No-Raid Pact Passes AFL Convention

The 73rd Convention of the American Federation of Labor unanimously adopted an Internal Dispute Plan to prevent raiding among affiliates and to provide for a method of adjustment of jurisdiction disputes within the AFL. The plan was drafted by a special committee in conjunction with the Executive Council and the officers of the American Federation of Labor since the 1953 convention in St. Louis.

President Meany pointed out that this Internal Dispute Plan is completely voluntary and in no way interferes with existing AFL machinery. The plan is binding only upon those unions which sign it.

It applies to the following disputes:

Raiding—Where one party seeks to obtain bargaining rights already exercised by the other party; or, where one party seeks to take membership from another party without regard to whether there is or is not a certification or its equivalent from the NLRB, or other Federal or state agency.

Work—Where one party to the plan seeks to secure for its members the same working conditions as members of another party, where the parties have a dispute over the right to perform work which at the time of the dispute has not been assigned to any particular party.

Organizing—Where parties to the plan disagree over which party would attempt to organize unorganized workers in a particular unorganized plant or industry.

The plan provides three steps for the settlement of such disputes:

1. A conference of the parties to settle by mutual agreement.

2. If in each conference either party may call upon the President of the American Federation of Labor to appoint a representative to attempt to bring about a settlement through conciliation and mediation.

3. If the parties fail to agree within a reasonable time and have not yet invoked the services of an AFL representative, they shall call upon the AFL President to appoint such a representative to work for voluntary agreement.

Minneapolis, Tacoma And Seattle Sign Up

Our International Union has been successful in NLRB elections in three different locations recently. Representative Don Hilliker of Local 12 in Minneapolis, along with Business Agent A. J. Fritz of Local 12, announce that after a vigorous campaign, the Machinists' Union of the Northern States Machinery Company voted better than 4 to 1 to be represented by OEIU Local 12. Contract negotiations are now underway to consummate the first agreement with this company.

In Tacoma, Wash., Conference Organizer Gene Corum and Business Representative Cal Winfield of Local 23 report that after an extended campaign an NLRB election was held for the employees of the Tacoma Credit Bureau. The results of this election were close enough that the challenged ballots would materially affect the result. The OEIU representatives, after a hearing before the Board, were able to obtain a favorable decision in having the challenged ballots counted which resulted in the certification of Local 23 as the sole, exclusive bargaining agent for the office and clerical employees of the Tacoma Credit Bureau. Negotiations are now being carried on with this company at the present time.

Expand Campaigns

From the same area, Conference Organizer Gene Corum also reports that the Radiant Manufacturing Company in a recent NLRB-conducted election, the office and clerical employees voted unanimously for OEIU Local 12, as was requested by Local 8 of Seattle, Wash.

Following these victories, the local unions in the above-mentioned areas are establishing vigorous and greatly expanded organizing campaigns. The representatives who participated in these campaigns announced that the vast majority of office and clerical workers in these areas are rapidly recognizing the advantages of the protection of union contracts.

These organizing campaigns have been established in a manner whereby participation by a large number of the members in each local will speed the progress of the organization of unorganized office and clerical employees. In the Minneapolis area Local 12 held a special meeting to establish an expansion of the International Union's Conference program at the local level. North Central Organizational Conference Organizer Art Lewandowski attended the meeting and assisted Business Representative Art Fritz and Organizer Don Hilliker of Local 12 in outlining the program. Also in attendance were representatives of the Minnesota State Federation of Labor and the Minneapolis Central Labor Union who gave promises of support and cooperation.

It was pointed out that this conference was in no way in competition with the North Central Organizational Conference, but was being conducted as a full-scale campaign in the Minneapolis-Honeywell Company, a drive among 500 office employees in Hopkins, which is a suburb of Minneapolis, who work in a two-block area of retail stores which are completely organized except for the office and clerical employees; another campaign among the office employees of the city's hotels, laundries and dry cleaning establishments; an active campaign among the office employees of the larger trucking company; and a second attempt to organize four companies in the area.

(Continued on page 4)

Canada No-Raid Pact Near Consumption

Toronto—A no-raiding pact between the two largest Canadian labor federations was assured here with the approval of the agreement by the Canadian Congress of Labor. The proposed treaty was approved earlier by the Trades and Labor Congress and awaits signatures by officers of the two labor organizations to make it effective.

The pact, which will affect a total union membership of 980,000, bars the federations from any membership raiding against each other and calls on their affiliates to adopt the same practice.

(Continued on page 2)
Los Angeles—President Howard Coughlin and Secretary-Treasurer J. Howard Hicks of the OEUU were appointed to important positions on convention committees during the recent convention of the American Federation of Labor here.

