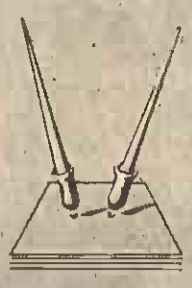




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Union Shop Means a \$35 Increase



Above are shown officers of Local 352, Franklin, Pa., with Eric Organizational Conference Organizer Elmer A. Cole (right, holding charter). On March 9, the local signed a union shop agreement with the Joy Manufacturing Co., covering the office clerks and plant clericals. The contract provides for an average increase of about \$35 per month. Seated above are Mrs. Sabena Brown, secretary-treasurer, and Mrs. Mary Hutz, recording secretary. Standing, from left: James Lozure, trustee; William Ritchey, sergeant at arms; Elmer Mason, trustee; Anna Anderson, president; Carl Haun, vice president; Ray Steele, trustee.

President Coughlin Named to ILO Committee

Russell Stephens, President of the American Federation of Technical Engineers, and Howard Coughlin, President of the Office Employees International Union, have been designated by the U. S. Government to attend the coming meeting of the Advisory Committee on Salaried Employees and Professional Workers, to be held in Geneva April 1 through April 13. Both Stephens and Coughlin attended a prior meeting of this Committee in 1954.

The Advisory Committee on Salaried Employees and Professional Workers is comprised of two representatives of industry, two of labor and two from the Government of approximately 20 nations which have been selected as representatives of these types of workers. As a result of deliberations of this Committee, recommendations will be made to the governing body of the International Labor Organization which, when approving same, will submit these recommendations to the nations of the world affiliated with the ILO.



Howard Coughlin, president of the Office Employees International Union, left, and Russell M. Stephens, president of American Federation of Technical Engineers, sail March 20 for Geneva, Switzerland, as U. S. worker delegates to the fourth session of the Advisory Committee on Salaried Employees and Professional Workers of the International Labor Organization.

New Charter Installed in Canada



Sec.-Treas. J. Howard Hicks recently installed charter No. 338 for the employees of the Rowland Paper Company and the Dominion Rubber Company of Canada, Ltd. Seated left to right are: Gertrude Larouche, Cecile Labelle and Gisele Vanier. Standing left to right are: R. Piche, J. P. Courtmanche, D. Wilson, F. Cadieux, J. L. Brisette, Sec.-Treas. Hicks, Organizer Romeo Corbell, J. P. Leveille, Pres. Local 338, A. Plouffe, M. Charbonneau and F. Giguere.

New Committee Is Suggested

At the recent Executive Council meeting of the AFL-CIO at Miami Beach, Fla., the following resolution was adopted as a permanent year-round part of the AFL-CIO program:

1. Establish a Registration Committee as a permanent part of your national organization, with appropriate changes in the by-laws or constitution and adequate provision for paying the expenses involved.
2. Request each local affiliate to do likewise.
3. Make available to each affiliate helpful material on registration, including that supplied by COPE. This material will include pamphlets on registration techniques, leaflets for general distribution, posters, films, sample registration forms and records, and advice regarding local government procedures.
4. Encourage and assist your affiliates in their programs. National publicity, awards and recognition by national officials and good incentives. Cards with members' names and addresses from your mailing lists and help from staff representatives are often valuable aids.
5. Establish regular follow-through, staff reports, etc., on registration as a permanent part of your organization's program.

Finance Firm Organized

Office Workers Union Local 42, Detroit, announces the organization of the first finance company in this area. The employees of the Aetna Finance Company, with three branches located at 1755 Cass, 9992 Gratiot and 13344 Livernois, have joined the union.

The Union is presently engaged in processing its demand for recognition from the company. One meeting has been held at the Labor Board, with another meeting scheduled soon.

This is another concrete example of our organization's ever expanding organizational activities, stated Robert G. Corrigan, business manager of the local. Further, and most important, it is the first crack in the solid mass of unorganized workers in the financial field, Corrigan concluded.

All union members doing business with this firm are asked to encourage these employees in the efforts, when they visit the company's offices. This type of encouragement means a lot to the white collar worker who has had no previous experience with trade unionism, Corrigan said.

