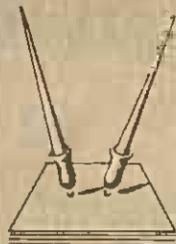




WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 142

NOVEMBER, 1956

17

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 adoption by the convention of a policy of assisting in the organization of white collar workers in all plants where the Metal Trades Department has bargaining rights and in plants where they are attempting new organization.

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

Work With Councils

As a result of this action taken by the convention, all local unions of the OEIU should step up their organizational activities in conjunction 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 Employees 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 unions 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 expand the membership of the OEIU. President Coughlin reiterated the position of the OEIU with regard to the issuing of charters to former LIU local unions 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 workers uniting in a single International Union, dedicated solely to the advancement of the economic position of the people in the white collar field.

Local 42 Scores In Grand Rapids

Another major victory in their 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 Haskelite Manufacturing Company in Grand Rapids, Michigan, voted overwhelmingly 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. Further, the Haskelite Company, founded in 1911, is one of Grand Rapids' oldest and largest manufacturing companies.

This office force normally is around 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 Arlo

Coughlin on Welfare Bd.

AFL-CIO President George Meany 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 Woll.

Leo Perlis, director of Community Services, had previously suggested President Coughlin's appointment to President Meany. This appointment was confirmed as a result of a meeting of 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.

Strophaul, AFL-CIO representative, for his fine co-operation, and to the Office Committee, headed by Art Swanson, for their intelligent and tireless efforts. Further, the fine support of the plant union, the I.B.E.W., and their Business Representative, Robert Coulter, helped immeasurably, Corrigan said.

OEIU Asks NLRB to Set Aside Plant Clerical Policy

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

For several years the OEIU has continuously protested the NLRB policy whereby it would not include both office and plant clericals in a single bargaining unit. Two years ago, President Coughlin, Director of Organization Henderson Douglas, and General Counsel Joseph Finley presented many real arguments to the then Chairman Guy Farmer as to why the Board should reevaluate its rules on office clericals and plant clericals. Chairman Farmer stated that the Board would give full consideration to a proper case brought before it, based on the facts presented.

Opening Seen

When the Wurlitzer Company decided that it wanted to separate its office and plant clerical employees for the purpose of 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 International Representative George Firth and Business Representative Emil Steck of Local 212, presented compelling arguments to the Board which indicated that the interests of plant clerical workers are more closely aligned with the interests of office clericals than with 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 plant and in the office 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 merit increases, whereas the plant clericals who are not organized are subject to merit increases. The supervision of the office and plant clericals is more closely aligned than the supervision for the production workers. Many of the plant clericals work directly in the office clerical divisions. The timekeepers, who are admittedly plant clericals, are supervised by a chief timekeeper

who, in turn, is responsible to the accounting division and is under that direct supervision. While the timekeeper works in the production area, his work product goes directly into the office clerical department. In some instances production clericals and office clericals interchange their work. In fact, the only 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 plant production workers belong in the same bargaining unit and places plant clericals in the office clerical unit where they belong, organized labor will be forced to take a second look at the organization of clerical workers. In too many instances plant clerical workers have been forced to join production worker unions in order to gain the benefits of collective bargaining. As a consequence, they became the tail on the kite of these production worker unions and were treated accordingly. Clerical workers, whether they work in the geographical area of the plant or whether they work in the general office, want their own union. They want to be represented by leaders conversant with the problems of office workers. They do not want to be put in the position of being forced to work the same hours, and prone to the same working conditions as production workers. They do not want to be cut off from their proper line of promotional progression to the highest jobs in the office worker unit.

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Detroit, Michigan—Local 42 reports the renewal of their contract with the Midland Steel Products Company, Detroit Pressed Steel Division. The improvements that have been negotiated in this agreement are a 6¢ per hour increase as of June 1, 1956 and another 6¢ per hour increase as of June 1, 1957; two weeks vacation up to ten years; three weeks after ten years; union shop. This agreement is in effect until August 1, 1958.

She Wins Union Maid Contest



Left to right: Frank Balf, Brad Sperry, president and secretary respectively of the Hartford, Conn., Union Label Council; Patricia Ann Tanner, member of Office Workers No. 106, Groton, Conn., winner Miss Union Maid Contest at the Connecticut Federation of Labor convention.

