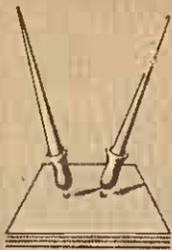




WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 164

DECEMBER, 1958-JANUARY, 1959

17

Score Big Win in Southern California!

Interested Onlookers at NLRB Proceedings



OEU Attorney Joseph E. Finley (head on arm) representing Local 62 at NLRB hearing in Silver City, N. M.

New Mexico Strike Settled

SILVER CITY, N. Mex.—The 22-day strike of Local 62 brought on when the Kennecott Copper Corporation attempted to exclude the newly installed IBM accounting section from the jurisdiction of the OEU, has ended here. The strike was at the Hurley and Santa Rita, New Mexico, operations.

Oposing counsel have submitted written briefs to the National Labor Relations Board in Washington.

Local 62 removed its picket lines two days after an NLRB hearing in Silver City on October 21.

Negotiations were started by the union for the IBM installation late last year when the union first learned of the Company's plan to install it. At that time company officials explained it was too early and in the spring of 1958 the firm refused to train employees covered by Local 62 to man the IBM accounting machines.

Subsequently, outside employees were hired for the IBM operation and several employees from the

bargaining unit were unilaterally selected for trainees on the accounting machines, without regard to provisions of the contract. Union requested arbitration and the company refused to bargain with the union on the issue.

The company took the position that the IBM installation was not a part of the unit represented by Local 62 since 1942. The company refused to bargain with Local 62 until the local was certified by the NLRB for such work.

The IBM section went into operation October 1 and Local 62 members walked out. Their picket lines were honored by 1,600 members of other unions, including the Metal Trades Council, the Machinists, the BoFLFE, BoFRT and Mine and Smelter Workers. Company operations were completely shut down.

Two days later the company was successful in obtaining a temporary restraining order, preventing the union from stopping supervisors

and other employees from entering company property.

In a court hearing on October 10 the company asked the court to dissolve its temporary restraining order and dismiss the show cause for permanent injunction. The request was granted by the court.

An NLRB hearing was held October 21 in Silver City and OEU General Counselor Joseph E. Finley represented Local 62 in the proceedings.

Kennecott took the position that the IBM is a separate unit, a craft unit, and not presently represented by Local 62 and that the IBM unit should be excluded from the present unit because the IBM work had not been certified by prior NLRB certification, although it accomplished the same results formerly accomplished manually by employees in the bargaining unit.

The company took this position in spite of the fact that the NLRB has consistently ruled in the past that IBM sections are a part of an office unit.

Local 62 is confident that the NLRB in Washington will rule that the IBM section is part of the existing unit. Both parties, through their attorneys, have requested the NLRB to give an early decision on the case.

The Kennecott Copper strike proves once more the necessity of all agreements containing a Technological Change clause to protect employees' jobs and rights when an employer changes his manual operation to machine operation.

Had such a clause been contained in the contract held by Local 62, for example, the 22-day strike would have been prevented.

Representative Frank E. Morton assisted Local 62 during the period of its dispute.

Bill Bowers, business agent of Local 174, was assigned by International Vice President Max Krug to assist in the campaign.

Hunt Foods Clericals Vote Local 30 Overwhelmingly

As the result of an extensive organizational campaign conducted by Local 30 with the assistance of Conference Organizer Joe McGee, as well as assistance of organizers assigned by the AFL-CIO Sub-Regional office in Los Angeles, the Office Employees International Union has won an outstanding victory at Hunt Foods and Industries, Inc. of Fullerton, California.

This campaign, which was only 9 weeks long, reached its peak on Veteran's Day, one week prior to the election, when a mass meeting was held and 160 of those eligible to vote attended the meeting and reiterated their conviction that the OEU was the best answer to their economic problems.

During the campaign, Teamsters Local 952 intervened after we had filed a petition and was allowed to appear on the ballot. However, the office employees of the Hunt Foods company recognized the superior ability of a Union devoted exclusively to the representation of white collar workers and the Teamsters received only 8 votes in the election.

