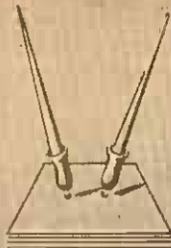




WHITE

Official Publication of the



COLLAR

Office Employees International Union



7th Convention Opens at Minneapolis

Busy and Important Sessions Anticipated

The 7th convention of the Office Employees International Union, AFL-CIO, will open at the Hotel Leamington in the City of Minneapolis beginning June 10. It is expected that the convention will conclude its business by the evening of June 14.

The spotlight is on our union. Both labor and management throughout the United States and Canada look upon the OEIU as the representative of white collar workers in those countries. Already much progress has been made. The Office Employees International Union is the leading white collar union of its kind. It holds contracts with thousands of firms in diversified industries throughout the United States and Canada.

Its membership includes several hundred employees of Radio Free Europe in Munich, Germany. The OEIU has continued to widen its organizational efforts with an appeal to the unorganized white collar workers to be represented by a truly white collar workers union.

The delegates assembled at this convention will deal with numerous problems revolving around the subject of expansion of organizational activities. Delegates will be told that the AFL-CIO has agreed to assign a substantial part of its organizational force to the task of organizing office and clerical workers. They will also hear that the Canadian Labor Congress has pledged the support of its organization to the completion of the task of the unionizing of office and clerical workers in Canada. President Claude Jodoin of the Canadian Labor Congress in talks with President Coughlin of the OEIU, has emphasized the fact that the organizational climate in Canada is better now than it ever has been.

It is expected that George Meany, President of the American Federation of Labor-Congress of Industrial Organizations, will address the delegates. President Meany's attitude with respect to the OEIU is well known. He has been actively assisting our organization with manpower and financial resources.

It is expected that this 7th convention will be the largest in the history of the Office Employees International Union. Messages have been received from President Dwight D. Eisenhower and U. S. Secretary of Labor James P. Mitchell. Milton F. Gregg has also forwarded a message on behalf of the Prime Minister of Canada and himself.

working conditions for our white collar people. Your past record is assurance enough that you will rise to the challenges of a promising future."

Mr. Milton F. Gregg extended his greetings and best wishes for a successful convention.

Many leaders of the labor movement will address our delegates. Orville Freeman, Governor of Minnesota, will address the delegates at 3 p. m. on Wednesday, June 12. Hubert Humphreys, U. S. Senator, is also expected to address the delegates sometime during the convention.

The International union has provided for a program of information which will include organizational techniques, collective bargaining procedures and a legal discussion will be led by General Counsel Joseph E. Finley. Mr. Finley represented the OEIU in our recent victorious fight in the Portland Teamster case. Karl Carlson, president of Minneapolis OEIU Local 12, will welcome the delegates prior to the convening of the meeting. Local 12 is the host organization and has prepared a schedule of entertainment for the delegates assembled. This entertainment includes several socials, a night baseball game and a gala banquet. Local 12 has gone to great lengths to make the visit of each and every delegate a pleasant one.

President Eisenhower in his message stated: "In its brief history, your union has worked diligently to improve the earnings and working conditions of American office employees."

Secretary of Labor Mitchell in his statement said: "Your union will figure significantly in the general effort—which includes all segments of the nation—to provide improved education and training, enhanced opportunities, and fair wages and

Low Wages

In the midst of the present "boom," 26 per cent of the nation's millions of retail trade employees still earn less than \$1 an hour, a Department of Labor survey discloses. Also, the study shows 10 per cent get less than 75 cents an hour, and 50 per cent less than \$1.25. These figures, unions contend, underline the need of enacting pending bills to broaden coverage of the Federal Wage-Hour Act so as to include at least a large share of the retail workers.

U. S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

TO THE OFFICERS AND MEMBERS OF THE OFFICE EMPLOYEES INTERNATIONAL UNION

I am sorry indeed that I am unable to be with you at your Seventh Biennial Convention, but I could not let the occasion pass without offering my sincere good wishes for a happy and successful session at Minneapolis.

Office employees are more important than ever to America as our economy continues to grow and our business and industry become ever more productive and complex. It is the office worker who expedites and regulates the flow of goods and services. Without him the orderly distribution of products would be impossible.