Locals 86 and 29 Merged

Local 86 of Vallejo, Calif., completed the merger with Local 29 at 29's membership meeting on February 20. Fifty-two members of the Vallejo-Napa area are now members of Local 29, pushing the total membership figure past the 1,800 mark.

Contracts at Sperry Mills and Stratford Clothing in Vallejo, which are now open, will be negotiated by Business Representative John Kinnick. Quarterly meetings will be held in Vallejo starting during the month of April.

OEU Member Elected To ICFTU Staff Union

Brussels, Belgium.—Richard L. G. Deverall, a member of OEU Local 153, New York City, former ICFTU representative in Japan and now a member of the International Confederation of Free Trade Unions staff in Brussels, was elected President of the ICFTU staff union. The union is affiliated with the Belgian General Federation of Labor.

Dick Deverall is the first American to be elected to this post. The OEU wishes him success in his new position.

At Philadelphia Celebration



Recently in Philadelphia the LLPE held a victory celebration and banquet at the Sheraton Hotel. Pictured above is OEU member Marie Hutchinson, secretary-treasurer of Local 14 and a member of the Board of Directors of LLPE, along with Senator Wayne Morse, who was the featured speaker at the banquet. Senator Morse called attention to the necessity of local union officers and members participating in political education. In his speech he reminded all labor leaders that political education was part of the responsibility they accepted in their fight to improve the working conditions of employees.

WHITE COLLAR

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

HOWARD COUGHLIN
President
J. HOWARD HICKS
Secretary-Treasurer



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White Collar Drive

YOUR executive officers read with much pleasure an announcement emanating out of the AFL-CIO relative to plans for a concentrated drive to organize white collar workers. Our organization has constantly asked for this much-needed drive over the years. It is indeed gratifying that the united labor movement has recognized this great need.

Union Helps Employer

UNION employes of Hammond Standish & Company at Detroit have agreed to contribute 10 per cent of their paychecks for five years in order to help that company continue to remain in existence in the pork packing business. These members of the United Packing House Workers are an example of the type of union activity which does not attract attention in the press of our country. Unions are constantly in the forefront in emergency appeals, fund-raising and community activities of all kinds. Unfortunately, all of these good works are forgotten and in too many instances only news which is detrimental to the interests of the union is publicized.

Unions in Our Society

PRESIDENTS, Senators, Congressmen, judges and churches have proclaimed the right of workers to organize their unions and the right and duty of these unions to participate in the advance of the nation.

Thomas Jefferson, Abraham Lincoln, Theodore Roosevelt, Woodrow Wilson, Franklin D. Roosevelt, Harry S. Truman and Dwight D. Eisenhower have made forthright statements on the value of unionism. Representatives of all of the major groups in the United States have similarly expressed their views. We particularly call your attention to a statement made by Abraham Lincoln as follows: "All that serves labor serves the nation. All that harms is treason. If a man tells you he loves America but hates labor, he is a liar. There is no America without labor, and to fleece one is to rob the other."

"Stupid or Dishonest"

Dr. Reinhold Neibuhr, a leading Protestant theologian, in a magazine article published recently, stated that supporters of the so-called "right-to-work" laws which prohibit the union shop are either stupid or dishonest in their pretensions. He pointed out that the real purpose of such laws is to weaken labor, although the backers of this type of legislation pretend that they are meant to preserve individual liberty. He further stated that we are living in a complex industrial society and we cannot return to the individualism that existed before we became highly industrialized. He also said that prudent and honest representatives of management know these facts very well and they know that union security is one of the prerequisites of a viable system of collective bargaining."

Dr. Neibuhr has added his comments to a long list of prominent clergymen who recognize the real purpose behind the so-called "right-to-work" laws.

Detroit, Mich.—Local 42 reports the obtaining of a 30-hour week in a recently negotiated contract with Local 600 of the UAW-CIO. This contract covers approximately 50 office and clerical employes and provides for five 6-hour days. Although the hours were reduced in the contract, the wages will remain the same as they were prior to the shortening of the workweek. The wages range from \$72.50 to \$90.28.

