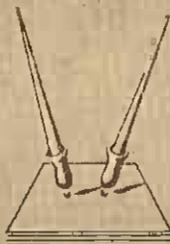




WHITE

Official Publication of the



COLLAR

Office Employees International Union



Push Drive To Unionize On Lakes

THE Maritime Trades Department called a special organizational meeting in the City of Detroit for purposes of having its 13 affiliated International Unions act in concert towards the complete unionization of seaway and shore-side companies in the Great Lakes region. This meeting held at the Hotel Wolverine on February 22nd and 23rd was jam-packed with representatives of all affiliated Unions.

Paul Hall, President of the Maritime Trades Department, and Secretary-Treasurer Harry O'Reilly presented a concrete program designed to unionize the companies involved with the complete cooperation of all affiliated International Unions. A coordinator will be appointed for purposes of having all Unions direct their attention at target companies at the same time. Plans were made for publicity, a joint publication and joint participation of Local Unions and port councils in the Great Lakes port cities.

Speaker after speaker expressed the enthusiasm of the Unions involved in this first large organizational venture of the Maritime Trades Department.

Office Employees International Union President Howard Coughlin addressed the

Great Lakes Campaign On



President Howard Coughlin of the OEIU addressing Great Lakes Organizing Conference called by the Maritime Trades Department, AFL-CIO, in Detroit.

meeting and emphasized the need for the unionization of clerical employes in the companies involved. He also offered the complete cooperation of the Office Employees International Union. He stated that our Union is the leader in the white collar field and mentioned that we had a dozen organizers present in the room ready, willing and able to organize in the Great Lakes region.

Our recent affiliation with the Maritime Trades Department follows closely on our affiliation with the Metal Trades Department and the Industrial Union Department.

The Office Employees International Union is thus pushing out in all directions in the organizational field.

(Pictures of the Great Lakes Organizing Conference, Page 2.)

Local 42 Signs First Agreement With CHA

DETROIT, MICHIGAN — The first contract with Community Health Association was signed by Mr. Glyn Meyers, director of Business Services of CHA, and Winifred Shapero, president of Local 42. The negotiation committee consisted of Judith Allen, office steward; Mr. Roy Hudenburg, director of Clinic Facilities and Miss Elizabeth Bamberger, executive assistant.

Community Health Association (CHA) is a new medical care-health service association recently organized by a group of citizens in Detroit on a voluntary, non-governmental, non-profit basis. The Association will operate in free compe-

dition with existing plans. Sister Shapero got in on the ground floor by signing the first hired clerical worker into "42" last September. Since that time CHA has been gradually increasing their staff and hope to compete with Blue Cross, Blue Shield and other health plans in the near future.

Plus the union shop and security clauses obtained in the contract, one of the best severance-pension plans was established. CHA will contribute 5 percent of all employes' weekly wages to this plan. The employes are not required to make any contribution.

National Campaigns in 18 Companies Outlined

THE Office Employees International Union held a historic meeting of its organizational staff in Chicago at the Hotel Hamilton on February 20 and 21.

This meeting, called by President Howard Coughlin, kicked off a campaign designed to unionize 18 key companies which have numerous locations throughout the United States and Canada.

Director of Organization Douglas gave lists of these companies and their various locations to all OEIU Organizers. OEIU Local Unions were also represented.

Individuals who were connected with or who directed campaigns to organize segments of these companies in this country and Canada outlined the techniques which were successfully used, emphasized the approach, methods of organization, contacts, house visitations, mass meetings and other types of communication. They not only described the attitudes of the employees but apprised the OEIU organizational staff of what it can expect insofar as the company is concerned. In most cases, the companies used the usual anti-union forms of counterattack when OEIU Organizers appeared on the scene.

Contents of contracts which were negotiated after a main office or a branch office of a particular company was organized were outlined to the delegates assembled.

Certain companies were listed as primary targets for purposes of immediate organizational attempts.

The need for the cooperation of OEIU Local Unions was stressed. Unlike the usual ac-



Members of the OEIU organizational staff at the Chicago meeting at which plans were laid to conduct organizing campaigns in 18 key companies.

Douglas Lists Companies To Be Organized

Right: With President Howard Coughlin and Secretary-Treasurer Howard Hicks lending attention, Director of Organization Henderson Douglas spells out the national campaigns to delegates at the Chicago organizational meeting.



tivities of the OEIU organizational staff, all OEIU Organizers will be required to file special reports with respect to these campaigns.

Douglas stated emphatically that our International Union was sold on the fact that our Organization can organize the greatest numbers in those companies or industries in which we have already been successful. Certain companies and industries were given as graphic illustrations of success already achieved.

Representatives of numerous Local Unions were in attendance. Chicago Local 28 acted as host for this vitally important meeting.

All in attendance left Chicago convinced that the OEIU was moving into a new phase of its organizational plans which will bring great numbers of white collar workers into its ranks.

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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 New York, N. Y.

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Unemployment Insurance

THE AFL-CIO Executive Council meeting in Miami, during its winter meeting, called for the prompt passage of a Federal Unemployment Insurance Standards Law as essential to restore the insurance system to levels of adequacy.

The Council specifically endorsed the Kennedy-McCarthy Bill sponsored in the Senate by Senator John F. Kennedy and nine other Senators and in the House by Rep. