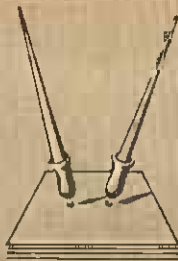




WHITE

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Office Employees International Union



No. 154

JANUARY, 1958

17

Organizational Meeting Starts Feb. 20

Special Training for Organizers Is Recommended to the OEIU 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 OEIU 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 secretary-treasurers of our local unions of ways, 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 local unions 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 comment 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.

OEIU Assists in Phoenix Fund Drive



Jimmy Cricket, official symbol for the United Fund, joins Local 56 at Phoenix, Ariz. Pictured are, left to right, Mrs. Orren Kennedy, Mrs. Jesus Molina 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 pro-

grams are needed to rejuvenate this industry? How shall such a program 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 Lester of Princeton University, and Prof. Frank de Vyver of Duke University will select the winning essays. Deadline for entries is September 30, 1958.

Applicants were instructed to write for particulars to "New Horizons for Textiles," Textile Workers Union of America, AFL-CIO, 99 University Place, New York 3, N. Y.

AT the last convention of the Office Employees International Union at Minneapolis, Minn., the delegates in attendance unanimously approved President Coughlin's plan to extend organization of companies throughout the United States and Canada in which we have already organized a segment of segments. It is the feeling of President Coughlin, the International Union Executive Board and the convention delegates that we will be more successful in extending organization in those companies in which we have already attained collective bargaining gains through a collective bargaining relationship.

As has been stated on numerous occasions, the OEIU is probably the only truly white collar union in the United States and Canada because of the fact that it is established at some point in practically every industry in those countries. For example, our union has been successful in the paper industry, machine manufacturing, can, rug, ready, baking, banking, insurance, direct mailing, brewing, shipbuilding, soft drinks, ice cream, trucking, and numerous other segments of our industrial society. Our contracts in most of these industries reflect high levels of wage rates and excellent working conditions. Fringe benefits obtained include life insurance, sickness and disability benefits, hospitalization and, in some instances, home and office doctors' visits, are some of the best in the nation. In most cases the OEIU has been able to obtain adequate pension plans. The great
(Continued on page 2)

Southwest Union Life Signs Pact



Pictured above from left to right are: Bob Collier, Secretary-Treasurer, and C. W. Bookout, Vice President of the Southwest Union Life Company, as they sign a contract with Ruth Gavne, Steward of Dallas Local 45, and Frank Morton of the OEIU. 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.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS,
Secretary-Treasurer



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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, the Secretary stated that the Administration goes along with the AFL-CIO's position of having all funds both labor administered and management administered, made public.

The vast majority of welfare funds in this country are management administered. 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. We will have to see 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 flatly that we will have four to five million unemployed by February or March of 1958. 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 forerunner of all of 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 will 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.

For example, 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 Aileen Barger, with the help of Junemarie Correia, Ricky Sims 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 better acquainted with their fellow members.

OEIU Delegates at AFL-CIO Convention



Pictured above, left to right are: Mrs. Thelma O'Dell of Local 10, Detroit, John Richards of Local 19, Toledo, and Delegates Howard Coughlin, OEIU President, Nicholas Juliano, Vice President and Edward P. Springman, Vice President. Secretary-Treasurer Hicks was also a delegate but was not present at the time this picture was taken. Sister O'Dell and Brother Richards, although not delegates, were much interested in the proceedings of the convention. They both attended as visitors.

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 since the organization of this plant, provides for wage increases averaging \$8 per week per employee, and as high as \$16.50 per week in some classifications. The job evaluation system was re-negotiated and rates were set up for all classifications which resulted in adjustment in-

creases for all but three employees. The starting rate for all male classifications was raised to \$65 per week, plus automatic progression increases of \$2.50 per week every six months through the next three to 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 received 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.

Another new condition enjoyed 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 employe is now entitled to two weeks per year. When employes are required to work on paid holidays they will receive triple time for time worked.

