Metal Trades Meeting Passes White Collar Resolution

At the recent convention of the Metal Trades Department of the AFL-CIO, Resolution No. 37, which dealt with the organization of white collar workers, was passed unanimously by the delegates in attendance.

This resolution called for the selection of the Metal Trades Department to act in organizing white collar workers in all plants where the National Labor Relations Board has found the company to be guilty of interfering with employees seeking to associate with each other for the purpose of collective bargaining.

The resolution further provided that the Secretary of the Metal Trades Department be instructed to send copies of this resolution to all affiliated International Unions and Industrial Unions.

Work With Councils

As a result of this action taken by the convention, all local unions of the OEIU should step up their organizing efforts in cooperation with Metal Trades Councils. In view of the splendid cooperation that the OEIU has received from the Metal Trades Department in the past, there is no doubt that the additional activity outlined by the convention will increase organization in the white collar field.

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**New York LIU Joins with OEIU**

Recently, one of the largest LIU's in New York City voted to affiliate with the Office Employes International Union. After several meetings between the officers of LIU 1735, President Coughlin and Director of Organization Douglas, application was made for a charter in the OEIU.

This local union embraces in its membership the office employees of the former CIO union in the New York area, along with various commercial establishments.

**Charter Issued**

A charter was issued to this group and the Executive Board is already active in an organizational campaign to obtain the membership of the OEIU. President Coughlin requested the presidency of the OEIU with regard to the issuing of charters to former LIU locals composed of white collar workers.

It is the belief of our International Union officers that the working conditions of office employees can best be improved by all white collar unions working together. As members of the single International Union, dedicated solely to the advancement of the economic position of the people in the white collar field.

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**Coughlin on Welfare Bd.**

AFIC-CLC President George Firth recently recommended OEIU President Howard Coughlin to fill a vacancy on the Board of Directors of the National Health and Welfare Retirement Association, Inc., caused by the death of the late Matthew W. Lee. Perlin, director of Commodities Services, had previously suggested President Coughlin's appointment to the OEIU Welfare Fund Money. This appointment was continued as a result of meeting the trustees and officers of the Association which was subsequently held on November 1.

The National Health and Welfare Retirement Association, Inc., is responsible for the retirement funds and benefits of thousands of persons employed in social service agencies throughout the nation.

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**Local 42 Scores in Grand Rapids**

Another major victory in the expanding organizing activities has been made by the Office Workers Union Local 42.

In a National Labor Relations Board election conducted Wednesday, October 16, 1956, the office workers of the Huskyline Manufacturing Company in Grand Rapids, Michigan, overwhelmingly voted to be represented by Local 42.

This is a major victory for our union, said Robert G. Corrigan, Secretary-Treasurer of the local, inasmuch as this is the first group of office workers in private industry in the Grand Rapids area to be organized.

Huskyline Company, founded in 1914, is one of Grand Rapids' oldest and largest manufacturing companies. This office force normally is made up of 20 employees. They will soon elect a negotiating committee to assist the local union's officers in contract negotiations.

Credit for the success of this campaign, should be given to Arthur Strophaul, AFL-CIO representative, for his fine co-operation, and to the Office Committee, headed by Art Swenson, for their intelligent and effective efforts. Further, the fine support of the plant union, the IBEW, and their Business Representative, Robert Couler, helped tremendously, Corrigan said.

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**She Wins Union Maid Contest**

Left to right: Frank BALL, Bill Sperry, president and secretary respectively of the Hartford, Conn., Office Local, 242, Barbara Sargent, President of Office Workers NO. 36, Groton, Conn., won the Miss Union Maid Contest at the Connecticut Federation of Labor convention.

Twenty-year-old Patricia Ann Tanner, who heads the banner of Office Employees International Union Local 106, was chosen winner of the Miss Union Maid contest, sponsored by the Union Label Council of Hartford, Connecticut. The climax of the contest came at the banquet during the Connecticut State Federation of Labor convention.