Milwaukee, Wis.—Harold Beck, Business Representative of OEIU Local 9, has notified us that one additional holiday, the day following Thanksgiving, and an improvement in the vacation clause providing for three weeks after 15 years and four weeks after 20 years, in addition to a 5 per cent general increase have been negotiated with the Butler Bin Company at Waukesha, Wis.

Activities of Conferences and Local Unions



Southwestern Conference Holds Meeting

Above is a picture of the delegates in attendance at the Southwestern Organizational Conference meeting held recently in Fort Worth, Tex.

Cornell, Wis.—Local 74 reports the reopening of an agreement covering the employes of the Cornell Paper Board Products Company. The new agreement provides for several improvements in the vacation program and the installation of job classifications for all employes within the unit. It is anticipated that the job classification program will result in substantial increases for all employes.

Chicopee Falls, Mass.—International Representative Leo Wallace reports that in the reopening of the agreement with Savage Arms Corp. a new provision was included which grants automatic wage increased to

75 per cent of the maximum of the rate range. In addition to this important improvement, the employes received an 8 per cent across-the-board general increase.

Our members employed at Savage Arms are very happy with these improvements and stated that they feel it was due to the competent assistance rendered to the local union by Representative Wallace.

Portland, Ore.—Alfred Ruedy, Business Representative of Local 11, reports the renegotiation of their agreement with the Archdiocese of Portland. Among the improvements gained in these negotiations were the addition of a three-

week vacation; method of hiring employes and medical coverage completely paid by the employer. Also negotiated was an increase of \$2 per week on the base rate and an 8 per cent across-the-board general increase.

Galesburg, Ill.—Donald Wade, President of Local 221, reports that as a result of recent negotiations the wage rates at Gale Products Co. now run from \$297 to \$381 per month, effective February 4, 1957. Effective December 16, 1957, rates will automatically increase to provide a range of \$312 to \$400 per month.

OEIU Victorious at Plankinton Packing Co.

Milwaukee, Wis.—On October 30, 1956, the office employes participated in an NLRB election at the Plankinton Packing Co. (a division of Swift & Co.). At the time of the election the official count was as follows: office clericals 20 "yes," 25 "no"—18 challenges; plant clericals 15 "yes," 24 "no"—19 challenges. After the election the Board determined that four of these challenges could be resolved. However, the basic question involved in the 15 remaining was the proper unit in which they should be placed. The NLRB had ruled that they belonged in the office clerical unit, but the company objected to the Board's decision and claimed that these 15 should be in the plant clerical unit. The company also challenged these 15 at the time of the election. When the election officer ruled in favor of the OEIU's position and was sustained by the Regional Director, the company filed a brief with the NLRB in Washington.

After the normal delay of several months, the Board in Washington ruled in favor of the inclusion of the 15 in the office unit and ordered the ballots opened. The final count of the 15 ballots was 12 "yes" and 3 "no." Thus the net result for the office clerical group became 32 "yes" and 28 "no." It is expected that the OEIU will be certified as the collective bargaining representative for this office group at an early date.

This victory culminated a long campaign of approximately 15 months duration. Harold Beck, Business Representative of Local 9 in Milwaukee, and Art Lewandow-

ski, North Central Conference Organizer, conducted a vigorous campaign through December, January and February, petitioned the NLRB on March 2, 1956, waited out several company requested postponements, and finally had a hearing on April 10. The company took the position that our petition and unit claim was inappropriate for two reasons: 1. It had supervisory, confidential and managerial employes included in the unit, and 2. the employes had diverse interests, were on separate payrolls and under different supervision.

The company refused to agree to a single unit for plant and office clericals nor would they agree to a unit of plant clericals and a unit of office clericals. In other words, they just wouldn't agree. The company used two attorneys from Chicago. One handled the office clericals and the other the plant clericals. Both attorneys refused to stipulate to anything and claimed that the employes were all either supervisory or confidential. They even refused to stipulate that computer operators are office or clerical employes.