The Organizing Committee of Local 30, its Business Agents and Conference Organizer Joe McGee are due much credit for this whirlwind campaign which was conducted in a very forthright manner.

Bill Bowers, business agent of Local 174, was assigned by International Vice President Max Krug to assist in the campaign.

An organizing Committee was formed within the Company and wrote constant communiques to the employees in the appropriate unit. One of these messages from the employees of the Organizing Committee which was typical included the following statement:

"After careful consideration of the economic facts of life, we have found that the only sure way to make sub-improvements in our salary and working conditions is through trade union organization and collective bargaining. To accomplish this, we decided to request the assistance of an organization that specializes in representing white collar workers, the Office Employees International Union, AFL-CIO."

Further communiques presented the problems that the employees had been facing and the answers thereto. This covered such things as the operation of an OEU Union, dues, initiation fees, etc., how contracts are proposed and settlements accepted under an autonomous OEU Local Union.

During the campaign, in an effort to discourage the employees from organizing, the Company hired an Industrial Psychiatrist to interview the employees in small groups. These interviews were held for the purpose of soliciting suggestions and grievances purportedly to guide the Company in the betterment of employment conditions for the employees.

The advice of the Organizing Committee to the employees was to tell the Industrial Psychiatrist all of their problems. A summary of these interviews produced over 400 separate grievances. When the Company received this report, they pleaded with the office employees for a year's time in which to adjust the malpractices which were causing the grievances, without the need or intervention of a Union. No doubt, some less informed employees believed this propaganda from the Company and accounted for many of the 96 "no-Union" votes. However, the vast majority of the employees were able to see through this transparent attempt to con the employees into believing that the paternal attitude of the Company precluded the necessity of the employees banding together in a Union to obtain their economic goals.

The Company also, during the campaign, fired 60 employees in an attempt to dissuade the employees from protecting their

(Continued on page 3)

American Can Employees Receive \$165,000 in Retroactive Pay

Members of OEU Local 20 at the Hudson plant of the American Can Company recently received retroactive pay totalling \$165,000.00.

In November 1956, during negotiations between Local 20 and the American Can Company, a dispute arose as to the application of a job evaluation program instigated by the company. The employees of Canco voted to accept the plan providing the Union participated in the administration and adoption of such a plan. The job of evaluating and placing in the proper order each of 116 jobs involved required a considerable period of time.

Last year, when it became evident that there would be a great deal of retroactive pay involved, the Union negotiated an agreement with the Company whereby each employee would receive \$231.00 as a partial payment on the retroactivity. Recently, the installation of the plan was completed and another \$141,000.00 was distributed to the employees in order to make up the balance of the retroactive pay due as a result of these negotiations.

Some individual employees received as high as \$3,130.00 and the average for all 116 employees was \$1,118.00.

As a result of these extended negotiations, OEU members who are employed by the Hudson plant of Canco now receive, in many cases, higher wages than employees at other Canco plants fulfilling similar positions.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

Room 610
265 West 14th St.
New York, N. Y.

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Bargaining Guide

The National Association of Manufacturers recently announced the publication of a new Collective Bargaining Guide for management. The issuance of the booklet, according to an article published in the New York Times, would indicate that management will stiffen its collective bargaining attitude toward labor in 1959.

Among the many specific management functions that the NAM feels should be the exclusive property of each company are the composition and size of the work force, determination of the quality of work performance, transfers, promotions, demotions and the determination of job content. In the publication the NAM bids companies to, in effect, bargain unilaterally rather than collectively. This attitude of the NAM is consistent with its past history.

We all remember that this organization also opposes unemployment insurance and social security.

Never Say Die!

The National "Right to Work" Committee, which is chiefly composed of representatives of the NAM and the Chamber of Commerce, undaunted by the defeat of the so-called "right to work" proposals in 5 out of 6 states, is stepping up its drive against the Union Shop.

The Executive Board of this Committee has authorized a larger budget according to William T. Harrison, the Committee's Executive Secretary, and plans to hire more people.