Twenty-year old Patricia Ann Tanner, wearing 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 Label

gifts including a \$100 U. S. Savings Bond.

The second and third place winners were Miss Marilyn Erikson of Hartford, Secretary of Council 16 State, County and Municipal Employees, and Miss Agnes Williams of Office Employees International Union, Local 106, New Haven.

It was the first time in the history of organized labor that a Union Label Council has ever played host to a convention of any State Federation of Labor, as well as to its official banquet. It was a fine precedent to set.

OEIU Wins Two More Elections

Vice President J. O. Bloodworth announced a recent victory for the OEIU in an NLRB election at the Fairchild Aircraft Company in St. Augustine, Fla. The employees of this company voted better than six to one to be represented by our union.

Conference Organizer Gene Corum reports that in a recent election at Sears Roebuck in Bellingham, Wash., the office employees have chosen OEIU as their collective bargaining agent.

As a result of these elections, committees are drafting contract proposals to be presented to the companies involved.

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.

POSTMASTERS. ATTENTION. Change of address Form 3579 should be addressed to Office Employees International Union, 1012 14th St., Washington 5, D. C. Published monthly at 810 Rhode Island Ave., N. E., Washington 18, D. C. Entered in the Post Office at Washington, D. C., as second-class mail matter.



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Subscription Price \$1 a Year

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 shoved 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 fourteen 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 entitled to smaller pensions because benefits are usually based on length of service. The vesting of pension monies does away with the need for heavier contributions for older workers. The increase in life expectancy causing workers to retire later than 65 has reduced the period of pension payments, thus cutting costs. Older workers do not turn over as rapidly as younger workers and the company thus effect savings which are generally incurred in replacements and training.

The Labor Department, therefore, arrived at 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 insofar as their share of the wealth 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 include pension plans, welfare plans, and, yes, even merit increases. Unless the union in its contract gives away any of these rights, the employer is legally bound to bargain for these things:

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.

San Francisco, Calif.—At a recent membership meeting Local 3 unanimously passed a motion to form an OEIU organizing committee for the purpose of assisting the International organizer and to exert every effort to numerically increase the membership of the local. Chairman Don Vial asked for committee volunteers to register immediately after the meeting. Fifteen members volunteered. At the first called meeting of the organizing committee there was one hundred percent attendance and a program of organizational activity was outlined. Members of Local 3 are looking forward to expanded organizational activity resulting in the growth of membership of their local union.

San Francisco, Calif.—Business Representative Phyllis Mitchell of Local 3 reports that in recent negotiations with the Buddee Publication Company increases ranging from \$3.75 to \$4.25 per week were obtained. Assisting Representative Mitchell in these negotiations were Carole Sklorood, Jack Fernandez, Muriel Mermon and Carolyn Cleveland.

Conclusion of negotiations at the following markets gave Local 3 members working in this industry an increase of \$3.00 per week: Simon Bros., Gourmet Mart, Roberts Markets and Herman's Market. Members working with the business representatives were Irene Walden, Joyce Tanner, Helen Bly, Norma Heil and Cora Marsh.

Activities of Conferences and Local Unions

Pittsburgh, Penna.—Local 33 reports the renewal of an agreement with the Pittsburgh Charge-Plate Company. The agreement provides for a \$2.00 across-the-board increase retroactive to February, 1956.

Jersey City, N. J.—Local 142 reports the renegotiation of an agreement with the Canadian Cartage and Warehousing Company, Inc. The new agreement provides for a one hour lunch period in place of the former 45 minutes. It includes a general wage increase of \$10 per week for each full-time employee—\$7.00 the first year and \$3.00 the second year. Part-time employees received a 10¢ per hour increase the first year and an additional 5¢ per hour the second year, and are also guaranteed four hours work per night at a minimum of \$1.75 per hour the first year and \$1.80 per hour 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 on a graduating scale from six to nine days per year. The company will now also fully pay for Blue Cross coverage of each employee. Zachary Schneider, secretary-treasurer of the local reported that the members employed by this company are very happy with the new contract.

Oakland, Calif.—John B. Kinnick, business representative of Local 29, reports that wage increases ranging from \$11 to \$23 a month, with an additional boost in 1957, and a health and welfare plan were gained in the settlement of Local 29's contract with Simon Hardware and Markus Hardware.

