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For the Western Organizational Conference, Joseph McGee. He will work out of San Diego, Calif. He has had organizational experience with the American Federation of (Continued on page 3, Col. 1)

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PACIFIC NORTHWESTERN ORGANIZATIONAL CONFERENCE MEETING

Date: Sunday, December 19, 1954.
Time: 11:00 A.M.
Place: Seattle, Wash. Benjamin Franklin Hotel.

Arbitration Award Made to 308 Member

In an arbitration case brought by Local 308 in its real to protect the rights of its members under the contracts now in force at Portsmouth, Ohio, the local spent in excess of $500 to establish the fact that OEU local unions believe that "an injury to one is the concern of all."

OEU General Counsel Joseph E. Finley did a fine job of presenting the case before a professor of Ohio State University after the grievance was filed jointly by M. V. Tidder and J. T. Caldwell as a breach of agreement between Local 308 and Peter Kiewit Sons which provides that layoffs shall be by seniority by classification within units. These members were laid off in violation of this article. As a result of the arbitrator's award they received all back pay due them while out of work and through a survey of their job description were given an increase to the next higher classification—Senior Material Clerk.

Below is a copy of a letter received from Brother Caldwell:

Route 1, Waverly, Ohio.

October 18, 1954.

Dear Mr. Finley:

I wish to express to Local 308, to Mr. Wheeler and to you my appreciation of the able manner in which my recent grievance claim was successfully handled.

This action resulted in a settlement in my favor in which I was awarded and received the sum of $609, but of far more importance it established and fixed the fact that members of Local 308 do have seniority rights which will be respected in the future.

I would also like to thank Mr. Joseph E. Finley, and call the attention of all of our members to his skillful and efficient prosecution of this claim.

Again, I thank you.

Sincerely yours,

James T. Caldwell.

New York Beer Salesmen Ask OEU Representation

Local 1575's Director of Organization Ben J. Cohen reports that early in November, Local 153 won a representation election among the salaried employees of the Anheuser-Busch Brewing Company. These salaried employees are the first to receive the support of the International Union. The results of the election were as follows: Local 153—32, independent—24, challenged votes—2.

This election was an important one in the organization of salaried employees because for the first time the National Labor Relations Board directed election be held among the salaried employees in the metropolitan area. In all previous situations where the employer took the position of requesting a unit encompassing 5 to 7 states, the National Labor Relations Board held that these units were appropriate.

Local 153 is gratifyingly grateful for the cooperation extended by the International in connection with this case. Without the help of the International Union, Local 153 would not have been able to get the National Labor Relations Board to reverse its position on the unit question.

As a result of this victory at Budweiser, Local 153 is launching an organizational campaign among the brewery salesmen at Schlitz and Liebherr breweries.

Director of Organization Cohen reports that Local 153 is continuing an extensive organizational drive within the jurisdiction of Local 153 in New York.

Office Salaries in Canada Show Rise

Salaries of office workers in Canadian manufacturing showed a moderate rise in 1953 over the previous year, according to a study covering five important manufacturing centers.

The study, which was conducted by the Canadian Labor Department Economics and Research Branch, covered 36,000 office workers.

The following table indicates the change in male salary levels between 1952 and 1953 as illustrated by the largest occupational class, general office clerks, in the two largest manufacturing centers, Montreal and Toronto.

Weekly Salary Rate Increases,
1952-53

<table>
<thead>
<tr>
<th>Position</th>
<th>1952-53</th>
<th>Intermediate 5.3%</th>
<th>Junior 4.2%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toronto—Senior</td>
<td>4.5%</td>
<td>Intermediate 8.7%</td>
<td>Junior 5.2%</td>
</tr>
<tr>
<td>Montreal—Senior</td>
<td>4.6%</td>
<td>Intermediate 8.9%</td>
<td>Junior 5.5%</td>
</tr>
</tbody>
</table>

Salaries of stenographers and typists increased in all five manufacturing centers, although they appeared to be a greater increase in gains for stenographers than for typists in the following table:

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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Halifax—Staff</td>
<td>5.5%</td>
<td>Intermediate 8.2%</td>
<td>Junior 5.5%</td>
</tr>
<tr>
<td>Montreal Staff</td>
<td>5.5%</td>
<td>Intermediate 8.3%</td>
<td>Junior 5.5%</td>
</tr>
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<td>Toronto Staff</td>
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</tr>
<tr>
<td>Winnipeg Staff</td>
<td>5.5%</td>
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</tr>
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<td>Junior 5.5%</td>
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Good Humor and Good Will Prevail