After two solid days of testimony, the hearing was completed. It then took several weeks for briefs to be filed. Eventually, the Board in Washington ordered an election and it was held on October 30, 1956. The company then protested the unit as set up by the Board, and on October 30 made a motion for reconsideration to the Board, which was denied. During this period the company was not just playing legal hopscotch. Top management, as well as supervisors, conducted a

reign of terror. Employes were called in almost daily and queried about their union feelings. Wage increases were passed out in liberal fashion. Threats of discharge were made. Older employes were told that if the union came in, the company would institute a job evaluation plan and as a result their wages would be lowered greatly and their jobs decreased in importance. Our key people were called in and were either threatened or offered prospects of managerial jobs. The familiar refrain was "You have a brilliant future with the company. Don't spoil it by having anything to do with the union." The day before the election, the usual captive meeting was held.

During this period we, of course, were not idle. We had frequent meetings, we sent out effective letters, had close contact with the interim committee and met with them often. We made many, many house and phone calls. We also utilized a telephone brigade of some 20 to 25 active members of Local 9. These phone conversations made a good impression on the people and were instrumental in getting the employes to attend meetings. In the week before the election a committee of Local 9 members sent out letters to offset wild rumors and company propaganda, and devoted a great deal of time to personal contacts.

In spite of this company opposition, the results showed that white collar workers are waking up and realizing the need for the protection of collective bargaining and signed contracts.

Portland, Oreg.—In recent negotiations Business Representative Alfred G. Ruedy reports that the employes of Consolidated Freightways were able to obtain a 3½ per cent increase, effective September 1956, and a 3 per cent increase effective September, 1957.

The employes of Montag Stove & Furnace Works improved their agreement to provide for an 8-cent per hour across-the-board increase and greatly improved sick leave provisions to provide for extended coverage.

The contract with Raven Creamery, Inc. as a result of recent negotiations provided for a \$10 a month increase in September, 1956, and \$10 per month effective September, 1957.

Local 11 also negotiated an increase of 8 cents per hour across-the-board for the employes of the Asbury Transportation Company.

★ ★

Milwaukee, Wis.—The members of Local Industrial Union No. 1738 voted at a special meeting to join OEIU Local 9. L. I. U. 1738 is comprised of office employes working for CIO unions in Milwaukee, Racine and Kenosha. The officers and members of Local 9 have extended a sincere welcome to the members of this former L. I. U.

Local 9 also reports organizational campaigns in progress at Cudahy Bros., Babcock-Wilcox and Evinrude.

★ ★

Oakland, Calif.—President Kinnick of Local 29 announced the appointment of Vivian Harris as steward at Challenge Creamery to fill the vacancy on the Executive Board created by the resignation of Marian Lassila, Golden State Milk Co. Ivy Richard, who is employed by the Painters' Union, Sacramento, has also been appointed to the Board in place of Rose Steinbacjer, who recently resigned.

Miss Local 114



Our Miss Local 114—Sister "Patsy" Sherran, an employe of the N.B. International Paper Co., Dalhousie, N. B. Main Office Department, selected "Miss Local 114."

Crowned Queen



Miss Betty Jo Freels was recently crowned Queen of Beta Sigma Phi, Chapter XI Lambda. Sister Freels is a member of OEIU Local 144 and is employed as bookkeeper in Laborers' Local 818 in Knoxville, Tenn. She has been very active in the local union and is interested in expanding the membership of our local in Knoxville. Pictured above, along with Queen Betty Jo Freels, is Rose Thomas placing the crown on her head.

Detroit, Mich.—Local 42 announced that at the recent election of officers, Winnie Shapero, President and Robert G. Corrigan, Secretary-Treasurer, were elected by acclamation. Mrs. Shapero will continue as business agent for the local.

Also elected were: Clifford Goff, vice president; Mrs. Gene Verville, recording secretary; Mrs. Helen Corcoran, executive board member; Miss Jean Killeron, executive board member; Miss Hildreth Simpson, executive board member; Miss Betty Six, executive board member; Miss Edna Aprauch, trustee; Miss Carol Nutting, trustee; Miss Teresa Schmitt, trustee; Tony Nagucki.