The years ahead will witness an increasing demand for trained and skilled white collar workers. Always among the most highly skilled of workers, office employees will be called upon to acquire new skills as new methods and new machines are introduced.

Your Union will figure significantly in the general effort — which includes all segments of the Nation — to provide improved education and training, enhanced opportunities, and fair wages and working conditions for our white collar people. Your past record is assurance enough that you will rise to the challenges of a promising future.

Sincerely yours,
Jim
Secretary of Labor

WESTERN UNION TELEGRAM

NBA004 LONG GOVT HL PO-THE WHITE HOUSE WASHINGTON DC MAY 14-57
HOWARD COUGHLIN, PRESIDENT
OFFICE EMPLOYEES INTERNATIONAL UNION AFL-CIO
265 WEST 14 ST SUITE 610

TO THOSE ATTENDING THE SEVENTH CONVENTION OF THE OFFICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO, I SEND GREETINGS. IN ITS BRIEF HISTORY, YOUR UNION HAS WORKED DILIGENTLY TO IMPROVE THE EARNINGS AND WORKING CONDITIONS OF AMERICAN OFFICE EMPLOYEES. AS OUR NATIONAL ECONOMY CONTINUES TO EXPAND AND THE NEED FOR WELL-TRAINED, IMAGINATIVE ADMINISTRATIVE PERSONNEL GROWS MORE URGENT, YOUR UNION HELPS TO INSURE THE STRENGTH OF OUR INDUSTRIAL OPERATION BY ENCOURAGING THE INTEREST OF AN INCREASING NUMBER OF CITIZENS IN THIS IMPORTANT AREA OF WORK. —
BEST WISHES FOR A MEMORABLE CONVENTION—
DWIGHT D. EISENHOWER

OTTAWA 4, March 21, 1957.

Dear Mr. Coughlin:
The Prime Minister has suggested that I send you a message of greetings to the delegates who will attend the Seventh Convention of your Organization, which I am pleased to set forth below:
As Minister of Labour for Canada, it gives me great pleasure to extend warm greetings to the delegates attending the Seventh International Union, AFL-CIO, Employees International Union, being held in Minneapolis, Minn., commencing June 10, 1957.
The Convention delegates representing Canada and the United States will deal with matters of vital importance to your organization now and in the future and I trust that your discussions and activities will be fruitful.
May I express to you personally my best wishes for a very successful Convention.

Yours sincerely,
Milton F. Gregg
Milton F. Gregg

Mr. Howard Coughlin,
President,
Office Employees International Union, AFL-CIO,
Suite 610,
265 West 14th Street,
NEW YORK 11, N.Y.

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.
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

Mitchell Opposes Anti-Union Laws

Secretary of Labor James P. Mitchell, in a recent speech, warned that "legislation that harms the ability of unions to organize and bargain" would be to the lasting detriment of the whole nation. We say "Amen" to Mr. Mitchell's statements.

Certain anti-labor groups would like to take the opportunity of recent exposures to deal organized labor a deathblow. The chairman of the Special Senate Investigating Committee lent his name to a proposal to outlaw the union shop.

As we stated in a recent editorial, we are violently opposed to corruption in labor unions. However, it ill behooves the chairman of that committee to try to curb the organizational and collective bargaining power of unions by eliminating the union shop because of the recent exposure of corruption in one union.

Secretary Mitchell made certain recommendations which would tend to make unions more responsible in the conduct of their affairs. We are not opposed to such recommendations. However, it will be necessary for organized labor to be on guard against the possibility of legal inroads which would impair our collective bargaining strength under the guise of corrective legislation. The union shop is absolutely necessary to the preservation and wellbeing of labor unions and wage earners.

Minimum Wage

Millions of workers, particularly in retail industry, are not covered by the Federal Wage and Hour Act, which provides for a minimum of \$1 per hour. Representatives of organized labor have been testifying before congressional committees relative to the need for extension of the present Wage and Hour Act to cover these workers in retail industry, along with those employed in the hotel industry, transit systems, certain transportation, the laundry and dry cleaning industry and the maritime trades.

It is amazing to find in this, the most prosperous period of our history that hundreds of thousands of workers are receiving wages of less than \$1 per hour. It is more amazing to see the opposition which has sprung up against the inclusion of those excluded workers under the Federal Wage and Hour Act.