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

Art Lewandowski assisted the organizing committee consisting of Clifford Anderson, Dixieanne Anderson and Harold Hamm.

OEIU Wins Unique Strike

Chattanooga, Tenn.—OEIU Local 179 has been seeking recognition for the office employes of the Industrial Uniform Service, a Division of National Industrial Laundries, 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 stipulate that they were in interstate commerce and the NLRB did not demand the company records.

During November one of our members was absent 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, members of the Teamsters and Laundry Workers Unions, refused to cross our picket line. At 7:40 a. m. of the same day the company paid the member for the three days lost time which had been deducted, and in addition recognized Local 179 as the bargaining agent for its employes and agreed to negotiate a contract.

The reason this strike is unique is because it resulted in no time lost for the OEIU members and the plant employes were only ten minutes late in getting to work. Ironically enough, three days after the company agreed to recognition, the NLRB finally signed an order for another hearing but Local 179 had already withdrawn the petition because recognition had been obtained.

Organizational Meeting Planned

(Continued from page 1)
majority of our members enjoy a 35-hour work week. We have been assured by impartial agencies that our collective bargaining agreements are some of the finest in the U. S. and Canada.

All full-time organizers and representatives are being directed to attend this organizational meeting in Chicago on February 20-21. All OEIU local unions employing full-time representatives are invited to send these representatives so that our campaigns can be put into effect at approximately the same time. Director of Organization Douglas and President Coughlin will outline the procedures to be followed and the methods to be

used in each specific organizational effort. Those representatives who have been successful in certain of these campaigns will be called on to outline what they feel 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 difference is in the direct approach to specific companies. The companies to be organized will be named. Their locations will be given to the organizers in attendance. Organizational campaigns will be coordinated in various parts of the country and various co-

ordinators will be assigned. Those in turn will be called on to make regular reports on each of the campaigns to Director of Organization Douglas. In those instances where we will not be able to assign a specific organizer due to lack of manpower, we will call on the AFL-CIO to assist us.

We believe that this meeting will be one of the most important in OEIU history. It has been pointed out to us by numerous economists that we are passing through a phase in our economic history whereby business is declining and the shortage of clerical workers, which has been felt for the past ten years, is easing. In the near future it will not be possible for a clerical who feels that he is dissatisfied with his present position, to walk out and obtain another one within a matter of hours. Organization and collective bargaining will be needed in the coming months more than ever before. OEIU local unions can share in the growth of the International Union by having their full-time representatives in attendance at this most important meeting.

The Hamilton Hotel at 20 South Dearborn Street in Chicago, Ill., has been selected for the purpose of this two-day session. The management has assured us that they will accommodate delegates at rates ranging from \$6 to \$9 for single rooms. All OEIU local unions are urged to make their reservations early.

Contribute
to the
March of Dimes

Merger Takes Place in Ohio

Local 75, Kent, Ohio, has merged with Local 17, Cleveland, following decertification proceedings at the Lamb Electric Co. in Kent. Upon a petition being filed for decertification of Local 75, the local withdrew and Local 17 entered the picture and won the election handily. Don Filmer, business agent of Local 17, and Harold Diebler, Erie organizational conference organizer, worked together successfully to win the election.

Rail Brotherhood Employs Balloting

The independent union of office employees at the Brotherhood of Locomotive Firemen and Enginemen general offices in Cleveland is conducting a referendum ballot to determine whether it will affiliate with Local 17, OEIU.

The Brotherhood of Locomotive Firemen and Enginemen itself recently affiliated with the AFL-CIO.

Local 32 Signs With Drug Firm

Local 32 has renewed its agreement with New Jersey Wholesale Drug Company, Hillside, N. J., with a provision for a total 24½-cent hourly wage increase during the life of the agreement.

A 14½-cent general increase for 31 clerical employees at the company is retroactive to October 1, 1957. Twelve telephone sales clerks receive an additional five cents an hour by virtue of a reclassification. A second general increase, 10 cents an hour, becomes effective October 1, 1958.