Representatives of OEU Local 45, Dallas, and of the ICT Group managers, Jack Cope and Co., sign new contract following fruitful negotiations. Seated, left to right: Joan Inman, Local 45 president; Frank Munson, OEU international representative; Evertette Latalala, Jerry president; and Lynn Davis, Local 45 vice president. Standing: Kathy Rudolph, job evaluator for the union; Wayne Caldwell, Local 45 trustee, and Bill Wyman of the Jaccob controller's division. Contract covers wide area from Beaumont to Lake City to Miami.

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The following is a schedule of the new procedures put into effect by the pro-Business National Labor Relations Board as opposed to the rules of the old Board. It is easy to see how these new changes handcraft and restrict all labor unions in their legitimate activities. Organizational of the unorganized has been made more difficult and retention of the gains already attained by existing organizations are threatened through the new Board's procedures listed below.

Representatives of local unions should pay particular attention to the rules of the new Board in view of the fact that these rules affect each and everyone of our local unions in their every day activities. It is imperative, too, that our membership be made aware of the limitations imposed upon us by virtue of the procedures set down by the new Board.

Some of the more important rulings by the Board hold that a union can't distribute sample ballots marked in its favor prior to an NLRB election, can't engage in a slowdown during contract negotiations in order to put pressure on a company; can't picket customers of company with which it has a dispute if the effect is to interfere with dealings between customer and its suppliers; can't file an election petition for six months after withdrawing a request for an election. Management can insist that relatives of management people be included in bargaining unit, provided they enjoy no special status.

### New Board's Rule

<table>
<thead>
<tr>
<th>Rule Description</th>
<th>Old Board's Rule</th>
<th>Case</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permits sequestration where true craftsmen are involved and where union has traditionally bargained for craft; applies similar standards to departmental units.</td>
<td>Excludes from rank-and-file units employees who spend any time on plant protection or guard duties.</td>
<td>American Pulp &amp; Chemical Corp.; see p. 85:206.</td>
</tr>
<tr>
<td>Permits discharge of employees who participate in hit-and-run strike.</td>
<td>Permits discharge of employees who walk out suddenly, knowing their action might result in serious damage.</td>
<td></td>
</tr>
<tr>
<td>Permits employer to make anti-union speeches before an election on company time and property without permitting union to reply, unless company has broad solicitation rule.</td>
<td>Not ruled.</td>
<td>International Metal Products Co.; see p. 85:800.</td>
</tr>
<tr>
<td>Permits picketing directed at public which was massed assemblies on company time during 24 hours preceding election.</td>
<td>Not ruled.</td>
<td>Sears, Roebuck &amp; Co.; see p. 85:60.</td>
</tr>
<tr>
<td>Permits employer to make anti-union speeches before an election on company time and property without permitting union to reply, unless company has broad solicitation rule.</td>
<td>No ruling.</td>
<td>Allied Electric Products; see p. 85:453.</td>
</tr>
<tr>
<td>Permits employer to make anti-union speeches before an election on company time and property without permitting union to reply, unless company has broad solicitation rule.</td>
<td>No ruling.</td>
<td>Ludlow Typograph Co.; see p. 85:354.</td>
</tr>
<tr>
<td>Permits discharge of employees who refuse to perform duties requiring them to cross picket line at another firm.</td>
<td>No ruling.</td>
<td>Livingston Shirt Corp.; see p. 60:562.</td>
</tr>
<tr>
<td>Permits discharge of employees who file petition.</td>
<td>No ruling.</td>
<td>Blue Flash Express Co.; see p. 46:531.</td>
</tr>
<tr>
<td>Permits discharge of employees who file petition.</td>
<td>No ruling.</td>
<td>Textile Workers, CIO; see p. 70:642.</td>
</tr>
<tr>
<td>Permits discharge of employees who file petition.</td>
<td>Held that union which failed to file petition for six months after withdrawing a request for an election.</td>
<td>Lion Oil Co.; see p. 60:702.</td>
</tr>
<tr>
<td>Permits discharge of employees who file petition.</td>
<td>Held that union which failed to file petition for six months after withdrawing a request for an election.</td>
<td>Pacific Intermountain Express Co.; see p. 75:536.</td>
</tr>
<tr>
<td>Permits discharge of employees who file petition.</td>
<td>Considered such clause illegal if they didn't acquire union to be recognized.</td>
<td></td>
</tr>
</tbody>
</table>

(Continued on page 3)
Court Rules on Right to Picket

The New York State Court of Appeals ruled that the right to picket cannot be abridged no matter how long the picketing continues.