35-23-35

Miss Tanner, whose physical measurements are 35, 23, 35, gathered in many Union labels including a $100 U. S. Savings Bond.

The second and third place winners were Miss Marilyn Eriksen of the Hartford Federal Savings and Loan Association, Hartford, Connecticut, and Miss Marilyn Eriksen of the Hartford Federal Savings and Loan Association, Hartford, Connecticut.

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**OEIU Asks NLRB to Set Aside Plant Clerical Policy**

Office Employes International Union, Local 212, is seeking an election in a unit composed of both office and plant clericals at the Grand Rapids Wurlitzer plant in North Tonawanda, N. Y.

For several years the OEIU has been fighting the NLRB policy whereby it would not include unit office and clerical employees in a single bargaining unit. Two years ago, President Coughlin, Director of Organization Henderson Douglas, and General Counsel Joseph Finley presented many arguments to the then Chairman Goy Smart as to why the Board should rectify its rules on office and plant clericals. Chairman Faust was said at the Board would give full consideration to a proper case brought before it, based on the facts presented.

**Opening Scene**

When the Wurlitzer Company decided that it wanted separate units for office and plant clerical employees for the purpose of the NLRB elections, the OEIU decided that this case presented a good opportunity for the purpose of having the NLRB change its policy. General Counsel Finley, in conjunction with Internationals Representative George Firth and Business Representative Emil Steck of N. Y., presented compelling arguments to the Board which indicated that the interests of plant clerical workers are more closely aligned with the interests of office clerical workers than the production workers.

It was pointed out that both plant and office clericals perform essentially the same type of work. Many of the job classifications in the office and plant are the same. Fringe benefits are the same for both. On the contrary, fringe benefits received by the production workers differ widely from those received by the plant clerical employees. The production workers, for example, receive no sick leave, whereas the plant clerical workers who are not organized are subject to meet increases. The supervision of the office and plant clericals is more closely aligned than the supervision of the office clericals. Many of the plant clericals work directly in the office clerical divisions. The timekeepers, who are actually plant clericals, are supervised by a chief timekeeper who, in turn, is responsible to the accounting division and in under the accounting department.

In some instances production clerical and office clericals interchange their work. In fact, the联合 relationship between plant clericals and plant production workers is that they work in the same geographical area.

**Momentous Decision**

The National Labor Relations Board's decision in this case will be of prime significance to the OEIU if the Board reverses its policy of insisting that plant clerical and production workers unionize together. The OEIU believes that many instances plant clerical workers have been forced to join production workers' unions in order to gain the benefits of collective bargaining. As a consequence, they become the tail on the kite of these production workers' union and were faced accordingly. Clerical workers, whether they work in the social service field or whether they work in the general office, are one union's own. They wish to be represented by leaders conversant with the problems of office workers. They do not want to be cut off from their proper line of promotional progress to the highest job in the office worker.

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Duluth, Michigan—Local 42 re-ports the renewal of their contract with the Midland Steel Products Company, Duluth. Present steel production is expected to be double the rate of production below the timekeepers were forced to work the same hours, and, according to the working conditions as production workers. They do not wish to be cut off from their proper line of promotional progress to the highest job in the office worker.

**OEIU Wins Two More Elections**

Vice President J. O. Blackwell announces a recent victory for the OEIU in an NLRB election at the Fairchild Aircraft Company in St. Augustine, Fla. The employees of this company were forced to vote six to one, to be represented by our organization.

Chicago—Office Employes International Union Local 195, won a recent election at Sears Roebuck in Indianapolis, Ind., where the office employees have chosen to continue their collective bargaining agent.

As a result of these elections, committee are drafting contract proposals to be presented to the company involved.
Older Workers

There has been a tendency since the inception of company pension plans for corporations to hire only younger workers. Older workers have been shown aside because of the company's fear that the hiring of such workers would increase pension costs.

