to such members with automatic progression features.

The agreement is for one year, beginning April 26.

The union has gained 164% per cent across-the-board increase for its bargaining unit since 1952, excluding the current increase. Many of the adjustments of inequities, increases in fringe benefits, and many improvements in the basic contract.

International Representative Frank Morton and International President Howard Coughlin led the negotiations in the initial sessions.

Who refused to cross authorized picket lines of other local unions.

An example of the override of this fund is the recent strike of the International Association of Machinists in the R. Hoe Company. As a result of the establishment of IAM picket lines, 170 members of OEU Local 153 refused to cross the picket line. Subsequently, the Executive Board of 153 voted to pay to each of these members the sum of $25.00 per week. The strike was finally settled in its sixth week.

During this period of time our 150 members received a total of $17,800 in strike benefits. Members of Local 153 in other places of employment affected by called 153 strikes or strikes of other organizations, received the following sums which were paid out at the rate of $25.00 per week.

American Guild of Variety Artists, Inc. $525.00

Wells Fargo & U. S. Trust Company

Hoffman Beverage Co.

Sales Office

Canada Dry Sales & Office

Kelley威廉斯

Stamping Co.

The operation of this fund has been a source of security to members of Local 153 contemplating strike action. The establishment of a similar fund should be considered by all local unions of the International Union.

Agreement Signed With Miller Sales

A renewal agreement for the sale of the Peterboro Sales Corporation, a distributing company for Miller's High Life beer, was recently signed. The base salary of all salaried employees covered by the agreement was increased an average of 5.12% to $1.46 lower than the old salary, with a $2.23 minimum to $2.76 highest salary grades.

Gains Won in New Convair Agreement

A new one year agreement between Consolidated Valencia Aircraft, (836 bonner plants) and the Office Employees International Union, Local 277, was ratified at a membership meeting April 26. The ratification of the agreement was the result of lengthy negotiations by the contract and job evaluation committees.

The new agreement calls for a five-cent an hour across-the-board increase, plus two cents for being applied to the minimum and maximum of the rate ranges. The in increase which is retroactive to December 21, 1971, will add approximately $120,000 to Convair's yearly payroll at Fort Worth.

Other benefits in the new agreement include: increase from $3.50 to $5 per month paid insurance premium, three weeks vacation after 15 years, liberalization of paid sick leave, shift preference by seniority, strengthening of seniority clause, maternity leave, elimination of super seniority clause to include grievance committee members, adjustment of classification in equities which resulted in the upgrading of some jobs as much as two labor grades.

The new agreement calls for a minimum of $1.32 to $4.61 lower than the old labor grade and $1.23 minimum to $2.76 highest salary grades.

Objective of New Plan Is to Avoid Disputes

George Meany, President of the American Federation of Labor, has issued a call for a special meeting of officers of all International Unions to be held on May 14 in Chicago. In accordance with a unanimous decision of the A. F. L. Executive Council at its last meeting in Miami, Fla., all International Unions are being asked to act on an inter-jurisdictional pact designed to peacefully resolve all future jurisdictional disputes.

During his short tenure of office, George Meany has done much to promote good will, harmony and unity of purpose among the A. F. L. and C. U. I. The plan which the delegates in attendance at this special meeting will be asked to act on will be of mutual advantage to all International Unions.

Serious Disruptions

In too many instances selfish unions organizing outside of their jurisdictional limitations have caused serious disruptions within the entire labor movement. In many cases some unions have set out to organize the unorganized, rather than to organize the organized.

We of the Office Employees International Union will hail any agreement which will prevent jurisdictional disputes and will be considered a member of that fund. We will join with all International Unions of the A. F. L. to feel likewise.

We have set up a pact designed to organize large numbers of clerical workers in this country and Canada. It is an unanimous opinion that adoption of an intra-A. F. L. no raiding pact will give our plan much impetus. Our International officers will be in attendance at this very important meeting and will report the results to the Joint Council of White Collar.
Northeastern Organizational Conference Set Up

Thrift Retirement Plan Negotiated

Early in April the New England Organizational Conference had its initial meeting in Albany, N. Y. The delegates to this Conference were very elated over the establishment of the National Organizational Conference. They expressed their delight over the results they have heard of in the various other Conferences throughout the country.

Sister Claire Hall of Local 34, Rochester, N. Y., was elected president and Leo Wallace, International representative, was elected secretary of the newly formed organization.

Mary Endorses Unemployment Compensation Recommendations

George Meany, president of the American Federation of Labor, has written to the OEIU and asked that we lend our support to the objective stated in the following letter addressed to all state governors by Secretary of Labor James Mitchell:

"I am writing you at the suggestion of President Eisenhower regarding improvement in and expansion of the unemployment insurance program. Since this is a jointly operated Federal-State program, we want to work with you so that we can fulfill our respective responsibilities.

There are several areas in which we believe the unemployment insurance program needs to be strengthened in order to realize its full potentialities in providing protection against unemployment. These are the extremes of the system to additional workers, improvement in benefits, protection of state funds against solvency, and more adequate financing of administration.

The President has recommended action to Congress to improve the program in some areas and is suggesting action by the states in several other areas.

Specifically, the President has recommended to the Congress changes in the Federal Unemployment (Continued on page 4)

OEIU Booth Popular at Label Show

Above, members of Local 30, OEIU, giving out tickets to show visitors exciting them to chance to receive new portable typewriter (shown on table). Handling out tickets, from left: Sara Parker, former financial secretary, Local 26; Cynthia McCaughan, president, Local 30; and Pat McGuire, Local 30.

Left, James Roosevelt, son of the late President, visited the OEIU Local 30 booth at the Union Label Trades show. He is shown talking with John Goodlette, left, business representative of Local 30. The International office has received many comments on the excellent job done by Local 30 at the Los Angeles show.
NAM Labor Policy Adopted by Ike

Ike's Decision to Allow the States to Regulate Strikes by Picking within Their Borders

According to the Bureau of National Affairs, some type of leave of absence—either sick-leave or leave for personal reasons—will be provided in over two-thirds of current union contracts, in a study of 400 agreements. In 1950, 80 per cent of contracts granted this privilege. Personal leave, for suitable and approved reasons, is now permitted by nearly three-fourths of contracts, as against 55 per cent three years ago. Time limits, varying from a month to a year, are specified in two-thirds of current agreements and about two-fifths say that sick-leave will continue to accumulate while the worker is on leave. Union leave is provided in two-thirds of contracts. More than half of these permit leaves of a year or more for the purpose of office holding, others grant short leaves to attend conventions or handle special union business.

Leaves of Absence Now Provided by
Most All Union Agreements

Unemployment Increasing?

Unemployment declined in late March and early April, but a little less than seasonably. That is government gobble-de-gook to cover the plain fact that unemployment is getting worse. Secretary of the Treasury George Humphrey told Congress in late March that we would have to wait until May for any business and employment pick-up. Then, the “Wall Street Journal” of April 22 came up with the discouraging statement that “Business is getting worse, but the figures are not as bad as we feared. New unemployment compensation claims, at 387,900 in the week ended April 10, showed a 13 per cent bounce from the preceding week. Anybody who would rather have a job than unemployment insurance. But, just as in the case of fire insurance, it should be adequate in case of emergencies.