In a 4 to 3 decision, the highest tribunal in the State refused to issue an injunction sought by a New York City liquor store owner whose establishment was picketed by the members of a union.

The decision reversed a ruling last December by the Appellate Division of the State Supreme Court. The State Court of Appeals decision is as it should be. The right to picket is as sacred as the right to free speech and should not be interfered with by the courts.

Labor's Work at Local Level

AFL Secretary-Treasurer Wm. Schnitzler emphasized labor's work for the good of the community in a recent speech before the West Virginia State Federation of Labor.

He pointed out that our unions live up to the requirements of good citizenship by seeking to bear their full share of the burden of civic responsibility so as to help make every community a better place in which to work and live. Labor is always ready to accept its responsibilities in each and every community.

Clericals on the Increase

In April 1954 nearly eight million men and women were in clerical work, according to the Bureau of the Census. This represents an increase of 64 per cent over 1940.

The number of employees in white collar occupations is more than double that figure and growing at a rapid rate. The tremendous growth of white collar employment presents a challenge to the labor movement. It is essential in the interests of all organized workers and a stable economy that white collar workers be organized. Unfortunately the wage differential between white collar workers and manual workers continues to widen with clericals at the short end. The A. F. of L. has recognized this problem and unanimously passed a resolution which has been forwarded to the Executive Council for the purpose of devising ways and means of organizing this important segment of our society.

Canadian Labor Force

The civilian labor force of Canada totalled 5,483,000 in the week ending September 18, 1954. Of this number, 4,820,000 or 87.9 per cent worked full time; 344,000 or 6.3 per cent worked less than 35 hours, and 17,000, or 0.3 per cent, did not have jobs at all and were seeking work; 2.8 per cent had jobs but were not working at the time of the survey.

These figures prepared by the Dominion Bureau of Statistics indicate that while there is some unemployment in Canada, it is considerably less, relatively speaking, than unemployment in the United States. It appears to most United States observers that Canada is developing rapidly. Canada's economy is healthy and, as such, it is attracting American investors. It is anticipated that Canada will become the center of ever-widening industrial development in North America.

At the present time the OEIU has 33 local unions in Canada and is stepping up its activities for the purpose of organizing the ever-increasing number of clerical workers in that country. Only through organization can Canadian clericals keep pace with the rapid increase in Canadian industrial life.

New Pact With Labor-Owned ICT Signed After 3-Day Negotiation

DALLAS—The good example in labor-management relations which Texas unions intended to set when they ventured into business seemed to be materializing as employees and management of the labor-owned ICT Insurance Co. and ICT Group reached quick agreement on a new contract.

Covers Wide Area


The contract is for 1,000 employees, a number which is not insignificant in the area of the nation's largest labor-owned insurance company.

Local 179 Fetes International Officers

The new contract runs for one year, with wage reopening possible after six months, upon 60-day notice. Employees gained provisions for parking fees at company expenses and $1.30 for evening meal where as much as 3½ hours is worked overtime. They already had provision for paid meal-period during such overtime. A provision for two-week termination notice was included, affirming previous practice.

Committee Listed

The union committee included: Sidney Giddens, Local 43 president; Lynn Davis, vice president; Wayne Lack, business agent; Kathryn Radke, job evaluator for Local 45; Don Rogers, secretary-treasurer of the Houston Unit, and Mattie Jones, OEIU business agent at Birmingham.

Local 179 entertained with a supper party Monday evening honoring Secretary-Treasurer J. Howard Hicks. Pictured above are (l. to r.): Helen Ulrich, secretary-treasurer, Local 179; Mr. Hicks; Mattie Henry Hall, president, and Billie Hall, vice president of Local 179. Standing: A. R. Case, OEIU International Representative; Charles Huns, secretary-treasurer, TFL; J. O. Bloodworth, OEIU International Representative, and Carlton Smith, president, TFL.

