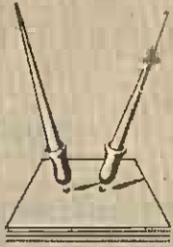




WHITE

Official Publication of the



COLLAR

Office Employees International Union



East St. Louis Sears Workers Ask for OEIU

Representative Robert Babcock has reported that the NLRB of the 14th Region has certified OEIU Local No. 130 as the bargaining agent for the office employees of the Sears, Roebuck Company in East St. Louis, Ill.

On August 10, an election was held by the NLRB for the office employees of this company. Just prior to the election the union discovered that company had held a "captive audience" meeting in violation of the 24-hour rule. The union representatives attempted to have the election postponed and filed unfair labor practice charges against the company. The Board representative stated that he was not authorized to postpone the election but would hold the election and impound the ballots pending a decision by the Regional Board.

After the election was held and the ballots were impounded, the union withdrew its objections. On August 13 the ballots were counted. Since 13 ballots had been challenged and the vote was 26 to 15 in favor of the union, no certification was issued because the number of challenged ballots could affect the outcome. On August 30, the employer filed objections to the election and the conduct affecting the results of the election.

The basis for the company's charges was that the union's filing of unfair labor practice charges immediately preceding the election precluded the possibility of the employees' opportunity to vote freely whether or not they wanted the OEIU to represent them.

After several hearings and consideration of the objections by the Board, all seven of the company's objections were overruled and the Board proceeded to determine whether or not the challenged ballots should be counted. Of the 13

Season's Greetings to all our members and friends

Once again we thank you for your loyalty and friendship and extend our best wishes for a happy Holiday Season.

Howard Coughlin, President

J. Howard Hicks, Secretary-Treasurer

Ed Beaupre

J. O. Bloodworth

John T. Minerty

George H. Firth

A. J. Fritz

John B. Kinnick

Marie Mann

Joseph T. McCusker

A. H. O'Brien

Edward P. Springman

Nicholas Juliano

Max J. Krug

Henderson Douglas

challenged ballots, the Board examined each individual one and considered whether or not they were entitled to vote and 6 of the challenges were sustained, thus reducing the total number of eligible voters to 57. Since the union had received 26 votes, this constituted a majority and the Board ruled that the remaining 7 challenges be overruled, but further recommended that since they would not be determinative of the results of the election, they not be opened and counted but that a certification be issued on the basis of the valid votes counted in the tally of August 23.

Representative Babcock was high in his praise of the determination of these employees to maintain their interest and activity during this long drawn-out Board case. At this point, the company has filed an appeal with the NLRB regional office in Washington, D. C.

OEIU Victorious At Cott Company

In a recent election at Bridgeport, Conn., the salesmen of the Cott Beverage Corp., voted unanimously to be represented by OEIU. Conference Organizer Justin Manning stated that this election covers all Cott salesmen employed at the New Haven Division of the company. This Division embraces all of Connecticut, as well as Western Massachusetts.

This triumph for the Office Employees follows a similar success chalked up by the Cott salesmen who work out of Hartford, Conn., and Springfield, Mass.

Representative Manning stated that the organizational drive among the beverage salesmen in the New England area is now gaining momentum and will be continued at a stepped-up pace.

Board Meets in Miami

Studies Our Constitution, Discusses Pension Proposal

The Executive Board of the Office Employees International Union had its regular semi-annual meeting in Miami, Fla. It made many decisions with respect to constitutional change proposals, which will be submitted to our next convention in Minneapolis commencing June 10. It dealt with numerous matters affecting jurisdiction, existing trusteeships, finances, convention arrangements, and the growth and future of our International Union. The minutes of this meeting will be forwarded to all local unions of the OEIU in the next several weeks.

President Coughlin and Secretary-Treasurer Hicks were instructed to represent the OEIU at the White Collar meeting sponsored by the Industrial Union Department of the AFL-CIO. President Coughlin submitted an organizational report covering the work of our organizers and local unions for the past six months. This report indicated that, despite numerous obstacles, the OEIU is continuing to make progress.