The new agreement also provides for three weeks' vacation after ten years of employment, job descriptions, an improved seniority clause and a better understanding on relief periods.

This year's pay raise was made retroactive to July 1, 1956, with a \$10 increase to be added on March 1, 1957. The employer also agreed to contribute \$5.00 per employee per month to a health and welfare plan.

Alice Lewis, office steward, assisted Local 29's officers in completing the negotiations.

Oakland, Calif.—A member of Local 29 recently left her job at P.I.E., where she was making \$2.31

an hour (400 a month) under the firm's contract with Local 29.

Now she is working at a freight company under a contract with the Teamsters, Local 856. As she puts it: "I am doing more work with more responsibility for \$1.97 an hour (\$342 a month)."

The moral: Office employees belong in a union for office employees.

Detroit, Mich.—President Thelma O'Dell of Local 10 reports the completion of negotiations with the Brotherhood of Maintenance of Way Employees, which resulted in a \$4.50 per week general wage increase. This \$4.50 is also to be applied to the rate ranges, including minimum, maximum and the automatic progression steps.

At the Wolin Packing Company

President O'Dell reports that the new contract provides for four additional days of sick leave, three weeks vacation after 10 years and a 25¢ per hour wage increase.

In other negotiations with the Lee & Cady Wholesale Grocery Company who recently installed IBM machines, Local 10 was able to negotiate new classifications which resulted in wage increases of 10¢ to 20¢ per hour.

San Francisco, Calif.—Phyllis Mitchell, secretary-treasurer of Local 3, reports the result of recent negotiations with Norbert Cronin & Company. The new agreement provides for three weeks vacation after five years, an additional paid holiday, pay for jury duty and a \$7.00 across-the-board general increase.

Local 212 Wins Curtiss-Wright Pact



Seated, left to right: J. G. Rombough, Industrial Relations manager; V. T. Gorguze, general manager; Kenneth Pulvino, committee chairman; Emil W. Steck, business representative. Standing: Richard Schurman, committeeman, and Joseph Di Domenico, committeeman.

In a recent wage reopening of a two-year agreement between OEIU Local 212 and the Curtiss-Wright Corp., Metals Processing Division at Buffalo, N. Y., the above committee was able to obtain a supplemental agreement which will remain in full force and effect until October 24, 1957. A general increase of \$4.80 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 \$59.20 per week, with other jobs running up to \$143.80 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 merit 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, with proportionately lesser 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 6. Local unions affiliated with the Conference were well represented. A well rounded discussion was had on the subjects of organizational techniques and job evaluation. Delegates to the Conference reelected George P. Firth as secretary-treasurer and Robert G. Corrigan of Detroit Local 10 was elected president for the coming term. Past president Thelma O'Dell declined nomination. Pittsburgh Local 33 did a great job in entertaining the conference delegates.

Pact Signed with Greyhound



Seated, left to right: Everett C. Vice, president, Local 215; B. G. Tyler, comptroller, Southeastern Greyhound Lines. Standing, left to right: J. O. Bloodworth, vice president, OEIU; C. M. Bayhi, representing company, Susie Rose, OEIU; Henry Branson, executive assistant president of company; Boone Hanks, and Kenneth Engle, both OEIU.

An agreement was recently reached between the OEIU and Southeastern Greyhound Lines on a two-year contract covering approximately 200 office workers of the company. The agreement calls for a 20¢ per hour general increase over the two-year period—10¢ the first year retroactive to August 1, 1956, and an additional 10¢ on August 1, 1957. Other points agreed to include allowance increases for vacation and sick leave and partial payment by the company on insurance and hospital program premiums.

Negotiations between the union and the company have been in progress off and on since August 1. Vice President Bloodworth represented the OEIU and the company spokesmen were B. G. Tyler, Comptroller, and Henry Branson, Executive Assistant to the President.

The offices of Southeastern Greyhound lines in Lexington, Ky., Birmingham, Ala., Atlanta, Ga., New Orleans, La., Louisville, Ky. and Knoxville, Chattanooga and Nashville, Tenn. are also covered by this agreement.