Coughlin was named secretary of the convention's Metal Trades Committee and Hicks secretary on the Committee on Union Labels. As secretaries of the committees, each was delegated the responsibility of preparing their respective committee reports and presenting them to the convention. Coughlin was also appointed to and served on the Committee on State Organizations.

In his committee report to the convention, Coughlin dealt with various phases of the AFL Executive Council's report to the convention and several resolutions. These included proposals to strengthen the American Federation of Labor's position in the representation of workers in the atomic energy field; greater cooperation between AFL unions in unionizing workers in industrial establishments through local metal trades councils; that workers in industrial plants be organized into their respective craft unions "in the traditional manner of the A. F. of L"; and urged the American Federation of Labor support the revival of the American Merchant Marine in the face of the sharp decline in shipbuilding and the employment of American seamen during recent years.

In Coughlin's report on the growth and expansion of the atomic energy field, it was pointed out that of 60,000 workers employed in the operation and maintenance of atomic energy plants, 36,000 are AFL members, 10,000 are members of a rival organization and 4,000 belong to independent unions not eligible for affiliation with the AFL.

The report pointed out that there are 10,000 workers in the industry and members of any union, a large number of whom are in scientific or professional categories. The report concluded with the admonition that every effort be put forth to the end that the employees in this great new industry become members of the American Federation of Labor.

Lehman Landed

Hicks' report to the convention for the Committee on Union Labels urged that the next Union Label week be the period September 2 to September 8, 1955; that the AFL urge all national and international unions to affiliate with the Union Label and Service Trades Department and that in the connection AFL executive officers encourage directly charted federal labor unions to affiliate with local union label councils; and that all national and international unions participate in future Union Industries Week and invite their fair employers to have exhibits in such shows.

All these recommendations were unanimously adopted by the convention.

The Lansing Trade Mark Act of 1946 was attacked by the committee because of loopholes which permit unscrupulous manufacturers and printers to engage in the practice of violating the intent and spirit of the act where union labels are concerned. The committee's report which was adopted by the convention without dissent asked the AFL to assist in drafting and securing passage of legislation in Congress which would restore the original intent of the act.

Secretary-Treasurer Raymond S. Lehman and the staff of the Union Label and Service Trades Department were praised in the committee's report for their activities in promoting union labels, shop signs and buttons in the face of frequent adverse conditions.

Activities of Local Unions

Pittsburgh, Pa.—Organizer Morris reports negotiations completed on the new agreement between Local 33 and International Harvester (Pittsburgh Motor Truck Sales District). The contract runs for two years with a reopening for wages after the first year. Excellent seniority rights as well as overtime provisions, modified union shop, flat differentials and grievance procedures are included in the contract; also 6 holidays, double time for Sunday and double time plus regular pay for holidays, vacation of 1 week after 6 months up to 3 weeks after 15 years, and sick leave.

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** Badger, Wisc. —Negotiations for renewal of Local 293's agreement with Badger Ordnance Works have resulted in the company agreeing to full union shop, reduction of the trial period in promotions and guaranteed call-in-pay of 4 hours.

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** Warren, Pa. —Local 186 has obtained a 5-cent-per-hour increase at Struthers Wells Corporation. In addition the company paid each employee 1 cent per hour for all hours worked during the previous year. Other details of the contract include recall privileges granted up to 3 years after 5 years' service; vacations up to 1 week after 12 years; job posting and social insurance benefits (including death, sickness and accidents, hospitalization and surgical leave paid by the company).

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Labor Day Float Wins Praise

Omaha—Recording Secretary Dennis Henlken, left, and Treasurer Camille Butler, right, of Local 53, adored the float of their union in Omaha's 1954 Centennial Labor Day parade. The float vividly illustrated the changes which have occurred in Omaha since the inception of Local 53. The float was judged one of the best in the parade.

AFL, President George Mansky, OEUU Secretary-Treasurer J. Howard Hicks and President Ray Lehman of the AFL Label Trades Department at Los Angeles convention.

International President Howard Coughlin as he delivered Metal Trades Committee report to AFL convention in Los Angeles.

Mrs. Brownie H. Cuthbert, member of Local 178, Chattanooga, Tenn., and Eric Greaves, standing at right, member of Local 27, Des Moines, Iowa, are shown with Vice President Mack Sargent, President Coughlin and Secretary-Treasurer Hicks at the Los Angeles convention. Mrs. Cuthbert and Mr. Greaves were delegates of their respective Central Labor Unions.

Delegates to the Los Angeles convention give a standing ovation to AFL President George Mansky.
AFL No-Raid Pact

We are happy to note that the 73rd Convention of the American Federation of Labor passed the Internal Disputes Plan without a single dissenting vote. This plan is the first step toward eventually resolving the vexing problems of jurisdiction which exist among the 113 AFL International Unions.

Aside from the usual fringe problems with certain workers, such as machinists, carpenters, electricians, etc., there has grown up in the past few years a real disease of one international union raiding another's jurisdiction. In some instances the raids have been purely organization of the unorganized in a given plant where previous organization had not been accomplished. In other instances, however, we have had the very serious problem of one international union actually attempting to organize where another international had already organized and was carrying on contractual relations with the employer. All of this type of activity only serves to confuse and disunify both the organized and the unorganized.

We have numerous instances in our own International Union where not only other internationals have organized within our jurisdiction, but where actually they have used their greater economic strength and larger treasuries to organize or to disorganize our membership. It is difficult to understand how an international union of manual workers can feel that it has the jurisdiction over clerical workers. Worse still, it is difficult to understand how any union can justify raiding another union's jurisdiction.

President George Meany is to be commended on his fight for the development and the adoption of the Internal Disputes Plan.

National Labor Relations Board

The AFL Convention unanimously adopted a report condemning the President's action in packing the National Labor Relations Board with representatives of organized big business.

In the last two years the Board has made the following serious decisions:

1. It is no longer considered an unfair labor practice for an employer to question his employees prior to an NLRB election.
2. The employer may now force all of his employees to be a captive audience on company time and premises without giving equal time or opportunity to the union.
3. A strike threat can now justify a lockout.
4. Even if both parties reserve the right to strike during a contract period, the NLRB now forbids such strikes.
5. The Board has excluded millions of workers previously covered under the Labor-Management Act of 1947 by administrative procedural changes.
6. An employer is now free to ask his employees whether or not they joined the union.

It would appear to us that the President cannot blame "a solid Democratic vote" for the actions of his appointees to the National Labor Relations Board.

A union such as the Office Employees International Union has been placed in a very untenable position by virtue of the changes in procedure, and in the interpretation of law, by the present NLRB.

In view of the tremendous organizational job that lies before us, it is important that the Labor-Management Relations Act of 1947 be interpreted in accordance with its preamble—that it, "to foster and encourage collective bargaining."
from the desk of the
PRESIDENT
HOWARD COUGHLIN

White Collar Organizing Resolution

The Wisconsin State Federation of Labor introduced a very important resolution to the 73rd Convention of the American Federation of Labor held in Los Angeles, which directly affects the OEU. The resolution, in effect, calls upon the AFL to do everything possible to organize the 18 million unionized white collar workers. George Hall, secretary of the Wisconsin State Federation of Labor, introduced the resolution and worked very hard for its passage. In view of the fact that the resolution, as it was worded, affects several other white collar organizations in addition to our own, the Committee on Organizing accepted the intention of the resolution and forwarded it to the Executive Council of the AFL for action.

More and more AFL organizations are becoming aware of the necessity of organizing the unorganized white collar workers of our country. We are confident that the Executive Council of the AFL will initiate action towards this end. We are hopeful that our union will share in any program instituted by the Executive Council.

Metal Trades Activity

At the recent convention of the American Federation of Labor your President was placed on two important committees dealing with Metal Trades organizing and the other with state organizations. Secretary-Treasurer Hicks was appointed to the Union Label Committee and, as has been the case in previous years, he was appointed secretary of the committee. Your President was appointed secretary of the Metal Trades Committee and in that capacity was instructed to draw up and deliver to the convention the report of the Metal Trades Committee.

I am happy to advise that the report which was adopted urged the extension of the organizing work of the Metal Trades Department with special emphasis to be devoted to shipbuilding, ship repair and atomic energy. The report called on all international unions to cooperate in placing Metal Trades organizing charters in areas of large concentrations of industrial workers.

As our union is already active in this field, we believe that the extension of such organizational work will be of direct benefit to the OEU.

During the course of the AFL Convention a special TV show telecast from Hollywood with a galaxy of big name stars, was produced as a salute to labor. The National Broadcasting Company telecast this nationwide show. The speakers included General Matthew B. Ridgway, Chief of Staff of the U.S. Army, and AFL President George Meany. A long list of stars included Bob Hope, Jack Benny, Danny Kaye, Frank Sinatra, William Holden, Ronald Reagan, Eddie Fisher, Ray Milland, Ray Bolger, Dorothy McGuire, Peggy Singleton, Tyrone Power, Edward G. Robinson, Pat O'Brien, Jack Carson and a host of others participated in this wonderful program. For the first time the public may have learned that all of these stars and their colleagues in the entertainment field are good AFL members. These wonderful performers publicize our AFL membership on every occasion. Walter Pidgeon of the Screen Actors' Guild, was active through the entire AFL Convention.