In accordance with the action taken at the last convention in New York City, the Executive Board discussed the possibility of inaugurating a pension plan, the details of which were submitted by the firm of Martin E. Segal as the result of an actuarial study. It was determined that past service liability and current pension expense would cost the International Union approximately 5 cents per member per month. The Executive Board unanimously agreed to recommend to the 1957 convention that a per capita tax of 5 cents per member per month be effectuated for the purpose of putting into effect this pension plan for all members of our field staff, our office staff, and all full-time employees including field and office staffs of our local unions.

Recommends Triennial Convention

The Executive Board unanimously agreed to recommend to the convention that triennial conventions instead of biennial conventions be adopted for the purpose of using the money saved for organizational work. It was also pointed out that this saving will enable the International Union to call regular meetings of the full-time local union organizers, the International representatives and conference organizers in various sections of the country in order to expedite organizational work.

The Executive Board, taking note of the hardships encountered by the host local union of the convention city, will propose to the coming convention that \$2,000 of the Convention Fund be allotted to the host local under the supervision of the International officers.

Much additional business was conducted by the Executive Board, which will be found in the minutes to be forwarded to the local unions. The session lasted four days. During these proceedings the Board was privileged to receive a report from Brother Al Berlin of the Hotel and Restaurant Workers International Union, concerning the progress of organizational attempts in the Miami Beach area. It was Brother Berlin's feeling that an association contract would be signed in the near future.

Determined Pittsburgh Lady

Miss Mann's Going All Out for Contract

Through a front-page story in the *Wall Street Journal* last month, national attention was focused on the case of Delores Mann, a member of OEIU Local No. 33 in Pittsburgh who is picketing her employer, Local 2227 of the United Steelworkers.

The reason for the picketing is simple. Miss Mann can't negotiate a satisfactory contract with the Steelworkers local. She is its only employe.

The Steelworkers local's ostensible reason for not signing a contract is that it wants the right to fire Miss Mann if she marries. If Miss Mann were absent from work for a long period due to marriage or pregnancy, Local 2227 might wind up with two clerks whereas it needs only one, its officials say. The con-

tract proposed by Local 33 prescribes that a temporary employe attains "permanent" status after 60 days, but it never has required employers to hire more people than they need.

But the real reason why the Steelworkers local is balking is its desire to get Local No. 33 out of its headquarters. One Steelworkers spokesman told the *Wall Street Journal* frankly, "We don't want another union to have access to our files." A circular distributed by Local No. 2227 to its members, in an attempt to justify its questionable stand, says the union won't turn over administration of its office to an "outside agency."

Local No. 33 had a fast answer for that one. A broadside passed out to the Steelworkers members

asked: "How would you like United States Steel Corp. to decide that your union was an outside agency and that for that reason the company would henceforth decide your pay rates and working conditions?"

Mrs. Sally Douty, president of Local 33, says, "We won't sign an agreement with a marriage clause."

For Miss Mann, the clause is important, since she's engaged to marry a construction worker, Victor Bosnak.

Miss Mann is prepared to hold out all winter on the picket line. Her fiancé has built a winter shelter for her. Painted red, white and blue and furnished with a heater and coffee-making equipment, it stands by the side of the road running past the steel union's headquarters.

Local 334 Signs With the CWA



In recent negotiations between Local 334 and the Communications Workers of America, a new contract was agreed upon which provided a \$2 per week across-the-board increase, improvement in the maternity leave clause, improvement in the jury duty clause, improvement in the seniority clause and a clarification of the warning notice required prior to termination. Seated left to right, George C. Duvall, assistant to the secretary-treasurer, CWA, W. A. Smallwood, Secretary-treasurer, CWA, George M. McConnell, president OEIU Local 334. Standing left to right, Gurdlyne Schools, shop steward Local 334, Gertrude E. Springer, secretary-treasurer of Local 334.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the AFL-CIO

HOWARD COUGHLIN,
President

J. HOWARD HICKS,
Secretary-Treasurer



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New York, N. Y.