The U.S. Department of Labor recently published a survey conducted by a committee of pension experts and actuaries. This survey indicates that the hiring of older workers does not materially affect pension costs. For example, newly hired older workers are entered into smaller pensions because benefits are usually based on length of service. The vesting of pension money does away with the need for heavier contributions for older workers. The increase in life expectancy also reflects an increase in automobile industry pensions, thus cutting the need for new contributions.

The Labor Department, therefore, reached a justified conclusion that providing pensions and insurance benefits should not be an obstacle in the hiring of older workers.

Corporation Profits

Corporation profits in the first half of 1956 were 8 percent higher than the first half of 1955, despite the big drop in automobile industry profits. The first half of 1956 also reflected an increase of 34 percent above the same period of 1954.

It would appear, therefore, that labor is entitled to share in these continuing profits through wage increases in the pay envelope. It will be necessary for representatives of employees to continue to negotiate fair and equitable wage increases so that the wage earners do not fall behind the corporations of our country and share in the wealth which is concerned.

Collective Bargaining

It is necessary for the employer to bargain with the union representing his employees on any matter relating to wages, hours and working conditions. Wages, hours and working conditions have a direct bearing on the wealth of the community, and it is necessary for the employer to be convinced that he will be able to share in the wealth that he has been creating.

The Supreme Court of the United States has consistently upheld the union's right to bargain on anything relating to wages, hours and working conditions on each and every occasion. It is important that our local unions in the United States keep this in mind when negotiating an agreement.

Activities of Conferences and Local Unions

Pittsburgh, Pa. — Local 33 reports the renewal of an agreement with the Pittsburgh Glass-Plate Company. The agreement provides for a $5.00 across-the-board increase retroactive to July 1956.

Local 142 reports the renegotiation of the contract with the P.I.E. & Warehouse Company, Inc. The new agreement provides for a $3.00 per hour increase in place of the former 45 cents. It includes a general wage increase of $10 per week for each full-time employee — 370 for the first year and $3.00 for the second year. Part-time employees received 104 per hour increase for the first year and an additional 35 cents the second year, and are also guaranteed four hours work per week at a minimum of $1.75 per hour the first year and $3.00 the second year. Two and a half additional holidays with pay were secured in this new agreement, making a total of ten paid holidays. Cumulative sick leave has been increased by a graduated scale from six to nine days per year. The company will also fully pay Blue Cross coverage for each employee. Zachary Schumacher, chairman of the local reported that the members employed by this company are very happy with the new contract.

Local 212 Wins Curtiss-Wright Pact

In a recent wage reopening of a two-year agreement between OPEIU Local 212 and the Curtiss-Wright Corp., Metals Processing Division at Buffalo, N.Y., the above contract was able to obtain a supplementary agreement which will remain in full force and effect until October 24, 1957. A general increase of 48 cents across-the-board was agreed to. This increase is being added to all of the minimums and maximums and will result in a minimum hiring rate of $5.92 per week, with other jobs running up to $14.80 a week.

The agreement provides for automatic progression from the minimum to the maximum in the first four labor grades. The remaining five labor grades have automatic progression from minimum to maximum, plus more increases beyond the automatic maximum.

The agreement also provides for a full union shop, 8 paid holidays, 20 days sick leave for employees with one or more years of service, and proportionally less leave for employees with less than a year's service.

Erie Conference Has Meeting In Pittsburgh

Delegates to the Erie Organizational Conference assembled at the Roosevelt Hotel in Pittsburgh, Pa., on October 8. At the conference, Local 29 was represented by Karl F. Martin, secretary-treasurer. The conference was well represented. A well rounded discussion was led on the subjects of organizational techniques and job evaluation. Delegates to the Conference included George P. Fair as secretary-treasurer and Robert E. Cargill of Detroit Local 18 was elected president for the coming term. Past president Thomas O'Dell declined nomination. Pittsburgh Local 35 did a good job in entertaining the conference delegates.
**Pact Signed with Greyhound**

**Canadian Corner**

**BY LLOYD CHAPMAN**

President, Canadian Organization Conference

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**Canadian Conference Meets in Ottawa**

The Canadian Organizational Conference held its fourth annual meeting recently at the Chateau Laurier in Ottawa, Ontario. This meeting was the most successful yet to be held in Canada. Director of Organization Douglas reported that there were more enthusiasm and more display of hopes desire to expand organization by all of the delegates present. During the noon recess, Ottawa Local 225 and Guelph Local 110 were held at luncheon for the delegates, which was thoroughly enjoyed by all present.

After a luncheon session Claude Jodoin, president, and Joseph MacKenzie, Director of Organization of the Canadian Labor Congress, addressed the delegates. Both of those distinguished representatives pledged the full support of the Canadian Labor Congress to the Office Employees International Union in their organizational efforts in Canada.

At the afternoon session Russell Harvey, CLC president, Ontario, reported on the progress he had made in assisting Local 131 in their organizational campaign to organize bank employees. There was also a discussion period on organizational technique and a general question and answer period. As a result of the enthusiasm displayed by the delegates, the Conference took action to make the 1957 meeting a two-day session.

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**Vancouver Local Names Fred Aldy**

Vancouver, B.C. Local 15 announced recently that as a result of organizational activity and the assistance of Organizer Bill Lowe, the local has hired a full-time business agent. Brother Fred Aldy, the new business representative, has had years of experience in the trade union movement, having served as business representatives for the Gas Workers Union in the B.C. Electric Company for a period of years. He has represented the International Chemical Workers Union for four years. The members of Local 15 are very pleased with the caliber of work being performed by Brother Aldy. As a result of Local 15's ability to hire a business representative, Organizer Bill Lowe will be relieved of many of the servicing duties and will be able to concentrate on his entire efforts in the field of organization.

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**Beverage Group Votes for OEIU**

Harford, Conn. - Conference Organizer Bud Manning announced recently that a majority of the delegates for the salesmen of the Cott Beverage Corporation who cover Connecticut and Western Massachusetts have voted at the Convention of present insurance program for extended sick pay. The contract culminates 15 years of efforts in the union movement, having had strict territorial protection, dues check-off, and no strike clause.

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**Additional Assignments**

Washington, D.C. - Personnel of Statistics. Goods and services were purchased in the second quarter of this year at an annual rate of $295.2 million. This rate is 53 billion above last year and a billion above the first quarter of this year.
from the desk of the
PRESIDENT
HOWARD COUGHLIN

A little more than a year ago, we at headquarters prepared several booklets which were to be used to augment our organizational program. These booklets included a Collective Bargaining Guide and Manual on Organizing Techniques and Procedures, and a Manual on Representation Cases Before the National Labor Relations Board. These booklets were forwarded to all local unions and circulated at organizational conference meetings. It was intended that they would act as a guide to our local unions who strongly desired to institute organizational activity at the local level, and also to help in servicing the local unions in their day-to-day negotiations.

Since that time, Director of Organization Douglas and your President have attended numerous conference meetings. We have been greatly surprised to hear questions raised from the floor concerning matters which are answered in these booklets. In each and every instance we have learned that the delegate knew nothing about these publications because of the fact that the individual receiving the mail for the local union did not turn them over, or the delegate's predecessor did not replenish these booklets. As a consequence, we are continuing to receive requests for copies from local unions who have already received these publications.

While we are perfectly willing to supply these additional copies, we feel that much time could have been saved between the time that the mail went out from local unions to headquarters and the time that we received these materials over to their successors. We believe these booklets are invaluable to our local unions in their day-to-day organizational and collective bargaining and NLRB appearances. If these booklets are read and used, local unions would not necessarily have to call upon the International Union to supply assistance on the many occasions that such assistance is requested.

We have received a great many requests for assistance in negotiating agreements, through the mail and over the telephone. In each instance we have sought to have the local union begin and carry on negotiations until such time as an impasse is reached. When we explain this policy position we are many times faced with the statement that "we do not ever get very far from local unions." We then point out that a complete model agreement is contained in our Collective Bargaining Guide and Model Agreement. We are always told that such a booklet is not in the possession of the individual requesting information.

On the affirmative side, however, we find that our organizational conferences have stepped up organizational activity at the local level. Each conference delegate from the inception of this conference program has been encouraged to report only on organizational activity at the local union level. At first this policy, reports show, was received with some skepticism. We believe, however, that we have noted that move and more of our local unions are initiating organizational activity. These local unions are deriving a great deal of satisfaction from this effort. Many of our local unions are growing as a result of this local level activity. In addition, we are receiving many more requests from local unions who have initiated this local level activity for the assistance of the conferees, the local unions and representatives. Much of this work has resulted in successful NLRB elections.

Southwestern Organizational Conference

The Southerm Organizational Conference held its semiannual meeting at the Farragut Hotel in Knoxville. Local 144 of Knoxville was the host local and arranged for an "Early Bird" party to welcome all the delegates and guests on Friday evening preceding the meeting. The host local also provided a tasty luncheon between the morning and the afternoon session of the meeting.

At the morning session Paul Reiner of AFL-AFL-CIO Region 8, Freder C. Nomar, President of the Knoxville Central Labor Union, Bob Mansfield, Industrial Education for Tennessee, and Vince Stamps, International representative of the Carpenters Union, addressed the delegates. Director of Organization Douglas gave a report on organizational activity throughout the United States, and Vice President Bloodworth and Director of Organization Bloodworth gave detailed reports on organizational activities in the Southwestern conference area.

At the afternoon session Directress of Organization Douglass made a report as a job evaluation followed by a vacation and summer period. After the forum there was an open discussion period primarily concerned with organizational techniques and methods as followed by local union organizing committees.

Prior to the closing of the conference meeting an unannounced vote of thanks was given to the host local and its reception committee, which had done such an outstanding job of making the visit of the delegates a pleasant one.

TheWhityCollar

Contract Signed at American Can Company

Houston, Texas—As we reported in our July-August issue, the International Wiremen's Union, Local 129, reached a new agreement with American Can Company.

Under the terms of the contract members will receive the following benefits:

1. A $5.00 general increase per week retroactive to June 20, 1956.
2. A $5.00 per week minimum.
3. Rate ranges and job classifications to be worked out prior to January 1, 1957 covering automatic increments from minimum.
4. Maximum of the range.
5. Local 129 Western Filing Office: October 1, 1956.
6. Five week vacation after five years of service.
7. An agreement providing that the members of the union shall be paid for all work by Management above their regular rate of 1½ times the regular rate for time and a half for all such work.

The new pact calls for an across-the-board increase of ten cents per hour, 3 weeks vacation after ten years of service, an additional day of holiday for the occurrence of death in the immediate family to this clause expanded to include overtime vacation and holidays, a 1015 union shop, one Blue Cross Plan for employees in the house by the employer, and raises of ten cents, in addition to the across-the-board ten cent increase, for the bookkeeping and stenographer classifications.

Oswego, N. Y.—Local 125 announced signing of a new two year agreement with the Amana Iron and Steel Co., Inc., on July 1.

The new pact calls for an across-the-board increase of one cent per hour, one week vacation after five years of service, an additional day of holiday which is to occur, an increase of 5 cents per hour, a 1015 union shop, one Blue Cross Plan for employees in the house by the employer, and raises of seven cents, in addition to the across-the-board ten cent increase, for the bookkeeping and stenographer classifications.

Wage rates now range from sixty-five dollars weekly to ninety-five dollars weekly on the production floor.

The settlement was arrived at after an overwhelming majority of the Amana employees had voted to come to an agreement with the union.

This agreement now makes the Amana Works and the Fitzpatrick Boiler Co., the two plants under contract to GEU, the highest paid facilities in the Oswego area and Local 125 members are now realizing plans to organize competitive office workers and machinists by increasing their wages up to standard.

Southeastern Organizational Conference in Knoxville

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