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Beverage Group Votes for OEIU

Hartford, Conn. — Conference Organizer Bud Manning announces the signing of an agreement for the salesmen of the Cott Beverage Corporation who cover Connecticut and Western Massachusetts. The contract culminates a successful organizing drive which resulted in an N.L.R.B. election in which the employees voted unanimously for representation by OEIU.

Features of this initial agreement include a 100% union shop, dues check-off, strict territorial protection, strict seniority on layoffs, routes maintained by company supervisors in the event of holidays or absences due to illnesses, commissions to be paid by no later than the 10th of each month, seniority to be the governing factor in promotions to managerial positions, a grievance procedure with the Connecticut State Board of Mediation and Arbitration as the final and binding arbiter, guaranteed retention of present insurance program which includes up to 52 weeks full pay for extended illnesses, Blue Cross and Blue Shield paid for entirely by the employer, a clause which guarantees that the salesman will continue to enjoy the privilege of using the company cars for personal and pleasure driving, two weeks vacation after one year of service, a weekly draw against commissions, and a revised commission schedule which reflects an increase over the old commission schedule of 170% on a tonnage basis.

Manning estimates that the total economic package is worth an additional \$19.00 per week to the

salesmen. He was assisted in the negotiations by Mike Aiello of the Hartford division who is the newly elected steward of the group. It is anticipated that the Cott success is the forerunner of an intensive drive to organize all soft drink salesmen in the Conn.-Western Mass. area.

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Pittsburgh, Penna.—Local 33 announced the renewal of an agreement with the International Harvester Company. This three-year agreement gives a 10¢ across-the-board increase for the first year and a reopener for wage negotiations on the first and second anniversary dates of the agreement. At the time of reopening, in case the parties are unable to reach a mutually satisfactory settlement, the strike clause will be waived and the employees shall have the right to strike. This new union shop agreement provides for additional vacation rights for employees having more than 10 years or less than 15 years of service of 2½ days. As a result of reexamination of the classifications during negotiations, nearly 50 percent of the employees receive an additional \$15 per month increase. Others received smaller additional increases to correct their salary schedule to the proper classification.

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Vancouver Local Names Fred Alty

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 Alty, the new business representative, has had years of experience in the trade union movement, having served as business representative for the Gas Workers Union in the B. C. Electric Company for a period of eleven years, and as representative for 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 Alty. As a result of Local 15's ability to hire a business representative, Conference Organizer Bill Lowe will be relieved of many of the servicing duties and will be able to concentrate his entire efforts in the field of organization.

Economy expanding. The Canadian economy is expanding at the fastest rate in Dominion history, according to a recent report of the nation's Bureau of Statistics.

Goods and services were produced in the second quarter of this year at an annual rate of \$29.5 billion. This rate is \$3 billion above last year and a billion above the first quarter of this year.

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Canadian Corner

BY LLOYD CHAPMAN
President, Canadian
Organization Conference



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Ottawa, Ont. — Local 225 announced that at a recent meeting held at Canadian Labor Congress headquarters, committees were set up for organization, recreation and welfare, and publicity. Heading these committees were Jeanne Mallette, Berniece Reid and Dorothy York, respectively.

At a recent election of Local 225 the following officers were elected: Clara Tessier, President; June Pappas and Reta McGillis, Vice Presidents; Lorna Salhany, Recording Secretary; Norma Downey, Corresponding Secretary and Berniece Reid, Treasurer.

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St. Jerome, P. Q.—Local 338 announced the signing of its first collective bargaining agreement

with the Rolland Paper Company. This agreement is for a period of two years and is retroactive to May 1, 1956. The contract provides for a modified union shop and the recognition of seniority rights in the case of promotion, transfer, layoff or rehire. It also provides for the posting of jobs. As a result of these negotiations the employees of this company have a guaranteed grievance procedure, vacations with pay, an additional holiday, and provision covering pay for overtime work. A wage schedule has been agreed to providing for automatic progression through the rate ranges. All employees will receive an additional 5 percent increase across-the-board, effective May 1, 1957. The sick leave policy and pension programs that were in

existence were guaranteed to be continued. Representative Romeo Corbeil stated that the membership employed by the Rolland Paper Company are very happy with the protection of their new agreement.