Oakland, Calif.—John Kinnick, Business Representative of Local 29, announced a contract settlement at Albers Millins Co. The new contract provides for a \$15 per month increase across-the-board, with an additional \$10 per month for some employes as a result of reclassifications.

Business Representative Kinnick was assisted in these negotiations by Ethel Waits, Shop Steward.

Oakland, Calif.—Kallam and Byers and Charles Weidner, two insurance brokers, have recently

"To Mollie, With Love"

Sister Mollie Levitas, who has been an active member of the Office Employees International Union for many years, recently retired after 30 years of service as secretary to the President of the Chicago Federation of Labor. Over 400 friends of Sister Levitas from labor, civic and other organizations joined in a tribute, at a luncheon recently in the Walnut Room of the Bismark Hotel. Chicago Federation of Labor President William A. Lee was toastmaster, and Clara L. Stegmann, secretary-treasurer of the Bindery Women's Union, Local 30, was luncheon chairman.

Many speakers at the luncheon hailed the services of Sister Levitas in organizing white collar workers in the Chicago area. During the luncheon a Valentine-type guest book, signed by all those in attendance was given "To Mollie, with Love."

been organized by Local 29. A contract covering these employes has been signed with both firms, which provides for \$20 per month wage increase effective April 1, 1957, and \$15 per month effective January 1, 1958.

★ ★

New York, N. Y.—In recent negotiations with Francis H. Leggett & Co. by Local 153, Business Representative Walter Gorray reported that the contract was improved to include full medical coverage to be paid for by the company through Group Health Insurance for house and office doctors' bills. Also included in the new contract is a Pension Plan calling for \$2 per week, the employer and employe contribution to be paid for all employes who have completed five years of service with the company. The Pension Plan benefits are to be jointly established and administered by the company and Local 153. The vacation clause was improved to provide for three weeks after ten years. A \$4 wage increase was gained retroactive to October 1, 1956, with an additional \$3 per week effective October, 1957.

On the negotiating committee were Edmund O'Keefe, Britten Lowden, Murray Gardner, Margaret Johnson and John J. Quirk.

★ ★

New York, N. Y.—Business Representative John P. Tracy, along with the negotiating committee of Bigelow Sanford Carpet Company composed of John J. Jaconette, Betty Curry, James Brown, Bob Caccavo, Ted Doucette and George McCaffrey, negotiated a new agreement with the company which provides for a \$2 increase in Grades I through IV, \$3 for Grades V through VII, \$3.50 for Grades VIII through IX, and \$4.50 for Grades X through XII.

Also accomplished at these negotiations was accrued vacation pay and other improvements in the contract.

An interesting sidelight to these negotiations was that at the time the office employes of the Bigelow Company were organized the average salary was approximately \$42.75 per week. Under the new contract the average weekly salary is \$73.36. This increase of 72 per cent again shown the advantage of unionization for white collar workers.

★ ★

New York, N. Y.—Walter C. Schulze, President of Local 205, reports the renewal of an agreement between that local and the New York Cotton Exchange. During these negotiations several new classifications were negotiated with a \$5 wage increase for the employes affected. The vacation clause was changed from three weeks after fifteen years to three weeks after ten years. The contract already provided for four weeks vacation. There was also a general wage increase effective March 4, 1957.

★ ★

San Francisco, Calif.—Phyllis Mitchell, Secretary-Treasurer of OEIU Local 3, reports the conclusion of negotiations with the Interstate Accounting and Statistical Services, Inc. These negotiations resulted in the company's acceptance of Local 3's standard industry contract. Many working conditions were improved and the employes received a \$40 per month wage increase.

Dominion Rubber Signs With Local 338

Representative Romeo Corbeil announced that in the recent negotiations between the Dominion Rubber Company and OEIU Local 338 all salaries were increased \$5 per month effective March 1, 1957. Also negotiated were rate ranges and automatic increases to the maximum.

Canadian Corner

BY LLOYD CHAPMAN

President, Canadian Organization Conference



Strike Averted at James Island Explosive Works

Vancouver, B. C.—Local 15 reports that through the efforts of Conference Organizer Bill Lowe a strike was averted at Canadian Industries, Ltd., James Island Explosive Works. Negotiations were completed at 3 a. m. March 5, just three hours before the strike deadline.