New Organizers Appointed for Many Areas

(Continued from page 2)

James R. Ruehl

In the Northern New York and New England area, James B. Ruehl will assist the International Union in its organizational efforts. Mr. Ruehl is a former president of the New York State Teamsters Council, the New York State Union label Council, and for many years was a representative of the International Brotherhood of Teamsters.

Seed Boost Means

It is the belief of the International Union that the continued policy of expanding our organizing staff is rapidly as the financial condition of the International Union permits, is the best means of organizing the greatest number of office employees into our International Union.

President Coughlin also indicated that we anticipate employing an organizer for Eastern Canada in the very near future. He also announced that in the Southwestern Conference he has temporarily appointed Arthur J. Perkins to work in the Houston area along with International Representative Frank Morton who is at the present time assisting in several organizational campaigns within the Southwestern Organizational Conference area.

Splendid progress has been reported from each area where these new men are now assisting in the various campaigns.

The Eleven Percenters

Guaranteed Profits in Dixon-Yates Deal

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from the desk of the

**PRESIDENT**

HOWARD COUGHLIN

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**DESTRUCTIVE LAW**

The power of the Taft-Hartley Act to destroy a union has been brought to the attention of the American public by the American Federation of Labor through its labor press. The A. F. of L. Makers and the Pulp and Sulphite Workers, two of the most progressive unions of the American Federation of Labor, won a representation election involving the workers of the Calcasieu Paper Company, by a 3 to 1 majority. This successful election culminated years of a struggle to organize this particular company.

The National Labor Relations Board had thrown out a previous election and ruled that the company had sought to influence the workers with coercion and intimidation. The unions negotiated with the company and were unable to secure an agreement.

When every peaceful attempt to gain an agreement failed, the unions waged a strike against the employer. The company then proceeded to use scabs and strikebreakers and subsequently petitioned the NLRB for an election.

The union told the Board and the employer that they did not wish an election conducted and did not want to be on the ballot. Despite these objections, the NLRB held the election, refused to permit the strikers to vote and allowed only the scabbing employees to vote. As a result, the scabbing employees voted 673 to 18 for no union.

The election virtually put an end to the labor struggle for the workers for their legal collective bargaining rights with the Calcasieu Paper Company in Louisiana. In addition to the Taft-Hartley Act, the company obtained restrictive court injunctions limiting the picket lines and closing company-owned hotels to union representatives and strikers. All strikers were also evicted from company-owned housing.

The right of the Government under the Taft-Hartley Act to conduct an election which deprives striking employees of the right to vote was mentioned by President Eisenhower during his campaign for election in 1952. As yet, this provision of the Act has not been changed and it is being used successfully by big business for the purpose of destroying labor unions.

The lesson of the Calcasieu Paper Company strikers brings vividly to the minds of all American workers the union-busting provisions of the Taft-Hartley Act. The things that occurred at the Calcasieu Paper Company can occur in any company in America today while the Taft-Hartley Act continues to operate in its present form.

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**THE WHITE COLLAR**

**CONFERENCE AND LOCAL UNION ACTIVITIES**

**Pittsburgh, Pa.-** A 5 cents per hour wage increase has been obtained for members of Local 33 employed at General Electric Supply Company in a renewal agreement negotiated by Ernie Conference Organiser Morris. Vacations of 2 weeks after 1 year, 3 weeks after 3 years, 7 paid holidays, days and sick leave are also included in the agreement.

Organizer Morris has also negotiated a renewal agreement between Spears & Company and Local 33. The agreement runs for 3 years with wage reopenings provided on each anniversary date and present rates increase $1.50 per week. Other features include union shop, automatic increases, insurance and health and welfare benefits, 3 weeks vacation after 1 year, and sick leave and overtime provisions.

Oakland, Calif.—Local 29 has completed negotiations with Oakland Sheet Metal Company resulting in an increase in new wage rates of $15.50 a month and a minimum increase of $10 monthly for all employees. Other provisions in this contract include 3 weeks vacation after 5 years; better job security; increased sick leave and a clause that the company before hiring new personnel will notify the union three days in advance.

St. Regis Paper Company and Local 29 have settled on a wage increase of $10.50 monthly, effective October 1. McKesson & Robbins, Inc. signed a 2-year renewal agreement with Local 29 effective in August 1, providing for increases in basic rates of 35 cents monthly and a wage reopening in August 1955. The union shop, 8 holidays, 3 weeks vacation after 1 year, and sick leave and overtime provisions are also included in the agreement.