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The Teamster Case

SOME time ago, office workers employed in the Teamsters' office in Portland were ordered to join the Teamsters Union. They had been members of the OEIU for many years. On refusing, a number of them were fired. We took this case to the National Labor Relations Board and it was held that the Teamsters did not come under coverage of the Labor-Management Relations Act of 1947. The Court of Appeals upheld the NLRB by a majority decision, although this court gave different reasons entirely for sustaining the NLRB. We appealed to the U. S. Supreme Court. We were recently informed that the Supreme Court has agreed to decide this issue. We are much heartened by this action of the Supreme Court and are looking forward to a favorable decision.

OEIU Awaiting Plant Clerical Decision

THE OEIU is again seeking to upset the National Labor Relations Board's precedent involving plant clerical workers. For a number of years the NLRB has continued to separate office and plant clericals because of lack of mutuality of interest. In fact the Board states that plant clericals have a greater mutuality of interest with plant workers. This policy is not only unfair but adhorrent to clerical workers. Because of this policy plant clerical workers are refused promotional progression into the main office.

In a case presented to the National Labor Relations Board involving the Rudolph Wurlitzer plant in North Tonawanda, N. Y., the OEIU has again asked the Board to reconsider its previous policy and allow office and plant clericals to be included in a single bargaining unit.

Taft-Hartley Act

ANTI-LABOR forces are stepping up their activity which is allowed them under stringent and technical interpretations of the Taft-Hartley Act. The recent attempt to put over a right-to-work law or an anti-union statute in the State of Washington—the best organized state in the Union—was just an example of these forces at work. Employers are now challenging unions in so far as Taft-Hartley requirements are concerned. For example, in the Kohler case the trial examiner recently recommended that unfair labor practice charges brought by the UAW against that company be dismissed because trustees of that union, who are not officers, had not signed non-Communist affidavits. In another instance a contract was held illegal where the union neglected to file timely financial statements and non-Communist affidavits. In this instance the agreement had been in force for two years.

We have constantly warned OEIU locals about the necessity of continuing to be in compliance. It is more important now than ever that financial information and non-Communist affidavits be filed on time. Otherwise collective bargaining is endangered.

Canadian Activity

OUR International Union has a number of organizers working in Canada, whereas only a few years ago we had none in that area. These organizers are continuing to add to the strength of the OEIU in Canada.

Russell Harvey, Canadian Labor Congress Regional Director for Ontario, recently initiated a campaign to organize bank employees in Toronto. His initial efforts met with such success that President Coughlin, Director Harvey, Canadian Labor Congress President Claude Jodoin and Joseph MacKenzie, Director of Organization of the CLC, met in Ottawa for the purpose of exploring the possibilities of a nation-wide bank campaign in Canada. The initial success shows that it can be done. OEIU local unions everywhere should examine the possibility of organizational campaigns in the banking industry.

Activities of Conferences and Local Unions

San Francisco, Calif.—Local No. 3 through its Secretary-Treasurer, Phyllis Mitchell, announces that their agreement with the Hampton Rug Company has been renewed with the following gains an additional holiday, admission and/or Armistice Day and a 15 cents an hour wage increase or \$26 per month. This contract will be in effect until July 31, 1957.

★ ★

Wisconsin Rapids, Wis.—International Organizer Art Lewandowski reports the completion of a new agreement between Local No. 95 and the Nekoosa-Edwards Paper Company (NEPCO). This was a combined negotiation, covering a wage only opener of June 3 and a "non-monetary opener" of October 3, with the combined efforts of the committee and Mr. Lewandowski they were able to secure the following: A general wage increase of \$4.80 per week or 12 cents per hour for all employes, retroactive to June 4. Establishment (for the first time in this office) of night differentials of 7 cents and 10 cents per hour for the second and third shift employes respectively. Increased the starting rate for women from \$48.25 to \$56 per week; after three months \$58 and \$60 after six months then the job rate after 12 months. For men, the increase was from \$61.50 to \$69, starting rate; \$71 after three months, \$73 after six months and the job rate at the end of one year. Reduction of probationary period from 90 to 60 days. Establishment of clear-cut policy on job evaluation, individual job rates and full recourse to grievance procedure where there is disagreement. Clarification of job posting and promotional policies. Placing a 30-day limit where employe is transferred to "temporary job" because of training, emergency, sickness, etc. A study to be made of timekeeper's peculiar problems, when completed a re-

vised schedule and rates of pay for the timekeepers will be made. The committee was composed of John Bull, chairman, Thomas DuPree, Eva Giese, Marge Wheir, Bruce Falkner and Reva Frost.