Milwaukee, Wis.—The employees of television station WITI voted to be represented by OEIU Local 9 in an NLRB election held recently. These office employees voted better than two to one to be represented by OEIU Local 9.

Local 95 Improves Conditions

Port Edwards, Wis.—As a result of recent negotiations between the Nekoosa-Edwards Paper Company and OEIU Local 95, all employees received a 5 per cent general wage increase retroactive to June 4, 1957, a third week's vacation after 12 years instead of 15, and an extra half-holiday on Christmas Eve. The accumulation of sick leave was adjusted to allow accumulation to a maximum of 8 full weeks. The provisions covering promotional procedure, job posting, merit review and vacation

New Organizer Appointed



John F. Fitzmaurice has recently been appointed as an organizer for the Eastern Organizational Conference. At the present time he is working out of Philadelphia.

Brother Fitzmaurice has had many years experience in the labor movement, having been active first in the Brotherhood of Railway Clerks and later in the Hotel and Restaurant Employees Union. Immediately prior to his appointment as an OEIU representative, he was acting as business agent for a local union of the Hotel and Restaurant Workers.

Brother Fitzmaurice has been highly recommended by the labor movement in the area from which he comes.

Living Cost Index Drops in Canada

Ottawa, Ont.—The consumer price index in Canada, which had risen every month for more than a year, declined in November for the second month in a row as the result of a drop in food prices.

The index went from 123.3 at the end of October to 123.1 at the end of November, the same decline as in the previous month.

The dip in the food index, from 120.2 to 118.8, more than offset increases in other components.

eligibility were improved. In addition to the above, the layoff and recall clause was clarified to the advantage of the employees.

The bargaining committee representing Local 95 consisted of Chairman John Bull, Revae Frost, Bruce Falkner, Tom Bowes, Arnold Brost and Marge Wheir. This committee was represented by International Representative Art Lewandowski, who reports that the employees are very happy with this settlement.

Signing at Berkeley, Calif.



The negotiators look on as the Cutter Laboratories contract, with its \$25 a month increase, is signed. Seated, left to right, are John Kinnick and Leah Newberry, Local 29 officers, and A. K. Beckley of Cutter's. Standing, left to right, are Mary Jane Coopman of the union's negotiating committee, C. J. McDevitt of the company and Deloris Wilkes of the negotiating committee. Mary Schaeffer, another valuable committee member, unfortunately could not be present for the occasion.

Sign in Chicago For 6 Per Cent Increase

Utica, N. Y.—A new agreement between the Chicago Pneumatic Tool Company and Local 281 provides for a 6 per cent general increase with a minimum of \$4 per week. All increases applied to the minimum and maximum of the rate ranges. A cost-of-living formula provides for 1 cent per hour for each half point increase in the cost of living. The company also agreed to pay insurance premiums for 20 weeks while the employee is disabled. The previous agreement provided for 13 weeks.

The negotiating committee consisted of Jane B. Rowe, Margaret E. Carso, Alice E. Terzi, and John R. Woodward. The committee was assisted by OEIU Representative Leo Wallace.

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Oakland, Calif.—Business Representative John Kinnick announced that as a result of recent negotiations with the employers and Local 29, the following settlements were effectuated:

McKesson & Robbins. After the twenty employees of this company had taken a strike vote by secret ballot, a settlement was reached providing increases of \$18 per month retroactive to August 1, and the sick leave clause was improved. The contract will be in effect for two years, with a reopening in 1958, for negotiation of wages and one fringe benefit. The Central Labor Council of Alameda County assisted Local 29 in settling this agreement.

Todd Shipyards. The two timekeepers at Todd's are now making \$428 per month (\$2.46 per hour) as a result of a 15c an hour increase effective July 1, 1957. In addition to the wage increase, 5c per hour will be placed in a holiday fund for each employee.