It will be necessary for organized labor to do everything possible to help these excluded workers gain the protection of Federal Wage and Hour coverage.

White Collar Employment On the Rise

The Bureau of National Affairs in a recent publication announced that white collar employment between January, 1946 and January, 1957, increased from 19.8 million to 26.3 million. This represents a rise from 36 to 42 per cent of the civilian labor force.

While the total number of 26.3 million includes certain workers which are not normally referred to as white collar workers, the figure covered all of those in the so-called non-production group. Every major industry showed a substantial increase in the number of white collar workers employed. In effect, therefore, we are fast becoming a nation of white collar workers.

It is only natural that the AFL-CIO, noticing this growth, should turn its attention to the problem of unionizing this important segment of our society. The Office Employees International Union—the only union of its kind in the AFL-CIO—representing tens of thousands of workers in all types of varied industries, will play an important part in the future of white collar workers.

The Seventh Convention of the OEIU which will be held in Minneapolis beginning June 10, will make important decisions relating to the unionization of white collar workers.

Pact Signed With Tamiami



AT CONTRACT SIGNING—Seated, John J. Reardon, company president of Tamiami Trail Tours, Inc., and Norma Nodine, chairman of the OEIU negotiating committee. Standing, left to right, are J. O. Bloodworth, vice president, OEIU; Wallene Padgett, Kitty Durden, John Carrodegua, Frances Noles, all OEIU committee members; Garth Lynn, company vice president; Joan Walker, committee member, OEIU, and E. W. Roughton, company secretary.

A contract was signed last month between OEIU Local 46 of Florida and Tamiami Trail Tours, Inc., J. O. Bloodworth, international vice president, reports.

Members of Local 46 received a

22-cent-an-hour increase spread over a two-year period and classification adjustments for approximately one third of the company's employes.

The across-the-board increase

was 7 cents per hour effective May 7, 1957; an additional 5 cents per hour effective September 7, 1957; and an additional 10 cents per hour effective May 7, 1958. The contract will expire on May 6, 1959.

Weyerhaeuser Union Opposition Shattered

The previously solid front of Weyerhaeuser Timber Company against unionization of its office and clerical employes was smashed in two units at the North Carolina Pulp Company, a wholly-owned subsidiary of Weyerhaeuser. Employes in the two groups cast better than a 75 per cent affirmative vote for the OEIU.

The organizing program, which started in mid-January, brought many strong personal and written appeals from company officials urging rejection of the OEIU. Spokesmen within the two units said that

the forthright and head-on manner with which the union answered the company's claims only served to convince them that they were acting wisely to align themselves with such a militant union.

OEIU Secretary-Treasurer J. Howard Hicks conducted the organizing program in its entirety. He expressed belief that the outcome of this election would favorably influence other Weyerhaeuser office workers in Camden, New Jersey, soon to vote in an NLRB election. Clerical employes in the home office of the Kieckhefer Container Company and in the com-

pany's plant, both situated in Camden, and employes of the Camden Carton Company are to vote in an NLRB election, probably during July. Both companies are wholly-owned subsidiaries of Weyerhaeuser.

OEIU Vice President Edward P. Springman and Eastern Organizational Conference Organizer E. Robert Cregar are spearheading the Camden organizing program. These workers will be represented by Local 14, Philadelphia, while Local 354 is being chartered for the Plymouth group.

Activities of Conferences and Local Unions

Tampa, Fla.—Local 146 reports through Vice President J. O. Bloodworth, that contract negotiations have been completed with the Tamiami Trail Tours, Inc. After meetings with the conciliation service and a threatened strike, the company made a new wage offer and the people held a special meeting and accepted a 22-cent-per-hour increase over a period of two years. The first increase of 7 cents will be effective May 7, 1957, another 5 cents per hour effective October 7, 1957, and another 10 cents per hour effective May 7, 1958, the contract expires May 7, 1959.

Seattle, Wash.—Vice President A. H. O'Brien who is also Business Representative of Local 8 announces that their contract with the Ferry System, Puget Sound has been completed with the following improvements: a 12½-cent increase for all employes which in dollars ranged from \$30 to \$80 per month wage increase, amended the vacation to provide for 12 days after one year of employment to three weeks' vacation after five years. A pension plan has been secured for the employes with the employer paying for back service for all the

employes who are also covered by social security.

