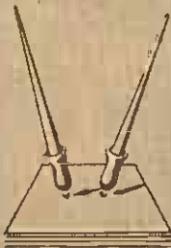




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Seventh Convention Charts Course for Two Years; Re-Elects Coughlin, Hicks

Court Okehs Dues Discount

The United States Court of Appeals at Philadelphia recently decided that a Union of the Bakery Workers' International did not violate the law by setting up a dues schedule which provided that a discount would be allowed if dues were paid by the last day of the month.

In this instant case, the Union involved had set a dues rate of \$4.00 per month with a \$1.00 discount if the dues were paid on time, thereby making the dues \$3.00 for an individual who paid his dues currently. Those who did not pay dues currently were charged the full amount of \$4.00.

The National Labor Relations Board had previously held that this system of dues payment was, in fact, a fine and was, therefore, illegal. The Court of Appeals, however, overturned the Board's ruling and stated that a Union had a right to increase its dues and to provide rewards for prompt payment as long as such provisions were not unreasonable. In this case, the Court held that the arrangement was perfectly reasonable.

Certain O.E.I.U. Local Unions
(Continued on page 2)

(Photos, page 3)

SPEAKERS at the 7th Convention of the Office Employees International Union included Governor Orville Freeman of Minnesota; James L. McDevitt, director of COPE, AFL-CIO; B. A. Gritta, secretary-treasurer, Metal Trades Department, AFL-CIO; Roy P. Siemiller, vice president, International Association of Machinists; Wesley Reedy, executive assistant to William F. Schnitzler, secretary-treasurer of the AFL-CIO; Mayor Eric Hoyer of Minneapolis; David Roe, Minneapolis Building and Construction Trades Council; R. A. Olsen, president, Minnesota AFL-CIO; Jack Jorgensen, president, Teamsters Joint Council 32, Minneapolis; Walter Cramond, president, Minneapolis Central Labor Union; Carl Winn, regional director, AFL-CIO; William L. Kircher, assistant regional director, AFL-CIO, Region 9; Harold Berke, representing Histadrut, the Israeli Federation of Labor; C. H. Heasley, Treasury Department; Daniel O'Sullivan, Union Labor Life Insurance Company.

Joseph Finley, general counsel of the OEIU, presided over an after-hours session of the delegates to discuss NLRB procedures and answer questions from the floor.

At another after-hours session on Tuesday, Director of Organization Henderson Douglas set up a skit portraying how a local union might run a meeting. Fundamental questions regarding organizing work, and the actual running of a meeting were shown by an "all star" cast of characters assembled from the delegates by Douglas. A leavening of humor was brought into the session as the chairman endeavored to answer tough questions from the floor.

Five-Cent Per Capita Okehed To Provide for Pension Plan

MEETING in harmony in the thriving northwest city of Minneapolis, the 7th Convention of the OEIU took decisive action on a number of issues that will help chart the International's course for the next two years. The convention came to a close on June 13 after four action-filled days.

In addition to acting on dozens of important resolutions, the 325 delegates lent close attention to speakers of local and national reputation who had interesting, and often challenging, things to say.

International President Howard Coughlin was returned to office without opposition. Secretary-Treasurer J. Howard Hicks, in a contest with John Cahill of Local 2, Washington, D. C., was returned to office by a 368 to 80 vote. In the seven vice presidential regions, there were contests in Regions I, IV, and VII. In Region I, Edward Beaupre, incumbent, defeated M. A. McLure, Local 81, Ft. William, by a vote of 369 to 79. In Region IV, Marie Mann, incumbent, defeated Peter J. Cook of Albuquerque, N. M., by 342 to 103. In Region VII, which provides for two vice presidencies, incumbents John T. Finnerty and Arthur J. Fritz were returned to office over Harold E. Beck of Milwaukee. The vote was: Finnerty, 295; Fritz, 358; Beck, 186.

The biggest single piece of financial business to come before the convention was a resolution calling for a five-cent increase in the per capita tax to the International in order to pay for

(Continued on page 2)

As Our Seventh Convention Got Underway in Minneapolis



Convention Report

(Continued from page 1)

a pension plan for International officers and employees. By a vote of 410 to 35, the resolution was adopted.

Other important convention actions:

- Adoption of the AFL-CIO Code of Ethical Practices as minimum standards for union officers. A resolution which accepted the codes said the union "deplores the conduct of those leaders who have brought shame upon the good name of organized labor."
- Approval of a resolution calling for the 30-hour week.
- Approval of a name change in the organization, to Office and Professional Employees Union. (This has to be approved by the AFL-CIO and its affiliated international unions.)
- Approval of an invitation "to all organized workers within our jurisdiction to become affiliated with our organizations."
- Approval of hotel divisions, and salesmen's divisions, within local unions.
- Disapproval of a resolution calling for triennial conventions. (The next convention will be held in 1959 in a city yet to be named by the International Executive Board.) The triennial convention proposal failed by a very narrow margin.
- Approval of semi-annual Executive Board meetings; at the call of the President.
- Approval of a study by the Executive Board to look into the feasibility of establishing a strike fund, and reporting on same to the next convention.
- Disapproval of a resolution providing for minimum monthly dues of \$2.50.
- Disapproval of a resolution providing that any member desiring to run for office in a local union "must have attended at least two-thirds of the duly convened meetings for the last 12 months prior to said nominations of said local union."
- Approval of a resolution endorsing and commending the leadership of the International Union "for the foresight and perseverance demonstrated in the establishment and administration of the Organizational Conference Program."
- Authorized the International President to appoint a regional director of organization in "regions far distant from International Headquarters where more than one conference organizer or International Representative is employed."
- Called attention to the fact that, in the guise of corrective legislation, effort is being made to destroy collective bargaining. (The resolution provided that all members of the House and Senate be informed of the OEIU action.)
- Called for an amendment to Taft-Hartley, so that employees of the Federal Reserve Banks would not be denied collective bargaining rights.
- Called for increasing the primary Social Security benefit from \$108 to \$150 a month.
- Asked the international officers "do everything possible to bring about the merger of local unions when it would serve the best interests of the union members and the unorganized white collar workers."
- Approved \$20-a-week salary increases for the International President and International Secretary-Treasurer, and increasing minimum salaries for organizers from \$80 to \$90 a week.
- Applauded the "forthright and courageous manner in which Joseph E. Finley" handled litigation in the Teamsters case (Portland, Ore).
- Endorsed the CARE program.
- Called for equal pay for equal work.
- Authorized the International President to establish awards for the best publications of local unions. (The awards are to be made at International conventions by a group of impartial judges.)
- Approved of affiliation of the Canadian membership with



President Howard Coughlin of the Office Employees, unanimously re-elected to office at the union's recent convention in Minneapolis, and Secretary-Treasurer J. Howard Hicks (left) congratulate James L. McDevitt, national director of COPE, on conclusion of his address to the convention. "Get your members registered to vote" was theme of McDevitt's address to the delegates.

the Union Label Trades Department, Canadian Labour Congress.

- Called upon the President to call to the attention of the AFL-CIO Executive Council that the "position of office employees in National and International Unions who are required to join the union for which they work is tantamount to company unionism."

- Approved the AFL-CIO stand for civil rights and against segregation.

Local 12, the host local, did a magnificent job of entertaining the delegates, starting with a "get-acquainted" party Sunday night, and continuing with other activities that included a reception at the American Legion clubhouse, a ball game Wednesday evening, and the convention banquet and dance Thursday evening.

Another OEIU Win at St. Lawrence Seaway

Massena, N. Y.—Conference Organizer Bud Manning reports another overwhelming victory by better than a three to one margin in an NLRB conducted election for all clerical employees of the St. Lawrence Contractors Association employed on the St. Lawrence Seaway project in Massena and vicinity.

The election, a consent type, culminated a vigorous two-month campaign which was beset by many obstacles. Because of the wide radius in which the nine contractors of the Association were located, it followed naturally that the employees themselves were equally scattered. This caused considerable disadvantage in making personal contact with the people and necessitated a comprehensive mailing program. Additional handicaps included a three-shift operation with its attendant communica-

tion difficulty, a large turnover of transient help, and a lack of an adequate telephone list because of the fact that a great many of the Seaway clerical employees live in trailers without telephone facilities. Despite these drawbacks, a committee of volunteer employees was formed and this committee, working in conjunction with union stewards from other unions on the project, did an outstanding job in selling OEIU to the people.

President Coughlin and Director of Organization Douglas were instrumental in obtaining the services of AFL-CIO staff organizers Lee Stanford and Peter Aversa to assist Organizer Manning, and the latter reports that without the help of these men victory would have been impossible. Manning also gives a great measure of credit to Int. Rep. George Bannister of the Ironworkers, and his secretary, Mrs. Joseph Agati, Business Agents John

LIU Affiliates with OEIU

Local Industrial Union 1782 at Grand Rapids, Michigan has affiliated with our International Union and is now known as OEIU Local 353.

North Central Organizer Eugene Dwyer has met with this local union several times and reports that the membership is very pleased to become affiliated with the only International Union of the AFL-CIO devoted exclusively to the organization of white collar workers.

Merritton, Ont.—George Page, Sec.-Treas. of Local 263, announced renewal of the agreement between that local union and Alliance Paper Mills, Ltd. Wage increases from \$3.50 to \$4.00 per week were negotiated in the new agreement and the seniority clause was improved. There was also an improvement in the schedule of hours clause of the contract and the employees will now be paid on a weekly basis. Canadian Conference Organizer A. F. MacArthur assisted the local union in these negotiations.

Dues Discount

(Continued from page 1)

have used this system of dues payment over a period of years and were never quite certain as to its legality. The recent decision of the U.S. Court of Appeals at Philadelphia will probably be the final decision insofar as this type of dues schedule is concerned.

WHITE COLLAR

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

HOWARD COUGHLIN,
President

J. HOWARD HICKS,
Secretary-Treasurer



Room 1101
265 West 14th St.
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Convention Photos →

1. Governor Orville Freeman of Minnesota, shown on stand with President Coughlin, said he hoped delegates would develop "new and unheard of methods" of organizing white collar workers.
2. Members of the Executive Board shown following their election to office.
3. Members of the Northeast Organizational Conference.
4. Vice President Roy Siemiller of the International Association of Machinists reviewed the AFL-CIO Ethical Practices codes.
5. William L. Kircher, assistant regional director, AFL-CIO, told of the potential in the white collar organizing field.
6. B. A. Gritta, secretary-treasurer, AFL-CIO Metal Trades Department, in a rousing speech said, "The office workers must go into a single international union."
7. Sam Elkins, president, Tennessee Valley Salaried Policy Council.
8. Joseph Finley, general counsel of the OEIU, answered questions on NLRB procedures.
9. Northwestern Organizational Conference group.
10. The convention banquet in the "Hall of States" at the Leanington Hotel.
11. Mary Lou Keller, member of Local 15, Minneapolis, was named "queen" of the convention. With her ladies in waiting, she receives a gift from President Howard Coughlin.
12. The queen in a more workaday pose with Donald Hilliker, business representative of Local 12.
13. North, south, east and west are represented in this group of delegates.
14. International office employees Mary Elder and Dorothy De Gast register in three delegates: F. J. Langill, Local 110; W. S. Casagrande, Local 110; and Warren T. Mulligan, Local 344.
15. Delegates bow their heads in remembrance of departed members.
16. Delegates on elections committee count ballots. From left they are Phyllis Mitchell, San Francisco (partially concealed), Jeanne Malerte, Ottawa, Margaret Ritche, St. Louis, and Jeanne Buechner, Madison, Wis. At "mike" is Edward Davies, of Newark, who presided at election count.

A Pictorial Review of International's 7th Convention



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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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Convention Postscript

THE 7th Convention of the Office Employees International Union, AFL-CIO, recently held in Minneapolis, Minnesota, was one of the most successful in our history. Many important issues were discussed and debated. All decisions were reached on a harmonious note. Unity of purpose was evident throughout the Convention. The delegates assembled were in complete agreement that all available measures had to be taken to expedite the growth of white-collar unionization.

Resolutions dealing with the unionization of unorganized office and clerical workers were unanimously passed. One of these resolutions dealt with an invitation to independent unions of office and clerical workers throughout the United States and Canada to affiliate with the Office Employees International Union. Others called on O. E. I. U. Local Unions to set up separate divisions for hotel administrative employees and outside salesmen in view of the advances made in these segments of our jurisdiction in certain parts of the United States.

In my report to the Convention, I made it quite clear that the O. E. I. U. had no intention of relinquishing its claim on office and clerical workers properly falling in the jurisdiction granted to our Organization by the A. F. of L. when we were chartered in 1945.

In another resolution which was unanimously concurred in, I was directed to notify the Executive Council members of the AFL-CIO of the fact that office and clerical workers employed in Trade Union offices were in some instances unorganized and, in other cases, members of the Unions for which they were employed or so-called "Company Unions." This resolution asked the Executive Council to act to correct these matters at the earliest possible moment.

The Convention acted on a proposal to change the name of the Office Employees International Union to the Office and Professional Employees International Association. The Convention, however, unanimously amended this proposal to request the AFL-CIO to approve a change in our name to "Office and Professional Employees International Union." This proposal was made for the sole purpose of encouraging numerous clerical types to affiliate with our organization. In too many instances, delegates felt that some of the higher echelon clerical workers believe themselves to be in professional categories. Under no circumstances, however, is this proposed change of name intended to be used for purposes of organizing workers other than those properly falling within the jurisdiction of our International Union.

Our organizational plans were outlined to the Convention. These plans called for campaigns to organize companies located in numerous cities in the United States and Canada presently organized on a limited basis within the O. E. I. U. It will be the intention of the International Union to hold regional meetings of O. E. I. U. representatives and full time Local Union organizers for purposes of setting up this type of campaign.

William L. Kircher, who represented AFL-CIO Director of Organization Jack Livingston, stated: "There is no Union whose potentiality so excites me as the Office Employees International Union." Kircher not only voices these sentiments, but actively carries on campaigns on behalf of the O. E. I. U. in the Ohio area. At the present time he is working closely with O. E. I. U. Organizer Sunny Crawford in the unionization of the R. L. Polk Company in Cincinnati.

Numerous other speakers representing the local labor movement in the City of Minneapolis and the State of Minnesota firmly supported the O. E. I. U.'s claim to jurisdiction over office and clerical employees.

The Office Employees International Union is continuing its growth in both the United States and Canada. However, our growth in Canada, because of a more favorable organizational climate, is percentage-wise greater than it is in the United States. It is our intention to take full advantage of this more favorable organizational atmosphere in Canada at the present

Supreme Court Refuses Teamster Appeal

After the recent decision of the U. S. Supreme Court ordering the NLRB to take jurisdiction in the case of Office Workers Local 11 vs. the Teamsters, et al, the Teamsters appealed to that Court to reconsider the case.

During the earlier proceedings when our International Union took the decision of the NLRB to the Court of Appeals, the Teamsters filed a motion with that Court to be allowed to enter as a party to the case. The Court of Appeals denied this motion but allowed the Teamsters to file a brief as a friend of the court. When the case reached the Supreme Court the Teamsters filed a motion to intervene and become a party to the case. The Supreme Court denied this motion. However, they did allow the Teamsters to file an amicus curiae brief and a reply brief. When the decision was handed down by the Supreme Court, the Teamsters then filed a petition for rehearing on their motion to intervene, and filed another motion for rehearing of the case with the Teamsters as a party to

the proceedings. Both of these requests have been turned down by the Supreme Court.

This denial by the Supreme Court assures that the case will be referred back to the Court of Appeals for proper notation of the decision of the Supreme Court. The Court of Appeals then sends the case back to the NLRB, ordering the Board to take jurisdiction and proceeding to decide the case on its merits. The NLRB will then proceed to make a decision of the findings of the intermediate report filed by the Trial Examiner. This report recommended that the Teamsters be found guilty of violating every employer unfair labor practice listed in the Taft-Hartley Act.

OEIU General Counsel Finley says that since this case has gone through all of the courts and through the Supreme Court and been appealed and the appeal denied, it should once and for all establish the right of office employees of labor unions to use the facilities of the National Labor Relations Board.

Local 329 Wins Two Arbitrations

Local 329 announces victory in two very important arbitration cases against its employer, the Knights of Columbus National headquarters.

The twin victories, which were prepared and presented for the local by Conference Organizer Bud Manning, are significant in that they clearly limit management's

rights in their surveillance of union activity and in their promotional prerogatives.

The first case dealt with a contractual clause which stated that union stewards would be allowed a stipulated amount to investigate and process grievances without pay deduction on company time. The Knights of Columbus took the position that before compensating the chief steward for time so spent he should "report to whom he spoke,

Signing for 10% Increase



Signing agreement between Associated Contractors, Inc., of Childersburg, Ala., and OEIU Local 18. Seated, left to right: Sarah Davenport, OEIU Committee; Lois Davies, chairman, OEIU Committee and L. D. Pharo, director, Labor Relations, Associated Contractors. Standing, left to right: Calvin Smelley, James C. Harris, OEIU Committee; L. E. Quinn, chief accountant, Associated Contractors and J. O. Bloodworth, vice president, OEIU.

time. We are in the process of appointing another organizer in British Columbia. This will increase the number of our Canadian organizers to a total of four.

In the report of the Secretary Treasurer, J. Howard Hicks stated that 63¢ of every dollar received by the O. E. I. U. is spent for organizational activity. We have no basis for comparison with other International Unions. However, we feel that very few other International Unions, if any, devote this percentage of their income to the unionization of the unorganized.

The task of the O. E. I. U. is great. It will be the intention of your officers to continue to spend the greater part of our income on organizational work. As more funds become available, additional organizers will be employed. We will continue to widen our organizational plans to the extent that we will one day reach our goal of unionizing the office and clerical workers of the United States and Canada.

It has been often said that our potential could make us the largest labor organization in the world. I am certain that if the enthusiasm of the delegates to our recent Convention is an accurate barometer, we will realize our goals at an early date.

about what he spoke and how long he spoke to, these persons in order to receive compensation was not an unreasonable requirement." The union, through Conference Organizer Manning, took the position that such rigid accounting of time amounted to excessive surveillance and, as such, would tend to be an invasion of the union's privacy.

The arbitrator's award stated as follows: "The reasonable requirement for accounting for the chief steward's time under Article XII, Sec. 8 would be met by his signing out and in on union business with an identification of the nature of the grievance or complaint, which may be written or unwritten, and the department or departments involved." The arbitrator further ruled that the Knights of Columbus compensate the chief steward for the time noted as spent in the handling of grievance matters, regardless of whether they were on written or unwritten grievances or complaints and including conferring with supervisory or executive personnel.

The second case dealt with the failure of the Knights of Columbus to promote a senior employee over a junior employee on a job bid. The K. of C. position in this case was that while the senior employee who, coincidentally enough, was the local's business manager Edward Himes, had concededly a considerable edge in seniority, he did not possess the relative ability and qualifications of the junior bidder. Lengthy testimony developed at the day-long hearing which included comparisons as to job performance, educational background, adaptability of the respective applicants, etc., convinced the arbitrator that brother Himes should have been awarded the position. The award read as follows: "The Order (K. of C.) failed to apply Article XIII of the existing contract by not offering Edward Himes the vacancy as clerk-typist, Files B. As the appropriate remedy he shall be

compensated for his loss of earnings based on the difference between his rate of pay as a clerk and the rate of pay he should have received as clerk-typist, Files B.

Local 329 proudly points to the fact that while the management presented their case through two highly skilled attorneys, they, the Union, were more than a match for them through the services of Conference Organizer Manning.

★ ★

Detroit, Mich. — A wildcat strike that featured among the strikers the wife and daughter of the manager of the Holbrook Ave. Federal Credit Union, ended with Local 42 securing agreement on a new contract. In the new agreement paid holidays were increased to seven, the vacation clause was improved to provide three weeks after three years and four weeks after ten years. Wages were increased by \$3.50 per week in all classification except that of book-keeper, which was increased \$5.50 per week. The employees are also covered by the OEIU Welfare Plan in this new agreement.

The negotiation committee, headed by Business Representative Bob Corrigan, were able to obtain a Severance-Pension Pay Plan which provides for one week's pay for each year of seniority.