Credit Bureau of the Greater East Bay. A two-year agreement has been reached with the following additional benefits for the 80 members of Local 29: (1) Effective October 1, 1957, a new clause to the contract which will grant time off to an employee who has been employed for 6 months or longer for a death in the family (father, mother, sister, brother, daughter, son, wife, husband, mother-in-law, or father-in-law). The time off shall not extend beyond seven working days without approval of the company. The first three days shall be with pay and any additional days without pay. Sick leave to permit time off for medical, dental and eye check-ups or care, to be charged against the employee's sick leave. (2) Effective January 1, 1958, three weeks' vacation after five years' continuous employment, and thereafter annually. (3) Effective April 1, 1958, a \$19 monthly increase in all classifications. (4) Effective October 1, 1958, the employer shall pay the premium of each employee for the Kaiser Health Plan, D coverage for the California Physicians Service Plan 24. (At the present time the Kaiser Plan costs \$6.15 per month and CPS 224 costs \$6.73 per month). (5) Effective April 1, 1959, a \$10 monthly increase in all classifications.

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Canadian Corner

By LLOYD CHAPMAN
President, Canadian
Organization Conference



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Shorter Workweek For the Majority

More than 64 per cent of office workers in the manufacturing industry were working a 37½-hour, or shorter workweek in April 1957, as compared with only 45.8 per cent in 1949, according to information released today by Hon. Michael Starr, Minister of Labour.

The Labor Department's annual survey of working conditions, which is conducted by the Economics and Research Branch, revealed this information. More than 90 per cent of the 225,000 office workers in manufacturing covered by the survey were on a 5-day week in April 1957 compared to 67.5 per cent in 1949.

(Further details are contained in the November issue of the Labour Gazette).

The survey showed that more than 75 per cent of the employees covered were in establishments which made provision for paid vacations of three weeks, usually after 15 years'

service. A year ago the proportion of office employees receiving paid vacations of three weeks after 15 years' or less service was 62.4 per cent and the comparable figure in 1949 was only 10.3 per cent.

In 1957 as in 1956, eight paid statutory holidays was the most commonly granted number. However, there was a continuing increase in the proportion of office employees who received nine or more statutory holidays per year. In April 1957, 24.9 per cent of office employees were in the "nine or more, statutory holidays" group compared with 20 per cent in 1954 and 16.9 per cent in 1949.

Group life insurance was available to 93.5 per cent of the office workers covered by the survey compared to 90.5 per cent in 1956 and 87.4 per cent in 1954. Pension plans were available to 81.3 per cent of the office workers covered in 1957 compared with 78.4 per cent in 1956 and 71.7 per cent in 1954.

Cost of Living Again Rises

The cost of living started up again in November after a one-month pause. Employment continued to decline and purchasing power sagged. The consumer price index of the Labor Department's Bureau of Labor Statistics, which had stayed put at 121.1 in October after a steady 13-month climb, moved up to 121.6 in November, an increase of four-tenths of one per cent.

The latest increase means that record new highs have been established in 14 of the last 15 months. The November reading was 6.1 per cent higher than that in February 1956 just before the long upward climb took off.

In a separate report released at the same time as the new higher CPI figure, the Labor Department said the purchasing power of industrial workers dropped seven-tenths of one per cent in November because of higher prices and a shrinking of the average workweek to 39.2 hours.

The take-home pay of a factory worker with three dependents slid to \$74.91, a decrease of 3.3 per cent from November 1956. A worker with no dependents took home \$67.51.

Local 74 Renews Agreement

Cornell, Wis.—The Cornell Paperboard Products Company and OEIU Local 74 recently negotiated a new agreement which provides for increased wages and job rates by \$4 per week, and an additional paid holiday to be taken either the day before or the day after July 4, or at the employee's convenience. It also provides improvement in the sick leave clause, personal time off allowance, the jury duty clause, as well as in that portion pertaining to leaves of absence and the procedure covering promotions.