Wins on Three Fronts

(Continued from page 1)
elections had been lost by narrow margins in recent years. The meeting
planned to have delegates attend the Minnesota State Federation con
vention in Rochester and work among the delegates to create
greater white collar union con
sciousness and to make contacts for
organizing assistance. Another part
of the plan was to call on the
Central Labor Union office for
direct assistance and cooperation
and the use of its two organizers in
an effort to enlarge the "live lend"
file.

The meeting proposed to do the
following:

a. Contact by mail and/or in
person the more than 1,500 Local
12 members now on withdrawal.
These people have had direct
contact with the union, have en
joyed many of the benefits, and if
they are still working in the white
collar field should be utilized to the
fullest as secondary organizers.

b. Conduct a survey of each pro
duction worker in the larger
areas--of union members' families
to determine if they have wives,
dughters, sons, nephews, or other
relatives who are employed in com
pany offices. Particularly the offi
cers and stewards of these produc
tion workers' local unions should be
helpful in convincing their rela
tives who are clerical employees of
the advantages of working in an
organized office.

The meeting agreed that without
the assistance of the members of
Local 12 these plans would be in
vain, therefore an organizing com
mittee of 10 people was established
and cards are being mailed to the
entire membership upon which they
are being asked to sign in what
ways they are willing to aid in the
organizing activities, such as tele
phone work, handling mailing and
addressing, manning a speaker's
bureau, etc.

With such a program as outlined
above the group is very confident
of success. The representatives
of Local 12 have stated that if any
local unions in the OEU are inter
ested in further details or reports of
progress, they will be happy to
answer any inquiries addressed to
the local union.

Poultry Industry

Clean-up Sought

Shocking conditions in unorga
nized areas of the poultry industry
are exposed in a pamphlet being
distributed by the AFL. A copy of
the pamphlet, entitled "Meat Cutters
and Butcher Workmen in connection
with the union's nationwide drive for
adequate regulation of the industry.

The union charges in its pam
phlet that the recent voluntary in
spection program of the U.S. De
partment of Agriculture "fails
miserably" and constitutes a "fraud
on the public." Also, the union says
inspections under the Pure Food
and Drug Act are expected to be
"substantially reduced"—despite a
marked increase in poultry produc
tion and consumption.

On June 30, 1914, the provi
sions of the Federal Meat Regu
lation and Inspection Service were
extended to cover and include
redmeat. But up to now—seven
years later—and in spite of its wide
popularity as a real American deli
city, poultry tragically remains the
"forgotten bird" of the meat mak
ers as far as compulsory regula
tions are concerned relating to
wholesomeness or fitness for human
consumption," the union said.

Copies of the recently published
pamphlet may be secured by writ
ing the union at its international
headquarters, 2800 Sheridan Road,
Chicago 14, III.

JOIN JOIN JOIN L.L.P.E.

At California Convention

Twice leaders of Los Angeles Local 30 are shown with AFL Secretary
Treasurer William Schultze at the recent convention of the California
State Federation of Labor in Santa Barbara. Left to right: June Darlington,
executive board member; Cynthia McCaughan, president; Schultze, and
Edith Sherick, executive board member.

I LIKE IKE

His cherry smile and wide-open
grin
Help me forget the mess I'm in;
I lost my job, I lost my car;
I can't even get near a bar;
I haven't eaten for days and days
but for good ol' Ike, I still got
praise.

I wouldn't believe in '52
When the union said it was true
The bankers, bosses and Big Money
Men
We're using Ike to get power again.

But what the hell, I was eating, see

firemen fight muscular dystrophy

At its 22nd convention recently held in Miami, the International As
sociation of Fire Fighters, AFL, pledged its support to the fund-raising
campaign of the Muscular Dystrophy Associations of America.

Two 22nd convention in Los Angeles, three leaders discuss the cam
paign. They are, from left: William C. Doberty, president, National
Association of Letter Carriers, AFL; Bert Lyton, chairman, Angeles
chapter, Muscular Dystrophy Association; John P. Redmond, Presi
dent, International Association of Fire Fighters, AFL.

And besides, the big shots weren't
after me;
I could have my cake and make
dough as well
So I let 'em chop at the AFL
Cause I liked-ike

The first to go was overtime,
Then they cut wages another time.
And Ike he said on his TV show
It was patriotic to give up dough;
But the price of meat was still sky high

(And boys was all a man could buy.)
But he said it with such a cherry
grin

I figured that's the way to win.
So here I am more dead than alive
Got no job, no pep, no drive,
But I liked-ike

My belly was full and my blood
was hot,
I had two chickens in every pot,
And Flower was gone a long way back

So I gave the election a big wise-
crack;
It didn't matter about my vote,
Old Ike would never make Me the
guy,
But Brother, I'm eating grass on
the range
Because I was yelling "time for a

Cause I liked-ike

—Cincinnati Sun