We, in labor, realizing that if the Union Shop were abolished, our collective bargaining powers would be greatly impaired, if not destroyed, must continue to fight against this type of legislation. We cannot be satisfied with defeating the enemies of labor in 5 out of 6 states. We must initiate referendums in those states where we already have this repressive labor legislation in order to bring about repeal. In addition, we will have to concentrate our forces in Washington to eliminate Section 14 (b) of the Taft-Hartley Act which allows the states to legislate against the rights of labor.

We have already been warned that the NAM and the Chamber of Commerce will try to abolish the Union Shop nationally.

Senate Committee Invasion

We believe that the Senate Committee on Labor Management Relations, commonly called the Senate Rackets Committee, has performed a service in exposing certain dishonest practices which involve both representatives of labor and management. We believe, too, that corrective legislation designed to cure certain of these practices is properly forthcoming.

On the other hand, however, we noticed recently that the Committee involved itself in a jurisdictional dispute between two International Unions of the AFL-CIO. This dispute stemmed from the fact that an industrial union signed a contract for all of the employes of a manufacturer of ventilator equipment and included certain work, normally performed in the industry by a craft union.

Despite the fact that the contract called for a rate of \$2.10 per hour, whereas the craft union received \$3.54 a hour for the same work, thus placing the employer in a position of competitive advantage, the Senate Committee directed its fire at the craft union and stated that it was trying to drive the company involved out of business.

While we do not wish to comment on the issue of craft versus industrial unionization, we do feel that the Senate Committee was out of bounds in this particular case.

Instead of berating the craft union, if the Committee insisted on getting into the case, it might just as well have asked the employer why he insisted on paying a \$1.44 per hour less than his competitors.

Season's Greetings

to all our members and friends

Once again we thank you for your loyalty and friendship and extend our best wishes for a happy Holiday Season. May everything you hope for be yours in the year ahead.

Howard Coughlin, President

J. Howard Hicks, Secretary-Treasurer

Henderson Douglas, Director of Organization

Edward Beaupre

J. O. Bloodworth

J. E. Corum

John T. Finnerty

George H. Firth

A. J. Fritz

Nicholas Juliano

John B. Kinnick

Max J. Krug

Marie Mann

Edward P. Springman

Len J. Wallace

S. F. Election Won

Local 3 in San Francisco won an election November 14 at the Crown Cork and Seal Manufacturing plant in San Francisco. The vote of the group of 28 was 17-11 in favor of the Union.

Secretary-Treasurer Phyllis Mitchell reports that the election climaxed an intensive organizing campaign of three months. The employer agreed to an election after 51% of the group had signed authorization cards.

Although the office employes now enjoy pension and health and welfare benefits, paid by the employer, they were dissatisfied because the company's production workers had passed them in salaries during the past two years. Crown Cork & Seal is a nation-wide organization and has one of the largest operations in its field.

This election puts Local 3 into the manufacturing field for the first time and opens up numerous opportunities for organizing in manufacturing plants in the San Francisco Bay Area.

Schnitzler Conveys Thanks to OEIU

November 21, 1958.

Mr. Howard Coughlin, President
Office Employees International Union, AFL-CIO
265 West 14th Street, Suite 610
New York 11, New York

Dear Sir and Brother:

We are quite happy to take this opportunity to express our sincere thanks for your substantial contribution to the campaign against the so-called "right-to-work" laws. Because of your interest and support, we were better able to develop a vigorous and efficient campaign which succeeded in defeating this issue in five of the six states where the mis-named "right-to-work" issue was on the ballot this year.

As you probably know, in California and Colorado, this proposition was defeated better than 3 to 2; in Idaho it was defeated by 12 to 11; in Ohio by almost 2 to 1; and in Washington it was defeated better than 5 to 3. The compulsory open shop proposal won only in agricultural Kansas by slightly more than a 6 to 5 margin.

In Montana, the activities of our groups were successful in keeping this proposition off the ballot as the anti-labor forces could not muster sufficient signatures. In Arkansas, the voters defeated a constitutional amendment to abolish full crew laws for railroads by 4 to 3. This record could not have been achieved without the splendid efforts and contribution of your organization and other affiliates of the AFL-CIO.