The committee representing the local union consisted of Bernice Swanson, Velma Knez, Nancy Stanley, Harold Hurlburt and Kathryn McCann.

There was only one problem left for future consideration, and that was five jobs that the union claimed belonged in the unit, but the company requested that they be excluded. This issue is to be considered within 60 days.

OEIU Representative Art Lewandowski reported that the membership employed by Cornell Paperboard Products Company are very happy with this new agreement.

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

The office employees of National Paper Box, Ltd. at Vancouver, British Columbia, recently completed a successful strike after only two days on the picket line. This strike, which is believed to be the first by the office employees in B. C., brought about a complete shutdown of the plant. In addition to the office workers, 140 members of the plant union walked

out, completely stopping the operations of the company.

The strike received front page publicity in the local newspapers and was given wide coverage through local radio and TV stations.

The settlement terms included a union shop, wage increases ranging from \$25 to \$45 a month, improved sick leave and rest periods included in the contract retroac-

tive to January 1, 1957. Jack Waddell, President of Local 15, and Herbert Dow, Vice President, are both employed by the company involved in the strike. Special tribute was paid to these office workers of National Paper Box, Ltd. who manned the 24-hour picket line. Bill Lowe, OEIU Organizer, planned the strike strategy and was instrumental in bringing about the final settlement.

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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 by some 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 OEIU Local 8 in that city. The Labor-Management Relations Act of 1947 provides that any such discharge can be contested through its 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, this state court accepted the suit and we were forced to bear the expense of defending the suit.

In Houston, Texas, after our local union conducted a strike against a company clearly in interstate commerce, we were enjoined and sued by the company, again in the face of Supreme Court decisions which stated that such injunctions and suits had no legal basis.

Much of the confusion around the question of state court jurisdiction as opposed to Federal domain, could be avoided if Section 14 (b) of the Taft-Hartely Act, which invites states to make their own labor legislation, was amended. It is this section of the Act which has resulted in so-called "right-to-work" laws.

In the Houston case the Texas Federation of Labor has assigned its attorneys to fight the efforts of the Houston Light and Power Company to use state courts where the U. S. Supreme Court has definitely held that state courts do not have jurisdiction. Despite the fact that this confusion of jurisdiction of courts could be avoided by amending Section 14 (b) of the Taft-Hartley Act, it is doubtful that such legislation will be effectuated. I think it is doubtful because the National Association of Manufacturers and the U. S. Chamber of Commerce continue to wage their fight for such "right-to-work" laws and, further, are now pushing for a national "right-to-work" law. These organizations want to weaken, if not destroy, unionism one way or another. If they can't do it nationally, they intend to do it locally through the states.

It is difficult for a union today to know what it can safely do in the field of organization without becoming enmeshed in litigation in state courts where only Federal jurisdiction exists. Prior to the passage of the Taft-Hartley Act, intra-state commerce vs. interstate commerce was clearly defined. With the advent of Section 14 (b) of the Act, which gave to the states the right to make their own labor legislation, in contrast to the NLRB's discretionary use of standards in existence affecting interstate commerce, the labor movement is hopelessly confused. It is quite possible for a union to find itself involved in litigation in a state court and the National Labor Relations Board concerning the same proceeding. It will be interesting to learn of the President's recommendations to Congress regarding the field of labor legislation. We are wondering whether or not he will allow this state of confusion of jurisdiction to continue.

Stamford Local Elects Officers

The following are the elected officers, stewards and executive board members of Local 90, Stamford, Conn., for 1958:

President, Nicholas Bolanis; vice president, Alexander Piorkowski; secretary-treasurer, Raphael O'Connell; recording secretary, Vincent Fasano; trustees, Louis J. Perna, Ramona Napolitano and Julius C.