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Cap de la Madeleine, P. Q.—Local 265 has announced the signing of a two-year agreement with the St. Regis Paper Company, retroactive to August 15, 1956. The agreement provides for a general increase of 6 percent retroactive to August 15, 1956 and an additional 5 percent general increase to become effective August 15, 1957. During negotiations classifications were re-examined and as a result many jobs were increased by \$5.00 per month in addition to the general increase.

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Vancouver, B. C.—Representative Bill Lowe announced that a strike had been averted at Wallace Neon. After an award by the Conciliation Board was reviewed by the membership of Local 15 employed by that company, the members voted to strike because the award did not include a union shop clause. After further negotiations, a two-year agreement was signed which resulted in the work week being reduced from 40 to 35 hours, and a salary increase averaging 26 percent over the two-year period. The employees of Wallace Neon are very well satisfied with the results of these negotiations.

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 was more enthusiasm and more display of honest desire to expand organization by all of the delegates present. During the noon recess, Ottawa Local 225 and Gatineau Local 110 were hosts at a 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 these 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 Regional Director for Ontario, reported on the progress he had made in assisting Local 131 in Toronto in establishing a campaign to organize bank employees.

There was also a discussion period on organizational techniques

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.

with one day devoted to organizational techniques and educational forums. The next meeting will be held on October 18 and 19, 1957 at Toronto.



Claude Jodoin, president of the Canadian Labour Congress (fourth from right) pledged full support to the OEIU in its organizational efforts in Canada. From left: Marcel Roy, treasurer, Canadian Council, OEIU; Russell Harvey, CLC director of organization for Ontario; Romeo Corbeil, OEIU Canadian Council representative; Lloyd Chapman, president, OEIU Canadian Council; H. B. Douglas, OEIU director of organization; Claude Jodoin, CLC president; Ed Beaupre, international vice president, OEIU; Joseph MacKenzie, CLC director of organization, and A. F. MacArthur, OEIU representative.



Group that attended session at Chateau Laurier.

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 from the desk
 of the
PRESIDENT

HOWARD COUGHLIN



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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 Model Agreement, Organizational 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 relinquish 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 conference meetings if predecessor officers had turned these materials over to their successors. We believe these booklets are invaluable to our local unions in their day-to-day organizational work, collective bargaining and NLRB appearances. If these booklets were read and used, local unions would not necessarily have to call on 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 even know how to draft an agreement." 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 organizational conference program has been cautioned to report only on organizational activity at the local union level. At first, this policy limited reports. At each successive organizational conference, however, we have noted that more and more of our local unions are initiating organizational activity. These local unions are deriving a great deal of satisfaction from this work. Many of our locals 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 conference organizers and International representatives. Much of this work has resulted in successful NLRB elections.

Contract Signed at American Can Company

Houston, Texas—As we reported in our July-August issue, the American Can Company employees chose OEIU Local 129 to represent them as their collective bargaining agent in an NLRB election held on July 5, 1956. Local 129 has now announced that they have completed and signed their first agreement effective October 8, 1956, for a three-year period. This contract calls for a union shop, check-off of dues, 8 hours per day, 40 hours per week, hours worked beyond the 8 hours up to and including 4 hours within any 24 hour period will be paid at a rate of time and one half and in excess of the 4 hours two times the rate. Eight holidays—employees will be paid two and one quarter times the regular straight time hourly rate for all hours worked on the holiday. Shift premiums—10¢ per hour for the second shift, 12½¢ per hour for the third shift. Seniority on unit-wide basis, leave of absence, first aid attendance provided for by the company. One week vacation after six months, two weeks after one year, three weeks after twelve years, four weeks after twenty-five years. This vacation plan is an improvement over the Steel Workers plan. Group Insurance plan paid for fully by the company. A four step Grievance Procedure before going to Arbitration, Bulletin Boards, Jury Duty, Military Service were covered. Two weeks up to twenty-six weeks Sick Leave, in accordance with length of service. Pension Plan, Job Titles and Group Classification were agreed upon. This contract will be in effect until November 30, 1959. The committee was composed of Alma E. Herring, Business Agent of Local 129, Harold Wisnoski, Thomas E. Mulcahy, Willes B. Swearer and Maurice W. Van Pelt, and was assisted by J. W. Park, AFL-CIO Organizer.

