Coughlin Cites Long Accord With Tennessee Valley Mgt.

OEIU President Howard Coughlin addressed the TVA Ninth Annual Valley-Wide Meeting in Cooperative Conferences at Gatlinburg on February 28th, 1958.

His talk, which was the principal speech of the closing luncheon session of the two-day meeting, dealt with the value of collective bargaining to both management and Office Employees International Union members at TVA. He stressed the fact that the management of TVA had gained the complete cooperation of all of its employees by virtue of its excellent collective bargaining relationship with the OEIU and other Unions in the TVA area.

President Coughlin particularly emphasized the gains obtained through collective bargaining by the clerical staff of the TVA. He gave specific examples of the affirmative results of our collective bargaining relationship to the TVA management. He stated that he saw numerous examples of the existing cooperation resulting from collective bargaining during the two-day session.

He explained the stand of the OEIU with respect to automation. The Office Employees International Union is not fearful of automation but rather feels that after training and retraining of present employees in electronic devices, our members through acquisition of more technical skill will demand and receive increased salaries.

He was emphatic in stating that our future wage proposals will depend on our organizational success in the Valley area. He explained that we are in the process of a nationwide organizational campaign which is producing results in all parts of the country, including the South. The success of these campaigns will have a direct bearing on future collective bargaining with TVA.

Coughlin stated: "I have studied the matter of relationships between management and unions for a number of years and I think you will agree with me when I say that where you find a poor relationship you will find poor production, featherbedding and all of the other ill practices that result from a poor relationship between unions and management. We're proud of the good relationship that exists here in TVA and we're certain that by virtue of this relationship, TVA has gained a most efficient operation."

Montreal Local 57 Names Business Agent

As a result of the OEIU organizing program launched in Chicago in March Local 37, Montreal, has appointed Brother Blaise Daigneault, originally employed as a corker at Canadian Car in Montreal, to serve as business agent. This is the first Canadian organizing Conference local to make such an organizing effort and it is hoped other locals will follow in this endeavor.

Coughlin Cites Labor-Management Accord

OEIU President Howard Coughlin addressing the TVA Ninth Annual Valley-Wide meeting of Cooperative Conferences.

Consult Election Won At Maine Paper Plant

Even for NRLB, This Ruling's Bad

The National Labor Relations Board voted on March 21 to uphold the ban on a new Canadian campaign for the Wallin Paper Corp., which has already been organized to a great extent by the OEIU in conjunction with other International Unions in the same industry.

Find No Substitutes

In addition, the OEIU, under the direction of International Representative Leo Wallace, launched another campaign which resulted in a rejection of the Union by the employees. The interesting period, however, was the election process when the employees involved came to the realization that there is an absolute need for unionism and collective bargaining so far as the attainment of improved wages, hours and working conditions is concerned.

Wallace kicked off this second campaign several months ago and, as a result of the reception of the OEIU by these employees, he quietly petitioned the National Labor Relations Board.

Campaign Tactics

Conferences in Toronto, John Fitzmaurice assisted International Representative Wallace in the closing campaign.

As is usually the case in the last several years, this campaign consisted of massive home visits and telephone contact.

The following employees of the Eastern Paper Company were instrumental in this successful campaign: Andrew Verrow, Jack Libby, Sr., Charline Paradis, Helen Grower, Alice Weatherby and Mrs. Blanche Green.

The Paper Makers' Local Union, headed by President Harold Nold, was particularly effective on behalf of the OEIU.

International Representative Wallace gave much credit to the Maine State Federation of Labor, represented by Bill Day and Hugh Thompson, Regional Director of the AFL-CIO Regional Office.

Bills Would Put Teeth in Arbitration

Ludwig Tittel, a member of Congress from the 20th District in New York City, has introduced a bill known as HR 10306 which is designed to amend the arbitration act so as to facilitate major arbitration enforcement.

At the present time, in certain
Unfair Labor Practices on Increase

More cases of unfair labor practices were filed during the period of October through December 1957 at the National Labor Relations Board than in any three-month period since the Labor-Management Relations Act took effect in 1947. Two thousand and ninety-five cases were filed in this quarter as compared with 1,208 cases filed during the corresponding quarter in 1956. This represents a 73 percent increase.

The vast majority of these cases were filed by employers. The pro-management attitude of the National Labor Relations Board has tended to bring unfair labor practices to the attention of employers, particularly during organizational campaigns and to be met with by the Board.

A less biased Board would have prevented these actions through decisions which would have made employers more respectful of the law.