The contract provides for coffee breaks for all employes, compensation for overtime after 7½ hours per day and 37½ hours per week instead of the former 8 hours per day and 40 hours per week. A seniority clause has been inserted in the new contract. As the result of an across-the-board increase of \$25 per month, all job classifications have been increased by \$25 per month.

During these negotiations, Representative Bill Lowe was assisted by the negotiating committee consisting of John McCreesh, Edge Robertson and Art Rowbottom. Bill stated that a great deal of credit for this victory was due to the members of this committee.

The signing of this agreement is of the utmost importance to the office employes in the Vancouver area. Local 15 has demonstrated to employers, other trade unions and the unorganized white collar workers that OEIU local unions are effective.

New Agreement Signed

The first agreement between the Association of Radio and Television Employes of Canada and Office Employes International Union, Local 225, signed recently in Ottawa, provided an across-the-board monthly increase of \$30 retroactive to December 1, 1956.

The one-year agreement, effective from February 1, 1957, also provided: a 33¼-hour 5-day workweek with time and a half for overtime and double time for Saturdays, Sundays and statutory holidays (or at the option of the employe, time off at the rate of time and a half or double time); the union shop and check-off of union dues; 10 paid statutory holidays plus any proclaimed holidays; one and a quarter days' sick leave per month, cumulative; special leave of one day per month to a maximum of 30 days for such purposes as marriage of employe, or sickness or death of a member of the employe's family; paid vacation of one and a quarter days per month to a maximum of 15 days per year; non-discrimination between men and women as regards appointments and salaries.

Fine Social Event

Local 114, OEIU, of the N. B. International Paper Co., Dalhousie, N. B., Canada, held their annual get-together on February 8 at the

Chaleur Boating and Skiing Club where executives and members and guests numbered 90 and the party provided one of the season's most brilliant social events.

The evening's program consisted of dancing, singing, door prize, spot dance, barbecued chicken at midnight, with an attending photographer "spotting" the highlights. This proved Local 114's most successful party to date. Brother Richard Taylor, president of Local 114, expressed his pleasure with the success of the get-together and his thanks to the co-chairmen for the occasion, Brothers Wayne Nelson and Boyd Tower and Sister Barthe. Sister "Patsy" Sherran posed as our "Miss Local 114" for this particular event. Part of the evening's entertainment was the good ol' country hoe-down in which the amateurs and seasoned dancers took part.

The first master agreement between the Canadian Brotherhood of Railway Employes and Other Transport Workers and the Office Employes International Union, providing monthly increases of from \$15 to \$40, retroactive to December 1, 1956, was signed yesterday in Ottawa. The one-year contract covers 25 CBRE employes in Ottawa, Montreal, Toronto and Winnipeg.

The new rates in the CBRE-OEIU agreement include: clerk or stenographer, \$245-\$275 (\$15 increase); secretary, \$270-\$300 (\$25 increase); IBM supervisor, \$285-\$315 (\$30 increase), and assistant accountant, \$310-\$340 (\$40 increase). The maximum salary in each classification is reached in 18 months, with semi-annual increments.

The agreement also provides: a 32½-hour 5-day workweek with time and a half for overtime and double time for Sundays and statutory holidays; the union shop and check-off of unions dues; 10 paid statutory holidays; two weeks' vacation for employes with 10 months to five years' service, three weeks for those with from five to 20 years' service, and four weeks for those with 20 or more years' service; non-discrimination between men and women as regards salary and promotion; and payment by the employers of the single status rate for Blue Cross and Physicians' Services Incorporated insurance plans, up to a maximum of \$4.25 per employe.

Signing the contract on behalf of the CBRE were: William J. Smith, national president; D. N. Secord, national secretary-treasurer, and Elroy Robson, national vice president. The OEIU signatories were: Jeanne Malette, organizing chairman of the Ottawa local; Rita Hill and James McMillian, members of the negotiating committee representing employes of the Brotherhood.