Piorkowski; additional members of the Executive Board, Julia Kubis, Anna Mocariski and Bowen A. Dunn; chief steward, Charles H. Fisher; steward—dispatchers, clerks—service building, tel. operators, lab, Bowen A. Dunn; steward—timekeepers, Percy (Jack) Fitzpatrick; steward—Rm. 353 Prod. Dept., Pump Sales, Purch and Ridgeway, Arthur T. Carroll; steward—Rm. 353 all others, Maurice Johnson.

Local 33 Elects New Officers

Pittsburgh, Pa.—At its November meeting OEIU Local 33 accepted the return of the autonomy of the local union. This local has been in trusteeship as a result of a request by its Executive Board since the ending of the department store strike in Pittsburgh, which left the local in financial straits. Upon the return of autonomy elections were held at the November meeting and the following officers will now carry on the affairs of Local 33:

President, Frank Broderick; vice president, Rose Cohen; secretary-treasurer, Jo Lanz; recording secretary, Dorothy Kelly; executive board members, Margaret D. Kissinger, Frank McConnell, Helen Gordon, Charles Jarac and Ann Coyne; trustees, Thelma Roach (three-year), Dorothy Boyle (two-year) and Jane Tait (one-year); business representative, Elmer A. Cole; guard, Anthony Brajdic; guide, Jane Hoffman McMahon; delegates to the Pittsburgh Central Labor Union, Margaret D. Kissinger, Jo Lanz, Dorothy Boyle, Dorothy Kelly, Rose Cohen, Frank Broderick, Sally Douty and Maye Weinheimer.

President Coughlin stated he was very happy that Local 33 had been able to recover its financial position to the point where it could handle its own affairs, and wished them every success for continued growth in the Pittsburgh area.

Housing Authority Grants Increase

San Pablo, Calif.—Mabel DeForrest, secretary-treasurer of Local 243, announced the re-negotiation of an agreement between that local and the San Pablo Housing Authority. The new agreement provides for a \$35 per month across the board increase, \$12 per month for a Health and Welfare Plan, and a reduction of 30 minutes per day in the work schedule, with no change in pay as a result.

Reach Settlement With Optometrist

Oakland, Calif.—Local 29 announced that a settlement has been reached with Dr. R. M. Layne, Optometrist, after many meetings and with a strike deadline only

Local 17 Wins Arbitration Award

Recently in an arbitration case before Joseph G. Stashower, Local 17 was successful in prosecuting the grievance of several employes of the Chase Brass Company, Cleveland Mill Division. Following is an exact copy of the award in this case:

Agreement

The parties hereto agree that the following shall be done and that the same shall constitute full compliance with the award in the Arbitration before Joseph G. Stashower, Sole Arbitrator, in the matter of the Chase Brass & Copper Co., Cleveland Mill Division, and the Office Employees International Union, Local No. 17, A. F. of L., dated November 21, 1957, reading in full as follows:

"It is the award of the Arbitrator that the grievance be upheld. The employes involved are to be made whole for any amount of money lost by reason of the action of the Company."

(a) Gordon Stack shall be reassigned to work as Dispatcher in the Sheet Mill on the 7-3 shift, effective 12-9-57. Further, Gordon Stack shall be paid \$90.72, such amount serving to make him whole, per the Arbitrator's award, for any amount of money lost.

(b) Donald Miller shall be reassigned to work as Dispatcher in the Sheet Mill on the 3-11 shift, effective 12-9-57. Further, Donald Miller shall be paid \$157.92, such amount serving to make him whole, as per the Arbitrator's award, for any amount of money lost.

(c) Charles Schultz shall be reassigned to work as Dispatcher in the Sheet Mill on the 11-7 shift, effective 12-9-57. Further, Charles Schultz shall be paid \$97.82, such amount serving to make him whole, per the Arbitrator's award, for any amount of money lost.

(d) Sanford Mills shall be reassigned to work as Company Bus Driver, effective 12-9-57. Further, Sanford Mills shall be paid \$441.54, such amount serving to make him whole, per the Arbitrator's award, for any amount of money lost.