Your efforts and financial aid in helping to stop the activities of reactionaries and anti-union corporations throughout the country this year are gratifying. We well know their long-range plans call for the introduction of similar anti-union legislation in many more states next year. We look forward to continued cooperation and help on the part of our affiliates in this continuous fight against anti-labor legislation.

Thank you again. With best wishes, I am

Sincerely and fraternally,
WM. F. SCHNITZLER,
Secretary-Treasurer AFL-CIO.

Smiling for Photographer in Tacoma, Washington

Pictured above are the delegates in attendance at the recent meeting of the Pacific Northwestern Organizational Conference held at the Winthrop Hotel in Tacoma, Washington.

Reach Agreement With Knights of Columbus

Organizer Bud Manning and Local 329 Business Manager Edward Himes announce renewal agreement with the Knights of Columbus National Headquarters in New Haven, Conn. which was arrived at only hours before a strike deadline.

This new agreement, which is estimated to be a 20 cent per hour package, calls for an immediate \$3.00 weekly increase for all employes, three more wage progressions within the next twelve months which average another \$3.00, increased life insurance and retirement benefits, and accident and health insurance coverage which provides 13 weeks at half pay for employes absent due to off the job illness or accident, 10 additional individual sick leave days with full pay, 1 week vacation after 6 months, 2 weeks after 1 year, 3 weeks after 15 years, and 4 weeks after 25 years, 9 paid holidays, a permanent umpire for arbitration cases in the person of Dean

Sturgis of the Yale Law School, a maintenance of membership clause, and a 37½ hour work week. Additionally—a clause protecting employes displacement rights and training opportunities for new automotive positions was retained. This new 1 year agreement was made retroactive to November 1.

Local 329 had agreed to extend the old contract from its expiration date until November 12 in order to permit Supreme Knight Luke Hart to attend the Coronation ceremonies in Rome for Pope John the 23rd. The agreement is regarded as one of the best obtained in the New Haven area this year and the wage provisions as negotiated are substantially better than those negotiated by other unions in the area this past year.

Assisting Manning and Himes for Local 329 in negotiations were Local President Margaret Egan, Vice President Helen Tully, and Secretary-Treasurer Margaret Coates.

Memphis Labor Council Congratulates OEIU on Formation of Local Union

The following is a resolution adopted by the Memphis AFL-CIO Council:

WHEREAS the Office Employees International Union has issued a charter to Memphis Office Workers Local Union No. 367 and many union offices now employ only members of the Union; and

WHEREAS it is the duty of all union members to support workers in their efforts to secure the protection of the union contract; and

WHEREAS it is the duty of union members everywhere to demand the Union Label on all goods and services and the Office Workers union label indicates the employes have the protection of the union contracts. Now therefore be it

Resolved, That the AFL-CIO Labor Council congratulates the Office Workers of Memphis on the formation of their union; and be it further

Resolved, That the Memphis AFL-CIO Council urges all affiliated unions to protect their office workers with a union contract and signify this protection by requiring the use of the Office Employees International Union Label on all its communications.

Wage and Hour Criteria Change for White Collar Employes

As a result of hearings before the Labor Department's Wage and Hour Division, relative to the salary tests used in determining whether such employes are exempt from the overtime rules of the Wage and Hour Act, the Department has announced the approval of the tests which were proposed last April and are to become effective February 2, 1959.

Under the heading of minimum salaries, there are two sets of tests which would exempt employes from being covered by the overtime provisions of the Wage and Hour Act, one for Puerto Rico and the Virgin Islands and the other for all other areas covered by the Law.

In the case of executives, the test on minimum salaries to exempt such employes from the overtime provision will be raised from the present salary minimum of \$55.00 per week to \$80.00 per week. In the case of administrative and professional employes, the test on minimum salaries to exempt such employes from the overtime provision will be raised from the present salary minimum of \$75.00 per week to \$95.00 per week.

