Organizational Meeting Starts Feb. 20

Special Training for Organizers Is Recommended to the OEU Board

The Executive Board of the Office Employees International Union at its recent meeting at the Hotel Lexington, New York City, went through a busy schedule. The four full-day meetings encompassed a great deal of activity.

President Coughlin outlined the International Union's plans for organization of national companies in which we have already secured a beachhead. A meeting of all International representatives, organizers and full-time local union representatives will take place in Chicago February 20-21 for the purpose of kicking off these campaigns.

President Coughlin also recommended that the OEU consider an organizational training campaign in view of difficulties encountered in trying to hire organizers who are familiar with white collar techniques and collective bargaining problems.

President Coughlin reported on the "state of the union." His report included reference to the decision of the Executive Council of the AFL-CIO to refuse to agree to a change in the name of the Office Employees International Union to the Office and Professional Employees International Union. He stated the Council felt that this change would be misconstrued by other International Unions in view of possible jurisdictional difficulties.

The Executive Board approved a request made by the Eastern and North Eastern Organizational Conferences for merger. It also acted on a number of appeals forwarded by members of Locals 2, 12 and 42. The Board discussed at great length a request forwarded to President Coughlin by AFL-CIO President George Meany, in which he asked for the ideas of the Office Employees International Union relative to legislative proposals. As a result, the Board authorized President Coughlin to submit a list of changes in the Labor-Management Relations Act of 1947, desired by the Executive Board.

The Board also instructed Secretary-Treasurer Hicks to notify the various secretaries-treasurers of the various locals concerning the methods, means and methods of simplifying local union dues procedures.

The Executive Board had the benefit of the appearance of Martin Segal, a well-known welfare and pension fund expert. Mr. Segal appeared at the request of President Coughlin in anticipation of problems arising out of the Board's discussion of the proposed Pension Plan. Mr. Segal described to the Executive Board its various choices of plans and made a number of recommendations. Thereafter, the Board also heard from Walter Colleran, attorney for the International Union, who has had a great deal of experience with the legal aspects of pension plans.

As a result, the Board adopted a plan which will be effective January 1, 1958. The details of this plan are being forwarded to all locals of the International Union.

During the Board's session, Local 153 of New York City, tendered all Board members a dinner which was held at the Hotel Lexington.

It is anticipated that the next meeting of the Executive Board will be held in May of 1958.

(Additional report on the Executive Board meeting appears in "From the Desk of the President," page 4.)

First Contract Signed
With Capitol Records

San Francisco, Calif.—Local 3 reports that in the first contract signed with Capitol Records, Inc., the negotiations provided for wage increases averaging nearly $60 per month, a union shop, a company-paid Health and Welfare Plan ($10.50 per month). The sick leave provision is improved, and the holiday and vacation schedules are better than had been enjoyed by the members prior to organization.

AFL-CIO, (Additional report on the Executive Board meeting appears in "From the Desk of the President," page 4.)

OEU ASSISTS IN PHOENIX FUND DRIVE

Jiminy Cricket, official symbol of the United Fund, issue Local 56 at Phoenix, Ariz. Pictured are, left to right, Mrs. Orren Collar, Mrs. Guy L. Harper, and Mrs. Guy L. Harper, who assisted in the drive. As a result of the assistance of the labor movement the campaign went over the million-dollar mark for the first time in the city's history.

Essay Contest
Is Announced

NEW YORK, N. Y., Nov. 7—The Textile Workers Union of America, AFL-CIO, today announced a $1,000 essay contest on the topic, "Programs for Rehabilitating the Textile Industry." William Pollock, TWUA general president, said the contest was an attempt to enlist the nation's economists in the fight to preserve and expand the American textile industry, which has suffered sharp reverses in the postwar years.

"We place this challenge before the economists of the nation," Pollock said. "What policies and programs are needed to rejuvenate this industry? How shall such programs be implemented? What part should management, labor, the public and other groups play in this effort at industrial growth?"

A board of judges consisting of Prof. Seymour Harris of Harvard University, chairman; Prof. Richard L. Lerner of Princeton University, and Prof. Frank de Vries of Duke University will select the winning essays. Deadline for entries is September 30, 1958.