Await High Court's Decision

The United States Supreme Court has agreed to accept an appeal of the Hotel & Restaurant Employees International Union case involving the hotel industry in Miami, Florida.

In a decision, the Court of Appeals of the District of Columbia ruled that the National Labor Relations Board lacked jurisdiction over the industry.

It will be recalled that in those cases where the employers struck for improved wages, hours and working conditions, the local Courts in that State issued injunctions within hours after the strikes were called.

When the cases were brought to the attention of the Board, the N. L. R. B. ruled that it lacked jurisdiction over the hotel industry.

It is interesting to note that in a dissent from the District of Columbia Court of Appeals decision, Judge Fahy stated that the decision of the U. S. Supreme Court in the OUEI case against the Washington, D. C. Board, was in its own line of discretionary jurisdiction.

We stated at the time of our victory in the U. S. Supreme Court, that the decision of the Board would be of help to the entire Labor Movement. We are happy to learn that U. S. Court of Appeals Judge Fahy agrees with us.

Kohler Company Admissions

The Kohler Company, during the investigations instigated by the Senate Select Committee, admitted that they hired labor spies and purchased guns to be used by scabs to attack strikers represented by the United Auto Workers.

The newspaper headlines did not reflect this testimony. If the investigation revealed that the Union had purchased guns for the protection of strikers, we are certain that this would have resulted in glaring headlines condemning the Union.

AFL-CIO Vice President George Harrison recently called the attention of the press of this country to the fact that they have been completely one-sided in their coverage of these investigations.

This is only another instance of the biased press. We agree with Vice President Harrison.

N. L. R. B. vs. Building Trades

National Labor Relations Board's General Counsel, Fred Price, recently announced that the Board is ready to inflict severe penalties against Building Trades Unions unless hiring practices are brought into conformity with the Taft-Hartley Act by June 1, 1958.

The Act which became effective in 1947 fails to recognize realities. Building Trades employers have stated time and time again that they cannot hire skilled help except through Building Trades Unions. The Board, however, has not been able to enforce the Act for the reasons stated in the text.

TVR!Adopts Reverse Suggestion Box

Bill Woodill, an employee of TVR and a member of the Office Employees International Union, has presented to the management an idea which called for the establishment of a suggestion box. The suggestion box differs from those which are common in most establishments.

The suggestion box provides for a lessening of the employee's resentment of management wherein it asks its employees for labor saving ideas.

For example, several of the suggestions made have been as follows:

(1) We need a better method of delivering the goods to the customers.
(2) We need a method that would improve the classification of the warehouse and at the same time that we should be more with the labor in this aspect.
(3) We can think of some way to determine the amount of dry stock in the warehouse and to do the work in a better way.

What would you suggest doing to keep the building heating steam coils from freezing? We have had a lot of trouble this year.

Initially, however, all employees received a memo with their pay checks calling them about the plan. This alerted the employees to watch for the questions presented on the bulletin board.

20 Solutions Given

Within a week after the above memo was issued, a total of 20 solutions had been received.

TVR management is extremely interested in the new idea and has published a commendable OUEI member's idea in the proposal of these suggestion boxes which have been shipped and are now in use.
Coughlin is Advisor
Commission to Study Health Personnel Need

The National Health Council recently announced the formation of a National Commission on Health Care, to study governmental policies, with the aim of meeting the acute need for unified health personnel. The Commission is headed by Dr. Leonard A. Schieble, former Surgeon-General of the United States Public Health Service. The membership of the Commission has been announced, with Leonard A. Schieble as chairman. The Commission will be composed of members from various fields, including medicine, nursing, and public health. The purpose of the Commission is to provide a comprehensive study of the health personnel needs of the United States, with the ultimate goal of developing a national health personnel policy. The Commission will be responsible for recommending changes in governmental policies and programs to address the need for unified health personnel.
The WHite Collar

Both hands needed for this job!

From the desk of the President

Howard Coughlin

Anti-Recession Program

The AFL-CIO, concerned over figures which indicate that we are in a recession which is rapidly getting worse, called a three-day meeting at the Sheraton Park Hotel in Washington, D.C., March 11th through the 13th.

It was noted that the number of unemployed, now 5.2 million, is the highest in 16 years. It also noted that industrial production has dropped constantly since December 1946. This production has declined 12 percentage points since that date. There has been a continuing decline in new orders placed with manufacturers. In addition, business investments for new plants and equipment have also declined.

Worried over a continuing slide in hours worked per week in manufacturing industries and a constant increase in unemployment compensation claims.