However, this minimum salary test is not the only criteria used in establishing exemption from the Law. Administrative or professional employes must meet several strict tests relating to the nature of their duties.

These tests, in the case of executives and administrative employes, do not seriously affect OEIU membership because most such employes are excluded from our bargaining rights.

This is not necessarily true in

the case of professional employes, since the word "professional" has a varied and diffused meaning, depending upon the company or the individual supervisor in each case.

This test requires that the primary duty of such an employe must be work that either requires advance knowledge in a field of science or learning of a type usually acquired by a prolonged course of study or is original or creative in character in a recognized field of artistic endeavor.

Western Organization Conference Meets



Above is a picture of the delegates in attendance at the Western Organizational Conference meeting recently held at the Sir Francis Drake Hotel in San Francisco, Calif.

OEIU Precedent Wins Hotel Cases at Miami Beach

(An Editorial)

In May of 1957, the United States Supreme Court over-ruled the Court of Appeals and the National Labor Relations Board and held that the Board must take jurisdiction over Unions acting as employers.

At the time the decision was handed down, we stated that we had paved the way for the labor movement to upset the NLRB in many of its previous refusals to take jurisdiction.

The Hotel and Restaurant Workers International Union was the recent recipient of this OEIU precedent when the Supreme Court held that the Board did not have the right to exclude the Hotel Industry from its jurisdiction.

The Supreme Court in a unanimous decision held, therefore, that the Miami Beach hotels and the Industry, in particular, were subject to the Taft-Hartley Law. In its decision, the U. S. Supreme Court referred to the earlier precedent involving the Office Employees International Union.

In fact, the unanimous decision of the Court, in a one paragraph opinion, stated that the NLRB practice towards hotel cases was contrary to the principles expressed in a 1957 Supreme Court opinion "Office Employees International Union, Local 11 v. NLRB". It will be remembered that the OEIU, represented by Joseph Finley, General Counsel, spent thousands of dollars in a five year legal fight to

provide protection for all employes of Labor Unions.

As a side effect of this decision, as we predicted at the time, we have set the precedent for the inclusion of millions of workers now excluded by arbitrary rules of the National Labor Relations Board.

We salute the Hotel and Restaurant Workers on this decision which will bring the benefits of unionization to hundreds of thousands of hotel workers.

We are happy that the OEIU has been the leader in this fight to provide the benefits of collective bargaining to the millions who were arbitrarily excluded by virtue of narrow interpretation of the Law by the National Labor Relations Board.

Local 29 Agreements

The California Trucking Association contract has been signed covering members of Local 29 employed at Bigge Drayage, Converse Trucking, Morris Draying and Western Truck Lines. The settlement included wage increases of from 10 to 35c per-hour (average 16c per hour) effective September 1st for a contract expiring July 1, 1959. A cost of living clause was included, plus 3 weeks' vacation after 3 years employment and 6 days sick leave per year with pay.

The Milk Company in Sacramento has agreed to a new contract with Local 29 calling for a wage increase of \$26 per month and 3 weeks' vacation after 5 years employment.

The new agreement with Local 29 at Album News in Vallejo provides a \$5.00 per week increase retroactive to August 1, 1958 with an additional \$2.00 per week automatically effective August 1, 1959.

Southern California Victory

(Continued from page 1)

own interests through the collective economic power of a Local Union.

The Committee was quick to point out that by laying off 60 people at an average wage of \$300 per month, the Company had saved \$18,000 per month and that the nominal increase that the Company gave its employees during the campaign merely amounted to a \$9,000 per month total. After the redistribution of the work previously performed by the 60 former employes, and the partial distribution of the money which was saved by the Company as a result of this discharge, the Company had netted a savings of \$9,000 per month and 60 fewer employes' work load was stepped up to perform the same amount of work as had formerly been done by the entire work force.

Local 30 reports that this campaign is the kick-off in a major organizational drive of office employes in the Southern California area.