★ ★

Elmira, N. Y.—Conference organizer Justin Manning announces the signing of an agreement between Local No. 137 and the American LaFrance Corporation. This agreement was obtained only after the local had rejected two previous company proposals and had taken a strike vote which necessitated New York State Mediators coming into the picture. The contract is for two years and features raises of 10 cents per hour the first year for all office clericals and all factory clericals and 13 cents per hour for all planning clerks during the first year. Additional increases of 7½ cents per hour for office clerks, 8 cents per hour for factory clerks, and 9 cents per hour for planning clerks are applicable for the second year of the agreement. Also secured was a strengthened promotional clause, a modified union shop, an improved vacation clause whereby vacation credits are earned for absences due to illness, accident, or workmen's compensation injuries, and an agreement to negotiate all job inequities within thirty days from the date of signing. The employes will also benefit from a wage reopening provision in event of war or national emergency occurring within the two-year period. The negotiating committee included local President Lee Cowles, Harold Smith, Bill Spillane and Fred Buck assisted by Conference Organizer Manning.

★ ★

Chicopee Falls, Mass.—Local No. 228 reports through International Organizer Leo Wallace that they have concluded negotiations with the Savage Arms Company. After a strike vote had been taken

on the original offer of the company, the final wage package is a general increase of 8 per cent. Other benefits negotiated were a change in the recognition clause to bring additional jobs within the bargaining unit. Strengthening the bidding clause by deleting from the language "in the opinion of the company" as to ability and qualification. No job will be posted for bidding clause by deleting from on leave. Smoking privileges are now granted to all help (this was formerly reserved to supervision only). The distinction existing between male and female jobs has been eliminated. The committee consisted of President Margaret Gagnon, past President Eileen Hough, Terry Wietcha, V. P. Mary.

★ ★

Kenosha, Wis.—An initial 3-year agreement has been signed between Local No. 336 and the Tri-Clover Division of Ladish Company. The committee for the plant clerical employes and International Organizer Lewandowski spent a great deal of time in these negotiations. Among the major benefits negotiated are, a general wage increase of 4 per cent on the anniversary dates in 1957-1958, plus original increases of approximately 6 per cent. Completion of a joint job and salary evaluation by the company and union committees, which brought all job descriptions up-to-date, created for the first time realistic, high minimums and maximums and a method of progression from the minimum to maximum through 6-month merit reviews. As a result of this study a number of wage adjustments were made to individual employes. Granting of a union shop and dues check-off. An increase in the annual wage dividend to 3, 4 and 5 per cent of the employes salary. Job posting and promotional procedures based on ability, experience and seniority. Improvements in holidays, equality of overtime clauses.

Western Organizational Conference Meets

At the recent meeting of the Western Organizational Conference in the Hollywood-Roosevelt Hotel the delegates heard very encouraging reports regarding organizational activities from the various local unions in attendance. Many of the local unions reported the activating of organizational committees within the local unions.

Director of Organization Douglas reported on organizational activity throughout the country generally, and outlined organizational plans scheduled for the immediate future.

AFL-CIO Regional Director Dan Flanagan from the San Francisco office, addressed the meeting and assured the delegates of the continued cooperation of the AFL-CIO. Assistant Director DeShettler from the AFL-CIO Los Angeles office addressed the group and expressed his confidence that the Office Employees International Union would overcome the organizational difficulties in the white collar field as competently as the labor movement in general has overcome the overall organizational problems

throughout the country.

Burnell Phillips of Local No. 83, San Bernardino was elected President of the conference and Mabel De Forrest of Local No. 243, Richmond, Calif., was elected secretary-treasurer. In the afternoon session a general discussion period was devoted to organizational techniques and problems.

The next Western Conference meeting will be held in Minneapolis, Minn. on the Sunday preceding our International Union convention.