President Meany stated that the recession has not hit the boll but after reviewing the economic indicators it is even plainer that things are not growing better; they are in fact growing worse.

The conference was attended by nearly two thousand representatives of City Central bodies, State Federations of Labor and International Unions. After the plain facts of the economic picture were presented to the assembled delegates, they were asked to meet with Senators and Congressmen from their respective areas for purposes of discussing a solution. Many of the delegates reported that the reception was good and that numerous Congressmen and Senators were ready to adopt an affirmative program aimed at alleviating the recession.

On the other hand, some reported that various legislators were perfectly willing to adopt a "let's wait and see" attitude. Others felt that the country would have to pull itself out of this recession without any help impossibly long as government spending is concerned.

A major objective of the AFL-CIO program is relief to the lower and middle income families through increased personal exemptions from $600 to $700. The AFL-CIO has also called for the elimination of income taxes on contributions to government retirement funds. It also seeks to recapture revenues by closing legal tax loopholes. The AFL-CIO also feels that the tax burden should be eased on small corporations.

If such a program were to be adopted immediately by Congress, and signed into law by the President of the United States, billions of dollars would immediately be put into the economic stream which would bring about much additional purchasing power on the part of the average consumer. It will be remembered that immediately after the recession of 1949-50 hit the country, a tax reduction was put into effect and it thereafter reversed the tide.

Closing Tax Loopholes

It is the feeling of the AFL-CIO that a similar move today would have a similar effect. At the same time, we think it is necessary to do away with many of the tax loopholes presently existing in the Law which deprives the government of important revenue which could be used for the benefit of the country as a whole. This revenue, lost to the government through tax loopholes, includes dividend credits, stock options, depletion allowances such as the 27½ per cent allowed to oil and gas investors, depreciation and gifts.

The AFL-CIO has also called attention to the advantage which have been deprived by those in the upper brackets through the granting of the split income provision. One example of how this arrangement helps the upper income groups and how little it helps the middle income taxpayers is as follows: A person earning $5,000 per year can reduce his taxes about 2 per cent by filing a joint return. A person receiving $10,000 a year can reduce his taxes 27 per cent by filing a joint return. The AFL-CIO feels that our tax laws should be changed to create a more equitable tax system.

More important, however, the AFL-CIO is continuing in its never ending service to every citizen of the United States in insisting on action now to reverse the present recession.

Goal of the ‘Right-to-Work’ Campaigns

(Continued from page 2)

Projects already appropriated for:

- Housing: Spending bill to increase home construction passed. Adjusted-for-inflation will be 200,000 more loan units, 500,000 jobs.
- Highways: Senate action near agreement to increase by $1.3 billion early expenditures on federal inter-state highway program, despite Administration opposition to measure.

Arbitration

(Continued from page 1)

States, it is illegal to enforce arbitration procedures even though the contracting parties have made provision for mandatory arbitration in the event of disputes. In those instances, the bill will give the federal courts the right to act where the State Courts are not so disposed.

Congressman Teller also introduced HR 16650 which, if adopted, will provide social security coverage for Federal Employees who are not at the present time allowed such coverage.

In presenting this proposal, Congressman Teller stated that if his bill is enacted it will repeal the discriminatory provision in the Social Security Act which now denies coverage to two million members of the Civil Service Retirement System and several other retirement systems of the Federal Government and its instrumentalities. He stated that millions of American workers in private industry now enjoy both Social Security and private pension plans. He feels that the bill, if adopted, would do away with the discriminatory practice which now apply to Federal employees.

Status of Recession Measures

(Continued from page 3)

Projects already appropriated for:

- Housing: Spending bill to increase home construction passed. Adjusted-for-inflation will be 200,000 more loan units, 500,000 jobs.
- Highways: Senate action near agreement to increase by $1.3 billion early expenditures on federal interstate highway program, despite Administration opposition to measure.

It Happened in California

Tom Garrett was laid off on January 3rd. During his waiting period for unemployment insurance, Garrett and three members of his family were held prisoner in their home for 23 hours by two escaped convicts. When Garrett went to the unemployment compensation office to receive his $50.00 compensation check, the office turned him down because he was not available for work every day of the normal work week. The unemployment insurance office ruled that despite the fact that he was held a prisoner in his own home, he was unavailable for work that day and, therefore, ineligible for compensation.

Governor Goodwin Knight of California sent his personal check for $50.00 to Garrett to make up for the compensation that Garrett couldn't collect because of this grief interpretation of the Law.