Southeastern Organizational Conference Has Session



The Read House, Chattanooga, Tenn., was the scene of the October 25th meeting of the Southeastern Organizational Conference. Delegates to the Conference were welcomed to Chattanooga by President Mattie Henry Hale, Local 179, who is also president of the Conference. Further welcome was extended by the mayor of Chattanooga and the president of the Chattanooga Labor Council. The delegates heard an inspiring address by President Stanton Smith of the Tennessee Labor Council. He cited the growth of the white collar group in the nation's work force and stated that the organization of the white collar worker must be the prime objective of the entire merged labor movement. The Conference was also addressed by Robert Myers, Business Manager of the TVA Salary Policy Council. During the afternoon session Vice President Bloodworth, assisted by Conference Organizer C. W. Holt conducted a forum discussion on organizational problems. The delegates were delightfully entertained by Local 179 at a get-acquainted party the evening before the Conference meeting and at a luncheon at the Read House.



from the desk
of the

PRESIDENT

HOWARD COUGHLIN



DURING the months prior to our recent national elections, the AFL-CIO taking into consideration the attempt by the NAM and Chamber of Commerce to place "right to work" legislation on the books of 6 additional states, decided to appeal to all International Unions for treasury contributions to fight these destructive laws. The AFL-CIO, called on each International Union to contribute 5 cents per member.

Our International Union has long felt that the so-called "right to work" laws are the greatest threat to organized labor since Unions had their inception in this country. We know that Unions which do not have the benefit of the Union Shop have little or no collective bargaining power with the Employer.

As a consequence, when this proposal was placed before the Executive Board of the Office Employees International Union through a mail referendum, it was adopted unanimously. Thereafter our International Union forwarded a contribution of 5c per member to the National Headquarters of the AFL-CIO.

Numerous other International Unions cheered the fact that organized labor recognized the specific dangers of "right to work" legislation and poured hundreds of thousands of dollars into the fight.

The AFL-CIO knew that the great majority of Union members would recognize the destructive aspects of this proposed legislation in the states of California, Ohio, Washington, Idaho, Colorado and Kansas. The big problem lay not with organized labor but rather with other segments of the public who did not have experience with collective bargaining. In other words, the vast majority of the voters in these states would actually have an opportunity to vote on a contractual provision of labor management contracts with which they had no concern whatsoever.

It was, therefore, necessary to direct a public appeal to this latter group of voters.

In some of these states, representatives of big business, in effect told candidates for office that if they did not espouse "right-to-work" legislation, they would not receive their usual campaign contributions. As a result, a number of these candidates went along despite some reluctance.

The results of these referendums in the 6 states are now history. Five out of the 6 states defeated this proposed anti-labor legislation. In the 6th state, Kansas, where the population is predominantly agricultural rather than industrial, "right-to-work" legislation was voted into law. However, in the states of California and Ohio, which are highly industrialized, the vote was overwhelmingly against the abolishment of the Union Shop. In all of these states, political exponents of these repressive proposals went down to resounding defeat.

A man like Senator John Bricker of Ohio, who had not been defeated since 1936, met with a surprising setback. Senator Bricker, whose record has notoriously favored ultra-conservatism, was defeated only when he placed himself in the position of favoring the so-called "right-to-work" proposal.

The results of these referendums will not deter those who would destroy labor. On the other hand, however, the defeat of these labor wrecking proposals and their political proponents will serve to bring about a new respect for organized labor.

We, in the labor movement, do not believe that we should attach ourselves to any one political party. In the past, however, we have been forced to endorse many Democrats because of the fact that the Republican Party has, for the most part, been controlled by big business. Liberal elements in the Republican Party, prior to the last election, have been suppressed. It is our feeling that this may change.

We hope and pray that liberal Republicans, who are not anti-labor, will be pushed to the forefront.

Organized labor seeks a square deal. It does not wish to control any political party. If the Republican Party recognizes labor's true position, we may soon find ourselves voting for candidates based on their records of voting for or against legislation, other than anti-labor proposals. This will be Utopia insofar as labor is concerned.