Agreement Reached With Fairchild



Shown above is Vice President J. O. Bloodworth signing the first OEIU agreement with the Fairchild Airplane Corp. for its St. Augustine, Fla., Branch. Others shown seated left to right are J. H. Bayliss, director of Industrial Relations at Fairchild, Hagerstown, Md., and R. A. Schreiber, personnel manager, St. Augustine Branch of Fairchild. Standing left to right are J. A. Browning, President of OEIU Local 73, Saralyn Bennett, Helen Friedman and Allab Durant, employe members of the negotiating committee.

Vice President Bloodworth assisted the negotiating committee of Local No. 73 in their negotiations with the Fairchild Airplane Corp., at its St. Augustine, Fla. Branch. A 5-cent per hour increase was negotiated, with an additional 5 cent per hour to employes with four months or more service, and important classification adjustments resulted in increases of up to 20 cents per hour for some employes. The fringe benefits negotiated amounted to 34 cents per hour. Among other conditions established in the contract were sick leave, eight paid holidays, an improved vacation plan and a shift differential of 9 cents per hour for the second shift. Also negotiated was a Welfare Plan, Group Insurance and a Pension Plan.

The contract will expire on July 30, 1958, with an automatic 7 cents per hour wage increase to become effective July 30, 1957.

One of the outstanding accomplishments of this agreement is that all employes will receive an automatic increase of 5 cents per hour for each 16 months of service until they reach the maximum of the wage range for their classification.

The employes are very happy with their agreement and expressed enthusiasm over the representation provided them by the OEIU.

Pittsburgh, Penna. — Conference Organizer Elmer Cole reports the signing of an agreement with Associated Transport, Inc. and Local 33. This three-year agreement provides for a 15¢ an hour increase across-the-board for the first year and an additional 10¢ per hour across-the-board in each of the following two years, making a total of 35¢ per hour increase. The new agreement became effective September 1, 1956.

Local 13 Member Chosen by Moose



Mrs. Norma Powers, a charter member of Local 13 and formerly an Executive Board member of that local, who is employed by the Amalgamated Meat Cutters and Butcher Workmen in St. Louis, was recently installed as Deputy Grand Regent of Women of the Moose for Illinois. Women of the Moose is an auxiliary of the Loyal Order of Moose. Mrs. Powers has for a number of years been active in fraternal and civic affairs, along with being a very active member and officer of our Local 13.

Vallejo, Calif. — Ruth Foote of Local 86 reports the following gains made in the negotiation of a two-year agreement with the Solano County Central Labor Council: a \$5.00 across-the-board increase the first year and a \$2.50 across-the-board increase for the second year. Conference Organizer Chuck Hogan who assisted in these negotiations reports that the new contract also provides for an improved vacation schedule and double time for overtime.

Eugene Goldsmith President of 153

It is with deep regret we announce the death of Local 153 president, Eugene Goldsmith.

President Goldsmith was president of Local 153 for the past four years and, prior to that time, was an Executive Board member of the Local Union. He was employed in the office of the Dressmakers' Joint Board of the International Ladies' Garment Workers' Union. He was a member of our Organization for his entire adult life.

Brother Goldsmith was an officer and founder of the American Veteran's Committee and had recently been honored at a dinner by that Organization.

He is survived by his wife, Harriet, his sons, Mitchell and Charles, his mother, Rose Lustig, and his sisters, Harriet Lun and Norah Capus.

He had received a Bachelor of Arts Degree from The New School of Social Research and a Master of Arts Degree from New York University.

New York, N. Y. — Some 200 office and clerical employes of the American News Company Home Branch registered wage increases and many other contract benefits in their negotiations.

The contract provisions of the two (2) year agreement, negotiated by Frank Gundling, Chief Steward and Local 153 Executive Board member, and Shop Stewards Ellen Linarello, Rita Charelli, Ada Zapala, Margaret Benya, Joseph Holt and Business Representative Walter C. Gorray, feature:

1. A \$3.00 per week general increase retroactive to September 10, 1956; a \$2.00 per week general increase effective September 10, 1957.

2. Three (3) weeks' vacation after 10 years of service. Pro-rata vacation benefits in case of termination of service.

3. Increase sick benefit pay—pro-rated according to length of service: Employees with 5 years of service are eligible for 10 days' sick leave. (Five (5) days benefit was the maximum in the previous agreement.) Ten (10) day's sick benefit pay during the contract year.