Applications were invited to write for particulars in "New Horizons for Textiles," Textile Workers Union of America, AFL-CIO, 90 University Place, New York 3, N. Y.

Southwest Union Life Signs Pact

Pictured above from left to right are: Bob Collier, Secretary-Treasurer, and C. W. Bondland, Vice President of the Southwest Union Life Company, as they sign a contract with Ruth Gawne, Steward of Dallas Local 45, and Frank Morris of the OEU. The union won a $20 per month raise for their 19 members who work in the Insurance Company's office. The increase was retroactive to August 16, 1957.
December 1958

Welfare Fund Legislation

SECRETARY of Labor Mitchell gave the delegates to the recent AFL-CIO convention a preview of the Administration's recommendations to Congress involving labor legislation. In his remarks, Mitchell indicated that the proposals along with the AFL-CIO's position of having all funds both labor administered and management administered, were presented to the Congress. The majority of welfare funds in this country are currently managed administratively. While we commend Secretary Mitchell and President Eisenhower in recommending that both union and management funds be made subject to public scrutiny, we are doubtful that Congress will approve any such recommendation. It has been our experience thus far that such proposals are generally directed against union administered funds only. The AFL-CIO has to base legislation passed affecting management funds before we believe it.

Unemployment

In November, the number of unemployed increased by the abnormal figure of 700,000. This reflects the highest increase in unemployment in the month of November for the past eight years.

The AFL-CIO, in opposing the tight money policy of the Government, predicted that this would be the end result. Government and private economists are now stating that we will have to face five million unemployed by February or March of 1959. Government economists, however, are also stating that there will be an upturn in the latter part of 1958. The sudden impact of layoffs has caused the Federal Reserve Bank to relax the tight money policy. It is regrettable that this policy, which has been the foremost concern of all our business declines in the history of the nation, was adopted in the first place.

We do hope that the relaxation of the tight money policy will serve to arrest the present decline in production and consumption.

COPE

The Committee on Political Education, AFL-CIO, led by James McDevitt, is calling on the organized labor movement for funds necessary for its work. COPE calls on organized labor to contribute $1.00 per member per year for the purpose of educating wage earners to the necessity of electing candidates to office regardless of political party, who work for their welfare. Director McDevitt points out that candidates friendly to the oil, natural gas and big business have no trouble in getting the funds necessary for their campaigns. He stated that fifty of the richest Americans contributed more than $500,000 during the 1956 election campaign. Forty-six gave $499,350 to the Republican organizations and four gave $14,000 to Democratic organizations. While organized labor cannot hope to match these contributions, it is imperative that every union member voluntarily contribute at least $1.00 for the purpose of being represented in the halls of Congress.

Local 29 Holds Christmas Party

Following the December membership meeting of Local 29, the entertainment committee, chaired by Alton Berger, with the help of Josephine Correa, Ricky Sins and Shelton Mitchell, held a family Christmas party for "children of all ages." Each member was asked to bring a "white elephant" gift and some of these proved that the members of Local 29 have a terrific imagination. The party was reported to be a huge success and created an opportunity for the members to get together and acquainted with their fellow members.

Preway Employees Legalize Union Shop

Recently Local 95 finished negotiations with Preway, Inc., which provided for a union shop, subject to ratification by the employees and authorization of a union shop by the winning of an election conducted by the Wisconsin Employment Relations Board, in accordance with State law. The employees voted overwhelmingly for a union shop.

The contract, the first of its kind in the Northwest Industries Inc., provides for wage increases averaging $8 per week per member, and as high as $36.50 per week in some classifications. The job evaluation system was re-established, and new scales were set up for all classifications which resulted in adjustment in raises for all but three employees. The starting rate for all wage classifications was raised to $65 per week, plus automatic progression increases of $2.50 per week every six months through the next five years. Paydays were changed from semi-monthly to every two weeks, in accordance with the request of the employees. Since the same amount will be retained every two weeks instead of semi-monthly, this amounts to an additional increase. The vacation clause provides for two weeks after one year, and three after 15 years. An additional clause provided as a result of these negotiations is a provision allowing each employee 40 hours per year time off with pay for personal reasons. The sick leave has been formalized and each employee is now entitled to two weeks per year. When employees are required to work on paid holidays, they will now receive time and one-half for time worked.