How good is your unemployment insurance today? Thanks to the “states rights” feature of the program the benefits vary from state to state. Average insurance payment is only $23.30 per week for 22 weeks, or $519 per year. This was less than a third of average wages lost. In 13 states payments averaged less than $19. In only 16 states did individuals get as much as $30 per week. In eight states a person cannot draw insurance for more than 14 weeks, and in only four states can an unemployed person draw insurance for 25 or 26 weeks. Congress can do nothing to raise the inadequate standards. Changes must be fought through each state legislature. But unfortunately only 14 state legislatures meet this year. This is just another example of why one federal law is better than 48 conflicting ones.
HOWARD COUGHLIN

Organizing, Education and Publicity

IT is the intention of your International officers to use our various conferences for the purpose of educating local union leadership and active members in the basic essentials of organizing, collective bargaining and National Labor Board procedure. Therefore, during the subsequent meetings of the respective conferences after each conference has been established much of our time will be utilized in this direction.

At the present time we are preparing an Organizational Manual, a Collective Bargaining Guide and a Schedule of Information designed to assist our local union leadership before the National Relations Board. At these conferences we will eventually become the focal point of all organizational and educational activity in the various conference areas. We realize that a union must be trained and developed to activate our leadership, but also to obtain the greatest interest and participation of the membership of our conference-affiliated local unions.

One of the jobs of organizing tremendous numbers of white collar workers. This job can only be accomplished if our membership participates to a great degree in the organizational effects of our local unions and conferences. Our job could be made a great deal easier if we could convince our individual members of the tremendous amount of good that they can achieve not only for the union but for themselves and their fellow member as well.

A local union can be advertised better by individuals who are convinced of the good results that a local union for clerical workers can attain than we can gain through paid advertisements in the newspapers. When our individual members achieve successful contracts through local unions collective bargaining with management, members who are within their branches to establish sound public relations for their local unions.

When a reputation for honesty, forthright collective bargaining is achieved by a local union through its membership, we are in effect practicing good public relations.

Nothing Succeeds Like Success

It has been said that nothing succeeds like success. A trade union's organizational success and subsequent good contracts are its best advertisements. We have found and will continue to find that success breeds success. It is important that we explain this breeding, so to speak. Too many of our members are completely satisfied with their collective bargaining attainments fail to publicize those attainments.

In many given instances individuals have been able to convince employers of other companies as to the value of organization by simply telling of the results obtained in their own collective bargaining negotiations. If this policy were followed and with their collective bargaining attainments fail to publicize those attainments.

Nation-Wide Publicity

Our International Union has been receiving much favorable publicity particularly in many of the more important labor publications throughout the nation. Within the last few months we have had two articles published in the FEDERATIONIST. These have been reprinted in other publications. We have received requests for additional articles from other periodicals because of our action.

While this type of publicity is important, we intend to promote if possible a type of publicity which will be of great benefit to all of our local unions. We delayed any concerted effort in this direction until such time as we had appointed a sufficient number of organizers in the field, particularly in metropolitan areas, to take advantage of any organizational leadership in these communities.

We are at the present time meeting with various representatives of publicity firms for the purpose of working out arrangements which will give us access to necessary channels of national publicity, taking into consideration, of course, our financial limitations.

Meany Endorses

Excise Tax Cuts

You'll find lower prices this month on household appliances, clothing, necessities and linens. Reductions approximately five per cent on many brands of refrigerators and Toasters are the most important savings made available from the recent excise tax cut on appliances. Prices of freezers and dryers are also moved downward by the excise cut, but washers are not affected.

Most makers of major appliances have announced lower list prices which pass on the tax cut. In several instances, however, retailers are claiming that the reduction in the manufacturer's list price is not adequate to cover the entire excise tax cut.

A large camera manufacturer has notified dealers its prices remain the same despite a reduction from 20 to 10 per cent in the tax on photo equipment. One maker of ranges has passed on only half the tax cut, while several smaller appliance manufacturers have so far announced no cuts at all. Not have most manufacturers yet arranged to reduce prices on stocks in retailers' hands, which means some stores are reducing prices sooner than others in new stores stock.

There is no law that manufacturers must pass on the reductions in excises. The law states that the excises must be reduced. Some manufacturers are not reducing prices in order to maintain their profit margins.

Extra Shopping Required

Our advice to readers seeking good values in appliances this month, especially refrigerators and ranges, is to shop for good values.