4. Job training for employes affected by automation equipment or other changes in working methods.

5. Contract language to protect employes against transference or assignment of work outside of the collective bargaining unit.

6. Jury Duty — Company will pay the difference between regular work pay and juror's fees for employes called to service.

7. Check-off of dues. In addition to these benefits, the holiday provisions of the agreement and other working conditions were clarified and embodied in the written agreement.

wife and two daughters, Monty Lee aged 9 and Karla Marie who is 3 years old. Funeral services and burial were at Hastings, where members of his family now reside.

Brother Otis was a member of Local No. 60 at New Orleans. His youth, enthusiasm and his great devotion to the cause of unionism made his untimely passing a great loss not only to the Office Employees International Union, but to the cause of trade unionists as a whole. On the night of the accident he had made a trip from New Orleans to Gonzales in order to sign up one new member. This type of devotion is evidence of his untiring efforts as an organizer, and his memory will long be an inspiration.



as a volunteer in his organizing activity. Brother Otis is survived by his

Canadian Corner

BY LLOYD CHAPMAN

President, Canadian Organization Conference



Victoria, B. C.—Representative Lowe announced that the employes of Yarrows, Ltd. have had the OEIU certified as their bargaining representative. During an organizational campaign at this yard the employes withstood intensive efforts by the employer to discourage organization. After many meetings held by the company on company time and company premises, the employes held firm in their conviction that their working conditions and wages would be improved by becoming members of Local No. 15. At the present time the negotiating committee of Local 15 is in negotiations with the company on an agreement covering wages, hours and working conditions.

Montreal, P. Q.—Canadian Conference Organizer Romeo Corbeil announced that he has received certification for Local 57 as bargaining agent of the 230 office and clerical employes of the Canadian Car and Foundry Company. This certification covers the Car Division at the Turcott and Dominion plants in the city of Montreal. Negotiations are being conducted at the present time between the local union and the company.

Three Rivers, P. Q.—In a contract recently negotiated between Local No. 283 and Canada Iron Foundries, Ltd. the employes were granted a new provision for automatic increases to the job rate in case they are required to replace another employe in a higher classification. Also negotiated was an improvement in the monthly premium for night work and a new wage scale averaging a 6 per cent increase. The company further agreed to a revaluation of the jobs, to be completed by April 30, 1957. The result of this survey will be retroactive to May 1, 1956.

B. C. Federation of Labor Convention.—Conference Organizer Bill Lowe and OEIU delegates were very active at the recent founding convention of the B. C. Federation of Labor. At this convention a resolution was introduced recommending that utility companies be taken over by the Government. After an active floor fight, in which the OEIU delegates participated extensively, the resolution was amended to provide the endorsement of Government ownership "providing the bargaining rights of public employes are assured by appropriate legislation." This action

could seriously affect the members of OEIU Local Nos. 300 and 378 should the B. C. Electric Company be taken over by the Government. The membership of these local unions were very well pleased with the additional provision provided in the resolution guaranteeing the continuation of their bargaining rights.

Montreal, P. Q.—Representatives of Local No. 57 have just concluded negotiations for a two-year agreement with the J. J. Joubert Company. This agreement provides for a reduction of 1 1/4 hours per week, with an increase in wages of \$12 per month. In the new agreement the vacation clause and the statutory holiday clause were improved, and wages will be paid weekly instead of monthly.

Vancouver, B. C.—Local No. 15 has recently signed its first agreement with the Peterson Electric Construction Co. Conference Organizer Bill Lowe, who assisted in the negotiations, announced that this one-year agreement provides for a union shop, a 37 1/2 hour workweek with overtime at time and a half, and two fifteen-minute relief periods per day. All Sunday work will be compensated for at double the regular rate of pay, and for all holiday work employes will be paid twice their regular rate of pay in addition to the regular base salary for the holiday. Employes are now entitled to two weeks vacation until they have 10 years of service and three weeks thereafter. The wage increase averaged 14 per cent in this new agreement.