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Bakery Employees Sign 1st Contract

New York, N. Y.—The office and clerical workers of the Continental Baking Company Plant No. 5 in the Bronx, who were organized by Local 153 last June, have now negotiated their first union contract.

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

1. A \$4.00 general increase per week retroactive to June 20, 1956.
2. A \$50.00 a week minimum.
3. Rate ranges and job classifications to be worked out prior to January 1, 1957 covering automatic increments from minimum and maximum of the range.
4. The 4½% Local 153 Welfare Fund effective October 1, 1956.
5. Three weeks' vacation after five years of service.
6. An agreement providing that if the employees are required to work by Management above their normal 7¼ hours per day, they are to receive time and a half for all such time worked.

7. The contract now in effect in Brooklyn and Jamaica to be the contract also applicable to the Bronx Plan with the above exceptions.

8. The terms of the contract are from June 20, 1956 to July 1, 1957.

This contract was unanimously ratified by members of the Bronx office.

Business Representative Ernest Ettlinger who negotiated this contract was greatly aided by the fine work of the Negotiating Committee consisting of Tony Della Valle, shop steward, Joseph Estades and Audrey Schuessler.

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New Haven, Conn.—Conference Organizer Bud Manning reports that Local 329 and the Knights of Columbus in New Haven, with the assistance of the Federal Mediation and Conciliation Service, have completed negotiations on a new contract which provides for a 3½-percent wage increase for all those who did not receive increases from the recent job evaluation survey, such increases to become effective as of August 14, 1956; a reduction in the work week from 40 to 37½ hours; an additional half day off on the day before Christmas, to make it 9½ paid holidays; improvement in the vacation and sick leave clauses, with one week vacation after six months and two weeks after one year, and sick leave benefits now accruing from earned service rather than from a cutoff date; full payment for employees' Blue Cross by the employer and one-half payment for the employees' Conn. Medical Service (Blue Shield) by the employer; office-wide seniority on layoffs; a guaranteed training program

for the employees in the event of the introduction of new mechanical equipment; continuance of the present pension and insurance plans financed by the employer to the extent of two-thirds of the cost; a broadened recognition clause which now provides for bargaining coverage for those part-time employees working at least 15 hours per week; continuance of the present maintenance of membership.

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Oswego, N. Y.—Local 125 announces the signing of a new two year agreement with the Ames Iron Works of that city.

The new pact calls for an across-the-board increase of ten cents an hour, 3 weeks vacation after ten years of service, an additional day off with pay for the occurrence of death in the immediate family with this clause expanded to include mother-in-law and father-in-law, a 100% union shop, cost of Blue Cross for employees to be borne by the employer, and raises of ten cents, in addition to the across-the-board ten cent increase, for the bookkeeping and stenographer classifications.

Wage rates now range from sixty dollars weekly to ninety-five dollars weekly for eight classifications.

The settlement was arrived at only after an overwhelming majority of the Ames employees had voted to strike to enforce their demands. The committee was composed of Larry Carroll, Helen McCarthy, Dan Sullivan, and Mike Dehn. They were assisted by Local 125 President Fred Goewey and Northeastern Conference organizer Justin Manning.

This agreement now makes the Ames Works and the Fitzgibbons Boiler Co., the two plants under

contract to OEIU, the highest paid offices in the Oswego area and Local 125 members are now readying plans to organize competitive offices in the Oswego area in order to bring their wages up to standard.

Southeastern Organizational Conference in Knoxville



The Southeastern Organizational Conference held its semi-annual 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 the Friday evening preceding the meeting. The host local also provided a very tasty luncheon between the morning and the afternoon session of the meeting.

At the morning session Paul Christopher, AFL-CIO Director for Region 8, Fred Comer, President of the Knoxville Central Labor Union, Charles Houk, Director of Political Education for Tennessee, and Vance 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 Conference Organizer Phil Otis gave detailed reports on organizational activities in the Southeastern Conference area.

At the afternoon session Director of Organization Douglas and Vice President Bloodworth conducted a forum on job evaluation, followed by a question and answer period. After the forum there was an open discussion period prima-

rily concerned with organizational techniques and procedures to be followed by local union organizing committees.

Prior to the closing of the conference meeting an unanimous 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.