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 strike of the members of OEU Local No. 33 in Pittsburgh who are picketing her employer, Local 2227 of the United Shipworkers.

The reason for the picketing is simple. Miss Mann can’t negotiate a satisfactory contract with the Steelworkers local. She is in only employ at the United Shipworkers local’s office staff.

The Steelworkers local’s ostensible reason for not signing a contract is that it wants the right of first refusal for any steel job that might come up.

But the real reason why the Steelworkers local is holding is desire to get Local No. 33 out of its head quarters.

One Steelworkers spokes man 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 quarantine of Miss Mann, 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 job is an outside agency and that for that reason the company would henceforth decide your rates and working conditions?”

Mrs. Sally Doody, 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 Bosack.

Miss Mann is prepared to hold out all winter on the picket line.

In recent negotiations between Local 334 and the Communications Workers of America, a new contract was agreed upon which provided a $2 per week increase in the union’s base rate, improvement in the maternity leave clause, provisions for the dying of a worker and a reclassification of the workers in various fields.

The executive board of the Communications Workers, including Mrs. Mann as a member, was in agreement.

In the current round of negotiations, the Communications Workers asked for a $2 per week increase in the union’s base rate, improvement in the maternity leave clause, provisions for the dying of a worker and a reclassification of the workers in various fields.

Miss Mann is in favor of theCommunications Workers’ demands, since she believes that the union should have the right to determine those issues.

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Activities of Conferences and Local Unions

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-Manangement 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 work-ers. 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 employed in states where only one group is protected. The OEIU has detailed the mutual interest and the need for clarification with the NLRB. The OEIU has also asked the Board to reconsider the decision in Nekoosa-Edwards Paper Co. v. NLRB.

Taft-Hartley Act

Anti-Labor forces are stepping up their activity which is allowing 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 Wash-ington—the best organized state in the Union—was just an example of a strike vote. 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 union were not sustained. Employers are trying to force new and more stringent provisions on the labor unions in good standing.

Canadian Activity

OUR International Union has a number of organizers working in Canada, witnesses 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.

Western Organizational Conference Meets

At the recent meeting of the Western Conferences held in the Hollywood-Roosevelt Hotel the delegates heard various encouraging reports regarding organizational activities from the various local unions in attendance. Many of the local unions reported the activation of organizing committees throughout the country, and outlined organizational plans scheduled for in the near future.

Sponsored by the Labor Press of any or all material herein contained is wholly the interest of the Labor Press. The Teamster President Claude Jodoin and Joseph MacKenzie, Di-rector of Organization of the CLE, 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.

Subscription Price $1 a Year

San Francisco, Calif.—Local No. 3 of the OEIU, located at the Republic Steel and Wire Company, has been granted its bargaining rights. The committee was composed of John A. Coughlin, President; John H. Berman, Business Agent; Eva Giese, Marge Whize, Bruce Falkinburg and Revon Fred.

Elmira, N. Y.—Conference organizer Justin Manning announces the signing of a new agreement between Local No. 137 and the American Ladder and Frame Corporation. The agreement was signed last week 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 con-tract is for two years and features rates of 10 cents per hour for 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 $15 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 plan and a grievance procedure for claims which were never earned for absence due to illness, accident, or worker's compensation injuries, and an agreement to negotiate all job inquiries within three days of the date of signing. The employer will also be required to file after a wage reopening provision in event of war or national emer-gency occurring within the two-year period. The negotiating committee included local President Les Cowles, Harold Smith, Bill Spillane and John Bouchard, all elected by Conference Organizer Manning.

Chicago Falls, Mass.—Local No. 238, members of the National 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. The union has also given the company some desirable changes in the recognition clause to bring additional jobs within the jurisdiction, with the employer filing a new holding clause by deleting from the language "in the opinion of the company" as to ability and qualif-ications. No job will be posted for holding clause by deleting from on leave. Smoking privileges are now granted to all (this was formerly reserved to superin- tendent only). The distinction existing be-tween male and female jobs has been eliminated. The committee consisted of President Margaret Diaper, past President Elleen Hough, Terry Wash, V. P. Mary. P. 