To get the most advantage from the excise reduction, you'll want to shop for good values. You can't save an automatic price cut, because in some cases, the reductions are uneven and some are being pocked. Even when the list price has been reduced, you will still be able to get a sizable further discount of 20-30 per cent, depending on competitive conditions in your area. The more the higher the percentage of discount you should get. Since spen
cial sales and price cuts are normal on refrigerators in late May and June, you can expect further price cuts if I shop for them and watch the ads. The fact that the excise tax cut has proved a dud so far in stimulating people to spend, as Retailing reports, is further assurance that "special sales" will be available in late spring and early summer.

Here are other tips on opportunities in finding values in these and other goods in May:

TELEVISION SETS: Add to lower prices already reported last year, Crosley's new 17-inch set is priced at a list of $140. Usual discounts bring it down to about $100. It's compact and light in weight, and is offered as a "second set," but has only 15 tubes and thus may not be powerful enough for fringe reception.

WASHERS, DRYERS: Good news for families in apartments and small houses. The introduction of several new models of more compact washers and dryers is noteworthy.

These are generally eight-pound capacity in comparison to the nine-pound models. Some compact automatic washers are now available for small homes where the washer must be stored in a closet when not in use.

Summer Clothing

Prices of garments of the newest polyester materials continue to remain stable. Some stores now offer men's Dacron-covered suits for as little as $42.50, a revealing reduction from the $55 such suits commanded only two years ago. Women's nylon dresses are now available for as little as $15-$16 in electric models, and particularly noticeable, new models cost more initially, operating costs are much lower.

The WHITE COLLAR

(Continued from page 2)

meal Tax Act which should result in the saving of some million additional work-

er. These include, primarily, em-
}ployers in firms with one or more

} workers at any time. In addition,

} the President has suspended

} unemployment insurance protec-

} tion for all employees of the 40

} million civilian employees of the

} Federal Government. I hope that

} you will come to see me and give

} your Senate colleagues the best

} arguments you can against the

} President's proposal to amend

} the tax law.

} "Only by raising these max-

} imums in line with the rise in wages

} and living standards in the pro-

} gram, will the program serve its

} purpose of providing sufficient

} protection to the worker for loss

} of earnings and sufficient help in

} curtailing economic decline.

} "His report describes, as a de-

} sirable goal of the program, that

} maximum weekly benefits be raised

} so that the payments to the great

} majority of the beneficiaries may

} equal at least half their regual

} tary earnings." In his Economic

} Report the President has also

} called attention to the importance of

} assuring longer periods of unemploy-

} ment insurance protection. This is

} needed since when unemployment

} increases, the duration of benefits

} increases in duration for the

} individual.

} "The President has urged that

} all states provide 26 weeks of ben-

} efits under specified conditions.

} In order to assure that even a

} minimum benefit down the road

} would remain, the Council re-

} commended that in each state the

} maximum weekly benefit amount

} should be equal to at least 60 per

} cent of the state's average week-

} ly wage.

} "At its most recent meeting in

} February, the Federal Advisory

} Council on Employment and Un-

} employment Security took action

} supporting the President's propos-

} al for extending the period on

} improving weekly benefits. The

} Council recommended that in each

} state the maximum weekly benefit

} amount be equal to at least 60 or

} more of the state's average week-

} ly wage.

} New AFL Labor Film

} Catalogue Available

} A revised and expanded edition of

} "Films for Labor" listing over 100

} films and filmstrips on subjects of

} interest to labor and management

} is now available through the AFL

} Workers Education Bureau. The

} new catalogue also includes Informa-

} tion on the Bureau's "Film-A-Month

} plan," new studies and filmstrips

} available for advertising film showings,

} and helpful hints on projection and

} equipment. Copies of "Films for

} Labor" may be obtained from the

} Workers Education Bureau, 1625

} Eye St., N.W., Washington 6, D.C.

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