New York, N. Y.—Negotiations on behalf of the office and clerical employes of Dilbert Brothers and Local No. 153 resulted in: A \$4 per week general increase effective January 15, 1957; a \$3 per week general increase effective January 15, 1958; in addition to the general wage increase, a job classification rate range system was negotiated. The establishment of the job classification rate range system resulted in additional wage adjustments; vacation benefits improved, the agreement was negotiated by Shop Steward Roslynne Bonndell, Elizabeth Eff and Business Representative Walter C. Gorry.

Elizabeth, N. J.—Locals 91, 96, 104, 258 and 328 recently successfully completed negotiations with the Public Service Electric and Gas Company of New Jersey. A general wage increase was granted in the amount of 5.179 per cent for a one-year agreement. This year the locals were negotiating a wage reopener on a two-year agreement which began May 2, 1956, and will terminate May 1, 1958. Present were: International Vice President Nicholas Juliano and Local Presi-

dents, Frederick Muller Local 91, Edward Auwater Local 96, Howard Montgomery Local 104, Frederick Anderson Local 258 and Robert Cleland Local 328.

Detroit, Mich.—Agreement has been reached on unfair Labor Practice charges filed against the Hascelite Manufacturing Co. by Local No. 42. After the local union prepared their case and presented it to the NLRB who in turn investigated and was prepared to take the case to trial, the company submitted a letter of Union Recognition. Robert C. Corrigan, Representative of the Local, received a communication in which the Company's Personnel Director agreed to recognize the Union, and to meet in Contract negotiations at his request.

Hicks Appointed To COPE Committee

Washington — AFL-CIO President George Meany has appointed OEIU Secretary-Treasurer J. Howard Hicks as a member of the Operating Committee of the Committee on Political Education. Announcement of the appointment was made by James L. McDevitt, national director of COPE.

AFL-CIO Legislative Director Proposes TVA Be Self-Financed

In a statement for the House Flood Control Subcommittee, AFL-CIO Legislative Director Andrew J. Biemiller proposed that TVA be placed on a self-financing basis and be allowed to handle its own affairs. Mr. Biemiller further stated that in his opinion TVA can no longer rely on the Federal Government to provide the funds necessary for its future development.

In order to provide funds for expansion essential to the economic well-being of the Valley itself, and in part to the nation as a whole, TVA must be authorized to enter the private money market. Mr. Biemiller endorsed pending bills to grant TVA authority to finance its own necessary expansion by issuing interest-bearing bonds. He further stated: "Considering TVA's record of service and the low rates which it charges for electric power, its record of repayment clearly shows that TVA has been a sound investment for the Federal Government in the past and would be a sound investment for private individuals and financial institutions in the future."

While not necessarily an advocate of public power, the OEIU has long admired the accomplishments of TVA. At the time the Government decided to create the TVA, private power companies could not accomplish the job of providing power for the area of the Valley states. TVA has benefited the country. In addition to the valuable service it provides to the seven states in its service area, it has purchased a billion dollars worth of goods and services in the 41 states outside of the area during the years 1934 through 1956. Also in bringing greater economic prosperity to the Valley, it has paid for itself over and over again by helping increase income tax revenue.

It is estimated by Legislative Director Biemiller that added income to the Government during this period amounted to five billion dollars.

The office and clerical workers of TVA are members of the OEIU. The labor-management relationship between TVA and the OEIU has continued successfully through the years.

Texas Company Employees Gain

As a result of recent negotiations

between the Texas Company and OEIU Local 66 at Port Arthur, Tex., a new wage scale was put into effect which creates an average monthly salary of \$449.92 for 292 OEIU members. In most schedules negotiated a large number of the employees are generally found in the lower labor grades. The reverse is true in the new schedule negotiated at Port Arthur and a large number of workers are located in the higher salary grades.

This schedule also provides for regular automatic increments over the minima and maxima of the rate ranges. These last negotiations resulted in many upgradings, in addition to a revision of the general rate structure.

Brother J. L. Walker is President of Local 66 which represents these workers.

Buffalo, N. Y.—Business Representative Emil W. Steck of Local No. 212 announces the settlement of their agreement with the Carpenters District Council with a \$10 per week across-the-board increase. This is a one-year agreement.

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St. Louis, Mo.—President Margaret J. Ritch reports contract negotiations completed between Local No. 13 and the Complete Auto Transit, Inc. which resulted in changes in Article XV-Wages & Classifications Job titles changed showing changes in duties; Typist-File Clerk and others (g); Junior Clerk-Bill clerk (f); Senior Clerk (e); received 10-cent-per-hour increase, Parts Room Clerk (d); Dispatcher (c); received 13 cents per hour; Accountant (b) received 11 cents per hour; Chief Dispatcher, etc. (a) received 11 cents per hour; Shift premium increased to 10 cents per hour; this agreement will expire on October 12, 1957.

New Organizer Is Appointed



MALCOLM PRATER

Malcolm Prater has recently been appointed as an Organizer of the Southeastern Organizational Conference. Brother Prater was formerly the Secretary of the Building Trades Council, Lake Charles, La., and has had quite a few years experience in the labor movement. Brother Prater will replace Philo Otis who was recently killed in an automobile accident. Organizer Prater will cover the southeastern section of the Southeastern Conference.

At the present time his address is 3816 Center Street, Lake Charles, La. It is anticipated that Organizer Prater will move his residence in the near future and all local unions will be notified of his address.

Holyoke, Mass.—Contract negotiations have been completed between Local No. 247 and the National Blank Book Company, the following improvements have been gained: A general wage increase of \$2.80 per week, or 5.5 per cent whichever is greater effective April 29, 1957; a new group Insurance Plan was negotiated with an increase in the Life Insurance policy to \$6,000, weekly Sickness and accident insurance from \$40 to \$50, hospital room and board increased from \$10 per day to \$11 per day. The Union negotiation committee consisted of Alfred Poulin, president; Eleanor Bailey, secretary-treasurer; David Johnston and Leo Wallace, International representative.

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Canadian Corner

BY LLOYD CHAPMAN
President, Canadian
Organization Conference



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Canada's Consumer Price List Levels Off

Canada's Consumer Price Index remained unchanged at 120.5 between February and March. However, a year ago the Index stood at 116.4. Despite the fact that there has been an increase in the Index over the past year, for the most part a certain amount of steadiness has been indicated. While certain food prices have declined, there have been small increases in the price of shelter in addition to clothing.

Local 166 Signs With Paper Firm

Following negotiations between Local 166 and Spruce Falls Power and Paper Co., a settlement was reached for the contract year May 1, 1957, to April 30, 1958.

The following are the highlights of the settlement:

1. A general increase of 5 per cent applied to the minimum, standard and maximum of all salary ranges.
2. When December 24 falls on a Saturday or Sunday, the half day holiday will be taken on the previous Friday.
3. A letter from Management stating that when Christmas falls on a Saturday, as few office employees as practical will be scheduled to work on the following Monday.
4. Inclusion of the Woodlands camp clerks in the Office Employees Union.
5. A number of local adjustments.

Two New Groups Join in Montreal

Canadian Conference Organizer Romeo Corbeil reported that two new groups have been organized in Montreal under Local 57 and that petition for certification has been forwarded to the Quebec Labor Relations Board. These groups are: General Foods Ltd. and Continental Can of Canada Limited (Divisional Office).

St. Lawrence Corp. Signs with Local 350

A first collective agreement was signed when the 50 office employees of St. Lawrence Corporation at Dolbeau, Que., accepted the company's proposal for a labor agreement. This agreement covered the mill employees and the woodlands.

This one-year agreement is retroactive to May 1, 1957, and provides for a general increase of 5 per cent with a further 3 per cent in various reclassifications.

Seniority, vacation, holidays, grievance and arbitration clauses were included in the agreement. The corporation also agreed to maintain the present policy in regards to sickness benefits. The local union was assisted in their negotiations by Organizer Romeo Corbeil. The local union is awaiting certification for some 25 camp clerks. The case is still pending before the Labor Relations Board.

Continental Can Signs with Local 57

After two meetings, negotiations were concluded with Continental Can Co. of Canada Ltd. in Montreal. The agreement provides for increases ranging from \$4.50 to \$18.28 per week depending of job classifications. The messenger and mail clerk will now receive \$66.52 per week, as the lowest classification and the senior draftsman will receive \$134.77 per week as the highest classification. This increase is retroactive to March 11, 1957.

Vacation provisions were improved as follows: two and one-half weeks after six years of service and three weeks after 12 years of service. The vacation pay will be calculated on yearly gross pay including overtime, divided by 52.

Effective May 1, 1957, many improvements in the group insurance plan will be put into effect.

The negotiations committee was composed of Roger Jeanneau, Miss Diana Leger, Raoul Paquette and Organizer, Romeo Corbeil.

How to Buy:

Some Bargains in Appliances

By Sidney Margolius

SHARP early-summer price cuts on household appliances are making available some good values in some brands of air conditioners and other mechanical equipment.

Even while other living costs have been rising, retail prices of home appliances have gone down about 14 percent since 1951 because of keen competition among manufacturers and retailers, spurred on by heavy production, the increase in discount houses, and the general breakdown of fair trade laws by which makers and sellers, until recently, were able to prevent price-cutting.

In general, however, the overall cost of living is heading for record new heights later this summer and early in the fall, even while signs of deflation are appearing.

Some prices of raw materials and wholesale commodities are leveling off. But your family will still have to pay the bill this summer for the inflated price

levels of wholesale commodities established by businessmen earlier this year.

Here is a quick guide to trends you can expect this summer in basic living expenses:

FOOD

Prices will be at high levels this summer as meat especially continues its present steady climb.

CLOTHING

Prices are slightly higher this summer than last, including work clothes, with shoes especially expensive. But improved quality is noticeable in some apparel. Annual cut-price shoe sales start in late June and continue through July.

HOUSES

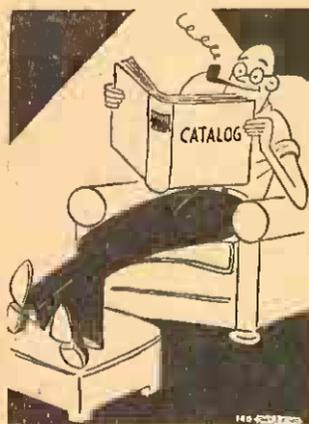
At peak prices, with home-building off sharply to a present annual level of 880,000 new houses compared to 1,400,000 late in '55.

Here are tips on buying opportunities in June which can help keep down your living expenses in this period of record-high costs.

DRESSES

Summer clothing sales and clearances late this month offer an opportunity to get good buys while the season is still young. Among outstanding values in women's apparel are high-twist sheen cotton dresses and sportswear which resist creasing, need little ironing and stay clean longer because the highly-polished fabric resists soil. Another good value this year is two-piece lightweight rayon dresses available around the \$10 mark, which provide a versatile costume because you can wear the skirt with other costumes.

(Copyright 1957 by Sidney Margolius)



Vice President O'Brien Passes Away

Vice President Allister H. O'Brien, well known in the OEIU as "Al," passed away suddenly on Thursday, May 16, at his home city of Seattle.

In addition to being Vice President of the Office Employees International Union, Brother O'Brien also served as business representative of Seattle Local 8. He was born in Chicago, and was a veteran of World War I. Al played football at Notre Dame and also pitched in professional baseball. He had a long history in the labor movement having been employed by the Teamsters, the Retail Clerks, the Machinists and the OEIU. He was a very popular figure in OEIU circles and will be sorely missed by the



Al O'Brien

many friends he made in the Pacific Northwest and throughout the country.

Brother O'Brien's family include his wife Francis Christina and five children. He lived at 364 Ward Street in Seattle, Wash.

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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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THE impact of the recent U. S. Supreme Court decision which upheld the position of the OEIU in the Portland Teamster case, will have far-reaching effects in the United States. The OEIU committed itself to fight this case all the way to the U. S. Supreme Court, because of the fact that it represents thousands of office and clerical workers employed by labor unions throughout the United States. From this point of view it became imperative to establish the fact that these workers had the same legal rights as have been granted to other workers.

The previous ruling by the National Labor Relations Board, which in effect abrogated the law, placed employees of trade unions in the untenable position of being completely without protection of the Labor-Management Relations Act of 1947. It was amazing to us that the U. S. Court of Appeals at Washington, D. C., upheld the NLRB in a decision which was completely contrary to the Act itself. The Board had arbitrarily decided, by a three-to-two decision, that labor unions were non-profit organizations and, therefore, excluded from the obligation to bargain with representatives of their employees. The NLRB made this decision despite the fact that the law specifically stated that labor unions were excluded, except when acting in the capacity of an employer. The U. S. Court of Appeals did not take into consideration this particular point, but said in effect that the Board had the arbitrary right to establish its own yardsticks with respect to jurisdiction over its cases.

After much discussion between your President and General Counsel Finley, we decided that the OEIU had to take this case to the highest court in the land because of the implications of the prior decisions on a large segment of our membership. The U. S. Supreme Court accepted the case and on May 6, 1957, ruled that the Board had to take jurisdiction over unions when they were acting as employers, thus guaranteeing the full protection of the Labor Law to every person working for a labor union. Justice Clark, in handing down the majority decision, made it quite clear that the Board could not bypass the law.

While this decision of the U. S. Supreme Court, which now guarantees the legal rights of local unions' employees, is a tremendous victory for the OEIU, the decision itself will have far-reaching effects insofar as the NLRB is concerned in all cases. For a number of years the Board has been arbitrarily changing its yardsticks to the extent that year after year tens of thousands of employees working for companies affecting commerce have been placed in the position where they were losing the protection of the Labor-Management Relations Act of 1947. The Board has been continuing to arbitrarily decide that they would refuse to hear cases involving employers affecting interstate commerce who did not do sufficient business in their opinion to meet the requirements set by the Board itself. These requirements are not in any way contained in the law. As a consequence, employees in firms thus affected have been discharged for union activity, have been discriminated against in many ways, and at the same time have been deprived of legal recourse. In some instances, workers so affected have been able to get legal relief in those few states which have passed protective labor legislation. However, the courts have recently held that the various states have no right to take cases involving unfair labor practices where the companies so charged are engaged in interstate commerce but do not have the volume of business to meet the NLRB's arbitrary yardsticks. Therefore, hundreds of thousands of workers throughout the nation working for these firms were placed in a "no man's land" and were thus deprived of their legal right to organize.

The OEIU victory in the Supreme Court directly affected employees of trade unions. More important, however, the Supreme Court for the first time in the history of the National Labor Relations Board has seriously questioned the legality of the Board's jurisdictional standards. All labor attorneys who have discussed this matter with us are in agreement that an attack on the Board's arbitrary jurisdictional standards can be successfully carried out by virtue of the Court's decision in the OEIU-Teamster case. Thus, by winning a most important principle involving our membership, we have paved the way for decisions which may favorably affect the entire labor movement.

For Your Health's Sake:

Industrial Nurse Important

By Dr. Morris Brand

THE National League for Nursing held its annual meeting in Chicago recently and its Council on Occupational Health invited this writer to present a paper on the subject, "What Labor Expects from the Industrial Nurse."

They were informed that the industrial nurse should be a duly licensed registered nurse. She should constitute one member of the health team in a shop or plant. The health team should include a physician, the nurse and the safety engineer, if there is one available.



The health team should contribute to the welfare of the workers and to the orderly functioning of those aspects of the shop dealing with health, safety and sanitation. The industrial nurse therefore plays a vital role in promoting and maintaining physical and mental health and therefore the effective functioning of the most important component of industry—the individual worker.

Because of the wide range of responsibilities, the industrial nurse should not only be a registered nurse (RN), but also one who has had several years of

training in an out-patient department of an active hospital.

This will give her the necessary experience to deal with day-to-day care and emergency problems that often arise when a physician is not immediately available.

The nurse who enters this special field should also have had approved courses in industrial nursing so that she becomes acquainted with the problems pertinent to the workers' health maintenance. Experience as a public health nurse and as a staff nurse in an industrial plant working under supervision provides the necessary attributes to give the nurse professional maturity as well as experience.

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INDUSTRIAL managers should become acquainted with the above pre-requisites for a good, capable and mature industrial nurse so that inexperienced, immature nurses or practical nurses and persons of even lesser training are not employed.

Industrial medical departments therefore must have a competent medical department which is fully aware of all materials and processes used in a plant and the symptoms and objective signs of toxic reactions. The industrial nurse who is often the first one to see the sick worker must therefore be a trained, experienced and alert observer.