All promotions will be made from within, in accordance with the job posting plan, and effective classes were regularized covering grievance procedure, arbitration, layoffs and recall, seniority and overtime.

At Lewinowski's, the organizers announced organizing at Clifford Anderson, Dixanie Anderson and Harold Hamm.

OEIU Wins Unique Strike

Chattanooga, Tenn. — OEIU Local 179 has been seeking recognition for the office employees of the Industrial Uniform Service, a Division of National Industrial Laxus, for a period of over a year. A petition was filed with the NLRB many months ago, which resulted in a hearing held at Chattanooga in September, 1957, but no decision was handed down. The company refused to negotiate for a recognition agreement in a volunteer manner and the NLRB did not demand the company records.

During November one of our members was struck for three days because of illness and the company refused to pay him for the three days lost time, as had been the policy in the past. Thereupon, the OEIU set up a picket line in front of the office at 7 a.m. The plant employees were given the picket line and employees of the plant. The plant employees were only ten minutes late in getting to work. Ironically, enough, three days after the company agreed to recognize, the NLRB finally signed an order for another hearing but Local 179 has already withdrawn the petition because a recognizes that have been obtained.

Organizational Meeting Planned

(Continued from page 1)

majority of our members enjoy our Club in the hope that our organizational efforts will have some effect in the U.S. and Canada. Our organizers and representatives are being directed to increase this organizational meeting in Chicago on February 26-27. All OEIU local unions employing full-time representatives are requested to send these representatives so that our campaign can be put into effect at approximately the same time. Director of Organization, Clifford Anderson will outline the procedures to be followed and the methods to be used in each specific organizational effort. Those representatives who have the ability to be translated into contact with these campaigns will be called on to outline where they feel this feeling should be the most productive approach as a result of their experiences. President Coughlin emphasizes the fact that this meeting will, of necessity, be completely different from those of our usual Organizational Conference meetings. The purpose of this meeting is to provide contact with specific companies. The com missioned to be organized will be the location and the organization will be in the hands of committees coordinate in various parts of the country and various co-
Local 95 Improves Conditions

Port Edwards, Wis.—As a result of recent negotiations between the Pickalbo-Eskridge Paper Company and OEU Local 95, all em-
ployees received a 5¢ per hour general wage increase effective July 4, 1957, a third week's vaca-
tion starting on October 1, and an extra half-holiday on Christ-
mas Eve. The accumulation of sick-leave time for 16 years or more was increased to a maximum of 10 days per month, to be carried over a full 12 months. The provisions covering promotional procedures, job potting, merit review and vacation eligibility were improved. In addi-
tion to the above, the layoff and recall clause was clarified to the advantage of the employees.

The bargaining committee rep-
resenting Local 95 consisted of Chairman John Bull, Revere Frost, Bruce Falknor, Tom Bowes, Arnold Shepherd and Bob Martin. The company was represented by In-
ternational Representative Ar-
lephant, who reports that the employees are very happy with this settlement.

Signing at Berkeley, Calif.

First Office Worker Strike in B.C. Won by OEU

The office employees of National Paper Box, Ltd., at Vancouver, British Columbia, recently completed a successful strike after only three days. This strike, which is believed to be the first by the office employees in British Columbia, was brought about because of a plant union walkout and was quickly settled by the company.

The company offered to continue the strike by January 1, 1957. Jack Wad-
dell, President of Local 15, and Herbert Dow, Vice President, both gave their support to the company and agreed to settle the strike, which was quickly settled by the company.

Canadian Corner

By LLOYD CHAPMAN
President, Canadian Organization Conference

Shorter Workweek For the Majority

More than 64 per cent of office workers in the manufacturing in-
dustry were working a 37-hour shorter workweek in April 1957, the lowest since 1949, according to informa-
tion released today by Hon. John St. Clair, Minister of Labour.