Local 29 also reports negotiations completed for the following newly organized employers: Eden Medical Group, with an average increase of 716 cents hourly above former rates and all other conditions similar to the contract held with Kaiser Foundation Hospital; United Crusade, with a 2 per cent wage increase and the inclusion of a new step rate providing for an additional $10 monthly for over 5 years service; Oakland Restaurant and Tavern Owners Welfare Fund and agreed to sign the standard agreement effective October 1. A weekly raise of $20 was obtained.

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**EASTERN ORGANIZATIONAL CONFERENCE**—At table, left to right: International Vice President Edward P. Sprague, Conference President Joe McGuirk and International President Coughlin.

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**Santa Rita, N. Mex.—** Local 63 has obtained an increase of 5 cents per hour as a result of a wage reopening in their contract with Kenmore Copper Corp., Chino Mine Division. In addition, bargaining rights for all clerical jobs in the newly-established Industrial Relations Department were won through the grievance procedure.

St. Louis, Mo.—Margaret Ritchie, president of Local 13, reports a wage increase amounting to 8 cents hourly for members at Busch-Riter Division of Norberg Mfg. Co. as a result of renewal of the agreement with both the Production Control and the Timekeeping groups. They also won an additional holiday, and an improved vacation plan. Other provisions include union shop and a company paid insurance and welfare plan, and double time in addition to regular pay for work on holidays.

New Haven, Conn.—Local 27 has renewed their contract with Wilson H. Lee Company for 2 years with wage increases of 3.5 cents per hour the first year, an additional 3.5 cents per hour the second year, and an improved vacation schedule of 3 weeks after 5 years. Included in the contract are provisions for a new rate of $12.50 per week wage increase for members employed by Union attorney's office; a new rate of $20 per week for the two-year contract; a new group insurance plan, and a five dollar ($3) per week wage increase, plus health and welfare coverage.

Los Angeles—After many months of exhausting negotiations, the first contract has been signed with Pacific-Mercury Television Company.

Despite the fact that this company is largely controlled by Sears-Roebuck Company whose policy is opposed to the union shop, Local 28—with firm cooperation from the Carpenter's District Council, the Los Angeles Central Labor Council, and the Teamsters Joint Council—was able to win the full union shop, and dues check-off, in the contract. In addition, a complete review of all classifications and wage schedules was made and many inequities adjusted, plus a general wage increase averaging 7.7 cents per hour. There were also improvements made in the vacation schedule and the employees now enjoy the protection of an arbitration plan.

The Company is an important manufacturer of television sets for Sears-Roebuck, and manufactures other kinds of electronic devices.

Other gains on the contract front include a $2000 weekly and $2500 per year wage increase for members employed by Union attorney's office; a two dollar ($2) per week wage increase at R. C. A. Service, Inc., and a five dollar ($3) per week wage increase, plus health and welfare coverage, for members of the C. F. Fisher, C. P. A. offices.

In addition to the successful organization of Pacific-Mercury Television Corporation, new members are also joining from the recently established local office of the Union near the Los Angeles Central Labor Council and the newly established vacation fund office of the Sheet Metal Workers International Union.

With the arrival of Brother Charles Henderson, International Organizer, assigned to the Western Organization Conference, Local 29 is making plans to devote even more effort to organizing the unorganized and, to this end, the membership recently voted to make this Top Union, and Local 29 a representative in August 1955 to spend more time organizing.

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**New York City—** Substantial improvements in the contract between Local 153 and the Pioneer Ice Cream Division of the Borden Company covering the salesmen have been won after hard fought and lengthy negotiations. Three weeks vacation after 5 years (formerly 3 weeks after 15 years), increases in car allowance and in commissions are among the main improvements which assure these salesmen of earnings in the top bracket in the New York area.

Office and clerical employees of the Borden Company are covered in a separate contract with Local 153. Negotiations recently completed resulted in a $2.50 per week increase in addition to the outstanding provisions already won, such as 11 paid holidays, seniority protection beyond the bargaining unit, bumping rights, union shop, pay for holidays falling on Saturday, 35 hours workweek, 3 weeks vacation after 5 years, prorated sick leave up to 6 months after 10 years, severance pay of 1 week after 6 months to a maximum of 26 weeks and Blue Cross and Blue Shield coverage. Additional provision in the form of training opportunities in the event of changes in office procedure is also provided.