Kenoosh, Wis.—An initial 3-year agreement has been signed between Local No. 336 and the Tri-Clover Division of Ludell's Company. The committee for the plant clerical em-ployees 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 average dates in 1957-1958, plus original increases of approximately 4 per cent. The general elimina-tion of a joint job and salary eval-uation by the company and union committees, which brought all job descriptions up-to-date, created for the first time realistic, high mini-mums 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 ad-dendums were made to individual employees. Granting of a union shop vote on check-off. An in-crease in the annual wage divided in 3, 4 and 5 per cent of the em-ployees. In a number of cases overtime and promotional procedures based on ability, experience and seniority.

Improvements in holidays, equity of overtime clauses.

Page Two
**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 few years and, prior to that time, an Executive Board member of the Local Union. He was employed in the office of the Draffens’ Joint Board, the International Longshoremen’s and Warehousemen’s Union.

He was a member of the International Longshoremen’s and Warehousemen’s Union until his untimely death on September 6, 1957, at the age of 53. Eugene Goldsmith was an active and loyal member of his local, and he will be greatly missed by his many friends and associates.

**Local 13 Member Chosen by Moose**

Vallejo, Calif. — Ruth Foote of Local 66 reports the following gains made in the negotiation of a two-year agreement with the Sacramento Central Labor Council: $5.00 across-the-board increase for the first year and a $2.50 across-the-board increase for the second year.

Conference Organizer Chuck Hooper, who assisted in these negotiations, reports that the new contract also provides for improved vacation and double time for overtime.

**Auto Accident Claims Life of OEIU Organizer**

In an automobile accident on November 27, between Gonzales and New Orleans, La., Southeastern Organizer Phil G. Connors, Jr., was fatally injured. Brother Connors, who was a native of Natchez, Miss., was 40 years old and had been employed by the company in the New Orleans area since 1945.

**Canadian Corner**

BY LLOYD CHAPMAN

President, Canadian Organization Federation

Victoria, B.C. — Representative Law announced that the employees of Vancouver have ratified their contract as the bargaining representative. During an organizational campaign in this year the employees united in efforts to improve their working conditions. The result of these efforts was a new contract with the Vancouver General Hospital.

Local 153, Canadian Conference Organizer Romeo Corbeil announced that he has received certification for Local 57 as bargaining agent of the 250 office and professional employees of the Vancouver Car Factory and Company. This is the first certification of the Car Division, at the Turcot and Domination plants in the city of Montreal. Negotiations are being conducted at the present time between the local union and the company.

**Three Rivers, Pa. — In a contract recently negotiated between Local 283 and Canada Iron Foundries, Ltd., the employees were granted a new provision for automatic overtime during the night shift. In the past they were required to work a 40-hour week, with four hours worked on Saturday with a differential of 15 cents per hour. Now the employees are entitled to a 40-hour week, with an increase of 25 cents per hour for night work, and a new rate of 65 cents per hour for double time. This rate is in effect from May 1, 1956.

C. B. Federation of Labor Convention—Conference Organizer Bill Love and OEIU delegates were very active at the recent founding of the C. B. Federation of Labor. At this convention a resolution was passed that the membership of the Union be taken in the Federation. After a full floor fight, in which the OEIU delegation participated, the resolution was accepted and the Union was taken in the Federation.

The result of this survey will be reported to the National Office for consideration.

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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 itself 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 possible additional wage increase 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 continuation of job evaluation. Among the 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.

Forks 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 headings such as skill, training, 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 is 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 position. 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 different rates for the same job, based on the ability 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 operating 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 improvement over a hit-and-miss system which may have existed previously.

Reminder of March of Dimes Drive

Marlene Olson, a, the 1957 March of Dimes poster girl, gives OEIU Director of Organization Andrew Douglas and President Howard Coughlin a view of the increasing Dimes drive. Marlene's picture will be displayed on millions of posters and one sanitizer throughput the land during the 1957 drive January 2-31. Marlene is the daughter of Air Force Capt. and Mrs. Arnold Olson. Palm street her during the 1957 Massachusetts earthquake.

Strike Averted

In Wisconsin

After 9 convocaive hours of negotiations, an agreement was reached at Judges Ordinance in Bar-

ceau, Wiy. 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 range and the company to pay employers $7.00 per day for the Alaskan Indian. The agreement was a mutual one.