Sarnia, Ont.—Canadian Organizational Conference Representative A. F. MacArthur reports that the OEIU has been certified as the bargaining agent for the 50 employes of the Sarnia General Hospital. This certification came about after an extended organizational campaign during which the President of the local union, Beverly Lazeski, was fired from her job because of union activity. As a result of the activities of the Investigation Board of the Department of Labor, President Lazeski has been reinstated in her job.

A committee of the local union and Representative MacArthur are now in the process of drafting proposals in order to negotiate a contract covering wages, hours and working conditions.

Office Salaries Show Modest Increase in Four Cities in Canada

There was a moderate increase in average office salaries in the manufacturing industry in Canada during 1955, according to a study covering the cities of Montreal, Toronto, Winnipeg and Vancouver, the results of which were released by the Hon. Milton F. Gregg, Minister of Labor, as follows:

	Average Weekly Salaries—Male Office Clerks							
	Montreal		Toronto		Winnipeg		Vancouver	
	1954	1955	1954	1955	1954	1955	1954	1955
Senior	\$71.92	\$75.40	\$71.15	\$76.19	\$68.83	\$70.53	\$75.53	\$76.63
Intermediate	58.17	60.15	56.78	75.85	53.19	52.88	58.34	60.74
Junior	38.90	40.07	43.01	43.56	36.62	38.83	38.56	42.89

Auto Accident Claims Life of OEIU Organizer

In an automobile accident on November 27, between Gonzales and New Orleans, La., Southeastern Organizer Philo Otis, Jr., was fatally injured. Brother Otis was a native of Lansing, Mich., born December 10, 1921. He graduated from Michigan State College with an B.A. and M.A. degree. He moved to New Orleans about five years ago as the industrial relations manager for the Chalmette plant of Kaiser Aluminum Company, but gave that position up several years later in order to become an organizer for the office employes in the Southeastern Conference. His wife, former Pauline Chandler of Hastings, Mich., shared his interest in union affairs and worked with him



from the desk
of the
PRESIDENT

HOWARD COUGHLIN



DURING the course of our organizational conference meetings we have discussed numerous subjects pertinent to white collar organization and a white collar collective bargaining relationship. We have discussed the problem of job evaluation many times and have enumerated the pitfalls of such a program.

In past years our International Union provided our local unions with a study on job evaluation entitled "Are You Confronted With Job Evaluation?" The study went into a detailed analysis of what job evaluation is and methods used in job evaluation, such as the point system and the factor comparison method, and gave concrete examples of how the system worked.

Job evaluation was originally accepted by certain production worker unions at a time when a rise in the economy of the country was anticipated. Union representatives, while aware of the pitfalls of job evaluation, saw in it a possibility of gaining additional wage increases for their members during the period of the expanding economy.

A number of our local unions found some system of job evaluation established when they were organized. It, therefore, became necessary for the local unions to negotiate many clauses which would tend to protect the membership against down-grading.

The International Association of Machinists passed a resolution at its convention in 1945, opposing the introduction and continuance of job evaluation. Among the many reasons for the passage of this resolution was the fact that a job evaluation system provided a company with a tool to down-grade employees during times of cutbacks. This dangerous possibility is even more of a factor when job evaluation is present in white collar collective bargaining.

Factors in Evaluation

In a point system of job evaluation, for example, a certain number of points are given to a number of factors. These factors may include some broad terms such as skill, training and experience, analytical requirements, initiative and cooperation. In other instances these broad terms may be subdivided into numerous factors such as working conditions, application, supervision over others, responsibility, degree of concentration, and various others. In some instances the factors used include certain of the duties involved in the job itself.

An arbitrary number of points are assigned to each of these factors in accordance with each job rated. Thereafter, the total number of points for each job are rated at a certain salary of the salary range. Numerous jobs are rated at the same salary range, and this combination of jobs which are considered to be of the same evaluation are placed in the same labor grade. There are a number of labor grades established, which include jobs rated at the same minimum and maximum. In effect, therefore, a so-called scientific method is used to determine the value of the job. This system does not necessarily take into account many other elements such as industry and area practice.