The industrial nursing associations should not only seek to make known the attributes of the nurse and the standards for in-plant medical services to industry, but to labor as well, so that both will be interested in the establishment of good in-plant medical care programs.

Win at Milwaukee Blue Cross

Arthur Lewandowski, North Central Organizational Conference organizer, and Harold Beck, Business Representative of Milwaukee Local 9, led a campaign to organize the employees of Milwaukee Blue Cross-Blue Shield, which culminated in complete success in an election conducted very recently. This victory represents another step forward in our nationwide effort to organize the office staffs of Blue Cross.

The AFL-CIO played an important part in this victory through its Regional Director, Charles Heyman. In conjunction with a plan for national organization of office and clerical workers under the banner of the OEIU, the AFL-CIO has agreed to assign a substantial portion of its organizational staff to this effort. Regional Director Heyman assigned a number of his organizers to the Blue Cross campaign. Leon Stamey, AFL-CIO organizer, played an important part in this drive.

The Office Employees International Union several years ago decided to change its method of organizing, and emphasized the need for personal contact in its campaigns. This victory at Blue Cross is an illustration of what can be accomplished under the present method. A committee of voluntary organizers, members of Local 9, led by Elaine Banaszak, Helen Kleczka and Robert Krahm, visited more than 200 of the eligible 225 voters. Initial visits were followed by frequent contact. While several open meetings were held, they were not exceptionally well attended. Instead, the victory was definitely related to continued personal contact. Letters were forwarded weekly by Milwaukee Local 9 to all of the eligible voters. In addition, Buffalo Local 212, which also represents Blue Cross in that city, sent letters outlining the gains attained by its members in that company. Newark Local 32, which also represents Blue Cross, forwarded similar letters. The International Union of office sent personal letters to all of the 225 eligible employees. Telephone calls were the regular order of the day.

The Milwaukee AFL-CIO Trades Council urged its members to contact Blue Cross employees relative

to an election. A large number of these employees contacted the Blue Cross employees and convinced them of the value of representation by the OEIU. The active work of the organizers, the volunteer efforts of Local 9 members, together with the assistance given by the AFL-CIO, the Milwaukee Trades Council, and other locals of the OEIU, in addition to the OEIU aid, was an example of the kind of teamwork which is needed for successful unionization of office and clerical workers.

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Seniority Practices Lauded in Report

WASHINGTON—Reliance on seniority has distinct advantages that make it the most nearly ideal method in deciding the order of layoff and preserving recall rights of workers.

The Collective Bargaining Report published by the AFL-CIO Department of Research currently summarizes studies of the layoff-recall pattern made by the Labor Department.

"Under a seniority system, each employe knows just where he stands in relation to other employes. Length of service is a consistent and definite yardstick. Seniority is better accepted by employes as a fair basis for layoff decisions than any other criterion and is therefore best for the morale of the worker group as a whole," the publication states.

For many types of work, seniority is also synonymous with efficiency. The longest-service employes are generally the most experienced and reliable persons for the job.

About 70 per cent of the layoff provisions surveyed by the Labor Department state that seniority shall be the governing factor in determining the order of layoff. About two-fifths of these 70 per cent state a qualification normally explicit in seniority clauses: That the senior employe has to be retained only if qualified to do the available work.

The bargaining report finds that the scope of the unit in which seniority rights may be exercised is extremely important. The broader the area in which jobs can be claimed on the basis of relative length of service, the greater the protection for the longest-served employes.

The report also considers exceptions to seniority rules, retention of seniority and recall provisions.

7½-Cent Increase

Rochester, N. Y.—Local No. 34 reports through International Representative Leo Wallace that they have reached an agreement with the Yawman and Erbe Company for 7½-cents-per-hour general increase.

Vice President McCusker Resigns



Joseph P. McCusker, Vice President of the Office Employees International union, Region II in New Jersey, submitted his resignation to the Executive Board of the OEIU. His resignation was submitted as a result of accepting a managerial position with the Public Service Electric and Gas Company of New Jersey, where he has been employed for the past 28 years.

Brother McCusker formerly represented Local 258 of Trenton, N. J., and the Systems Council of Office Employees Unions.