OEIU Members Score Heavily in 'Miss Union Secretary' Contest



Janet Harris, winner of "Miss Union Secretary of 1958" Contest, receives \$1,000 check from B. F. Anderson, Remington Rand vice president.



Lucille Thornburgh
Second Place Winner



Betty Silverforb
Third Place Winner

Once again, OEIUnionists have walked off with the lion's share of awards in the "Miss Union Secretary" Contest. The three top prize winners in the annual competition to honor the outstanding office employes of labor unions, as well as the great majority of those cited for honorable mention awards, are members of OEIU locals throughout the country.

The "Miss Union Secretary"

contest is under the sponsorship of Remington Rand whose typewriters and office equipment bear the Union Label of the International Association of Machinists, AFL-CIO.

Winner of first prize—consisting of one thousand dollars, a week's vacation in Washington, D. C., and a Remington Portable Typewriter—is Miss Janet Harris, a member of OEIU Local 32. Miss

Harris is bookkeeper and secretary for Locals 150 and 157 of the International Ladies Garment Workers Union in South River, N. J.

A member of Local 144 in Knoxville, Tenn., was awarded second prize consisting of \$300 in U. S. Savings Bonds and a Remington Portable. She is Miss Lucille Thornburgh, a secretary for the Knoxville Area Central Labor Council. A charter member of Local 144, Miss Thornburgh has held every office available since becoming a member in 1940.

Mrs. Betty Maguire Silverforb, a secretary for OEIU Local 174 in Hollywood, Calif.—one of the largest white collar locals in the country—won a \$200 U. S. Savings Bond and a Remington Portable in recognition of her placing third in the contest.

The following OEIU members received honorable mention awards of a \$25 U. S. Savings Bond:

Mrs. Dorla Davies, Waukesha, Wis., Local 9; Mrs. Marion Burns Deuser, Kansas City, Mo., Local 320; Miss Carmel Doran, Chicago, Ill., Local 28; Mrs. Dorothy M. Gallagher, Seattle, Wash., Local 8; Mrs. Jennie A. Griest, Detroit, Mich., Local 10; and

Miss Lila Lee Hanes, Denver, Colo., Local 5; Mrs. Alma E. Herring, Houston, Tex., Local 129; Miss Ruby F. Hogard, Long Beach, Calif., Local 30; Miss Mary Markey, Newark, N. J., Local 32; Miss Georgiana Merrifield, Minneapolis, Minn., Local 12; and

Mrs. Harmony Moreland, Eureka, Calif., Local 3; Mrs. Florence M. Pencikowski, Bristol, Conn., Local 376; Miss Nancy



OEIU 333 Entertainment Committee members whose efforts contributed to the highly successful Erie Conference are pictured left to right, front row: Sue Young, Carole Underwood, Nancy Perna, Frances Thomas. Back row: Millie Harris, Nancy Beum, Evanuae Hayborn and Ruth Handenschild. Not present at time picture was taken are Chairman Florence Severns, Mary McKenzie and President Ira Thompson.

Erie Organizational Conference Meets

Erie Organizational Conference was held in Columbus, Ohio, on

October 11, in the Seneca Hotel. Host local was OEIU 333, Ira Thompson, President. The meeting was chaired by Conference President Robert Corrigan until election and installation of new

Perna, Columbus, Ohio, Local 333; Mrs. Norma Powers, Chicago, Ill., Local 13; Mrs. Arlene M. Puckett, Portland, Ore., Local 11; Mrs. Jacquelyn W. Ratcliff, Little Rock, Ark., Local 105; Mrs. Virginia Truglio, New York City, Local 153; Mrs. Emma F. Van Deusen, Burlingame, Calif., Local 3.



President Ira Thompson, Local 333, receives award from Brother J. Howard Hicks for 100% registration of members.

president, John Richards of Toledo. George Firth was elected Secretary-Treasurer. The Conference was honored by presence of J. Howard Hicks, International Secretary-Treasurer and Henderson Douglas, Organizing Dir.

Delegates were welcomed in the hospitality room on evening preceding the conference by the entertainment committee of Local 333.