The Department's annual survey of working time was conducted by the Economics and Research Branch, revealed this in-
formation. More than 225,000 office workers in manufacturing covered by the sur-
vey were on a 3-day week in April 1957 compared to 67.5 per cent in 1956.

(Author's note: This information is not available from the Department of Labour's survey of office workers for the previous year, as the survey was not conducted.

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Local 17 Wins Arbitration Award

Recently in an arbitration case before Joseph C. Skibniewski, Local 17 was successful in preserving the grievance of several members of the Chase Brass Company, Cleveland Mill Division. Following is an exact copy of the award in the case.

**Agreement**

The parties herein agree that the following shall be done and that the claim shall constitute full compliance with the award of Arbitrator:

1. That the Arbitrator, in the matter of the Chase Brass & Copper Co., Cleveland Mill Division, and the Officers Employes International Union, Local No. 17, A. F. of L., dated November 21, 1957, rendering in full as follows:

2. "The award of the Arbitrator that the grievance be upheld. The employers involved are to be made whole for any amount of money lost as a result of the action of the Chase Brass & Copper Co., Cleveland Mill Division, and the Officers Employes International Union, Local No. 17, A. F. of L., dated November 21, 1957, rendering in full as follows:

3. "The award of the Arbitrator that the grievance be upheld. The employers involved are to be made whole for any amount of money lost as a result of the action of the Chase Brass & Copper Co., Cleveland Mill Division, and the Officers Employes International Union, Local No. 17, A. F. of L., dated November 21, 1957, rendering in full as follows:

The Best Cancer Insurance

**Title:** The Best Cancer Insurance

**Text:**

**Local 17 Elects Officers**

The following are the elected officers, stewards and executive board members of Local 90, the Taff's Department Store.

**President:** Nicholas Bonaccorsi, vice president; A. L. Haagen, secretary-treasurer; R. A. Coughlin, recording secretary; Vincent Ferraro, financial secretary; Mary K. Johnson, business agent; Dan L. Penna, national delegate; Paul C. Kiley, national delegate; L. J. Pina, national delegate.

**Executive Board:**

- John J. Coughlin, president
- John J. Coughlin, vice president
- Joseph J. Hagan, secretary-treasurer
- John J. Coughlin, executive board member
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**The White Collar**

**Title:** The White Collar

**Text:**

**State Interference**

During the course of the recent Executive Board meeting, in my report I presented to the Board numerous problems with which we are being confronted. A number of these deal with the interference of one of our states in labor matters covered by the Labor-Management Relations Act of 1947. For example, a suit was filed in Seattle against our International Union by a member discharged by an organization under contract to our Local 90 in that city. The Labor-Management Relations Act of 1947 provides that any such discharge can be contested through our NLRB procedure within a period of six months. In this instance the individual waited for a period just short of three years before filing suit in a state court. Despite the fact that in numerous instances the U. S. Supreme Court has ruled that such cases are subject to national legislation, the member refused to accept the suit and we were forced to bear the expense of defending the suit.

In Houston, Texas, our local union conducted a strike against a company clearly in interstate commerce, we were enjoined and sued by the company. The Johnson administration is about to make a decision with regard to this case which will determine the rights of labor to organize in the state of Texas. The Johnson administration is about to make a decision with regard to this case which will determine the rights of labor to organize in the state of Texas. It has been reported that the Texas Federation of Labor has complained to the Johnson administration about our union organization. The Johnson administration is about to make a decision with regard to this case which will determine the rights of labor to organize in the state of Texas.

**The Best Cancer Insurance**

**Title:** The Best Cancer Insurance

**Text:**

**From the Desk of the President**

Howard Coughlin

**Title:** From the Desk of the President

**Text:**

Local 33 Elects New Officers

Pitcairn, Pa.—At its November meeting, Local 33 accepted the re-election of the executive board. The officers of a small community, affecting the litigation of the organization, want to weaken, if not destroy, the organization without any proof of its existence.

President, Frank Broderick; vice president, Rose Cohen; secretary-treasurer, Anna Mocarski and others discharged by an organization under contract to our Local 90 in that city.

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