Job evaluation tends to fix relationships between the various jobs rather than to put into effect many of the practical aspects used generally by most unions in collective bargaining. For example, many companies in the same industry pay far different rates for the same job, based on the ability to pay of the respective firms involved. Job evaluation does not even consider the question of ability to pay. During the term of a contract when a job evaluation program is operative the employer may, in his discretion, down-grade certain of the jobs involved simply by transferring duties. He will do this in most instances only when he is seeking to cut costs and generally not during a period of expanding economy and a labor shortage. However, through job evaluation we give to the employer a weapon whereby he can change the value of a job at will. The more successful of the skilled trades such as electricians, carpenters and bricklayers, would never under any circumstances give to an employer a device whereby he could change the value of the weekly wage. It is understandable that under certain circumstances we must live with a job evaluation system. In certain instances a job evaluation program may even be an improve-

Reminder of March of Dimes Drive



Marlene Olsen, 4, the 1957 March of Dimes poster girl, gives OEIU Director of Organization Henderson Douglas and President Howard Coughlin a fill-in on the upcoming Dimes drive. Marlene's picture will be displayed on millions of posters and coin canisters throughout the land during the 1957 drive January 2-31. Marlene is the daughter of Air Force Capt. and Mrs. Arnold Olsen. Polio struck her during the 1955 Massachusetts epidemic.

ment over a hit-and-miss system which may have existed previously.

It will be necessary, however, that OEIU representatives adopt certain safeguards in job evaluation. For example, the possibility of down-grading should be avoided if possible, or at least relegated to a point where it is not probable. In addition, unilateral action on the part of an employer should be prohibited in contract language. In setting up rate ranges, a rate above the unorganized industry and area practice should be the goal. Union committees in the offices involved should be educated to the point where they can regularly sit down with management and handle grievances arising from the job evaluation plan. If possible, a realistic plan based on practicability rather than intangibles should be negotiated in job evaluation plans.

Strike Averted In Wisconsin

After 9 consecutive hours of negotiations, an agreement was reached at Badger Ordnance in Baraboo, Wis. Several previous offers of the company had been turned down by the membership. The final settlement included a two-year agreement covering a general increase of \$10 per month, with the increase to be added to the rate ranges and the company to pay employees for the day after Thanksgiving as a paid holiday.

Conference Organizer Art Lewandowski reported that in the negotiations, along with a general increase, the contract was improved generally in relation to many of its clauses.

OEIU Victorious In Seattle Vote

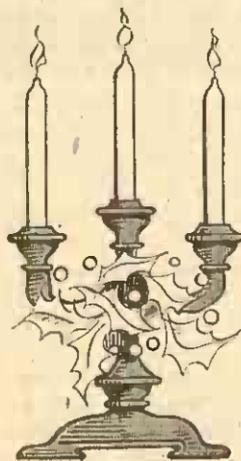
International Organizer Eugene Corum reports another victory for the OEIU at the Austin Construction Company in Seattle, Wash. In a recent NLRB election in which every eligible employee voted, the OEIU was victorious by a 3 to 1 margin.

The negotiating committee of this newly organized group and the company are now attempting to arrive at a mutually acceptable contract covering wages, hours and conditions of employment.

Vallejo, Calif.—Conference Organizer Chick Hogan reports that a strike was averted at the Geraldson News Agency when the wage reopener of a two-year contract came up for negotiation. However, after many meetings, management and Local 86 agreed to a \$7.00 per week increase on all rates retroactive to August 1, 1956. V. Wathan, secretary of the local union, assisted in the negotiation of this agreement.

Boston, Mass.—Business Representative Thomas Flynn, announces the signing of their first agreement for the Salesmen of the Carling's Red Cap Distributors, Inc. and Local 6. The contract calls for a

union shop; check-off of dues; promotions from within; five-day week; time and one-half if called to work on Saturday; night work shall be paid at a rate of \$5.00 per night; 10 holidays, plus the State Election Day (in even numbered years).



Being Union and buying Label is the most potent formula for the progress of the trade union movement and the permanency of our American prosperity and security. Unless union folks, particularly, buy back the products they make and patronize the services they perform, they will not be able to bake union-wage cake and most assuredly they will not be able to eat it.

Let us all then be Union and buy Label—starting today—if you are not already doing so.

—Joseph Lewis
Secretary-Treasurer,
Union Label and Service
Trades Department