(e) John McGonegal shall be reassigned to work as Employee Service Clerk, effective 12-9-57. Further, John McGonegal shall be paid \$126.80, such amount serving to make him whole, per the Arbitrator's award, for any amount of money lost.

(f) Dan Campbell will be offered reassignment as Senior Mail Clerk, effective 12-9-57. Further, since Dan Campbell commenced work for another company at a higher rate of pay immediately following his separation from active employment at Chase Brass & Copper Co., Incorporated, it is understood that he lost no money and is made whole by the offer of reemployment.

(g) Charles Evar will be offered reassignment as Plant Metallurgical Assistant C/II, effective 12-9-57. Further, Charles Evar will be paid \$96.80, such amount serving to make him whole, per the Arbitrator's award, for any amount of money lost.

Further, it is agreed between the parties hereto that the matter of the Forms Control & System Analyst, as expressed in Grievance No. 136, is considered settled to the mutual satisfaction of each of the parties as of this date.

This settlement shall not establish a precedent for any future settlement of any similar case, since the settlement is based on facts and circumstances peculiar to this specific case.

Agreed to this _____ day of December, 1957.

hours away. The settlement calls for an increase of \$3.50 per week the first year and \$2.50 the second year for all people with nine months service. The starting rates have been increased by \$3 a week for the first year and \$2 a week the second year.

Shop steward Ruth Everett assisted in the negotiations along with Business Representative Norman Amundson.

The Best Cancer Insurance

Safeguards against the hazards of modern living include health and life insurance, social security, annuities, and other forms of protection. But the picture is incomplete unless we protect ourselves against the hazard of cancer, a disease that kills one man, woman or child every two minutes in the United States.

Cancer insurance can be underwritten by no agent but yourself and your doctor. It involves a two-fold course of action urged by the American Cancer Society: first, visit your family doctor for a health checkup once a year; second, know cancer's seven danger signals.

The annual health checkup should be a family project because cancer may strike the young and old, as well as men and women in their prime.

Between examinations everyone should be alert for the appearance of any one of cancer's danger signals: (1) Unusual bleeding or discharge. (2) A lump or thickening in the breast or elsewhere. (3) A sore that does not heal. (4) Change in bowel or bladder habits. (5) Hoarseness or cough. (6) Indigestion or difficulty in swallowing. (7) Change in a wart or mole. None

of these signals necessarily means cancer. If a signal lasts longer than two weeks, go to your doctor to find out if it means cancer. Only he can determine its true nature and suggest proper treatment.

The approved methods of treating cancer are surgery and radiation. Because cancer is not one disease but many, all of which have a common characteristic—an abnormal growth of cells of the body—the talents of specialists are needed to diagnose and treat it: the internist, the pathologist, the surgeon, the radiologist, and many others.

Better anesthetics, new antibiotics and new chemicals to control surgical shock make it possible for bolder and safer cancer operations.

Although no chemicals have yet been found to cure cancer, a number of them have been used effectively in the treatment of disseminated cancers and in alleviating pain.

One of every three cancer sufferers is now being saved. A few years ago one of four cancer victims was being saved. We are, as one cancer authority puts it, "moving perceptibly nearer our goal day by day. The exact distance yet to

be travelled, however, is not known."

But this time is no time to sit back complacently and leave the problem of cancer solely in the hands of the researchers.

Despite the advances in our knowledge about cancer and the improved techniques for diagnosis and treatment, 75,000 cancer patients died last year who could have been saved by earlier diagnosis and treatment. And another 75,000 will probably die this year, who might have been saved.

What must be done to prevent the tragedy of these needless deaths? The answer lies within ourselves. We can protect ourselves and our families through the annual checkup and by being alert to the cancer danger signals between checkups. And we can share in the support of the American Cancer Society's three-fold attack against cancer—through education, research and service. We can close ranks with the 2,000,000 volunteers of the American Cancer Society and the thousands of research scientists working together to bring us closer to our goal of victory over cancer.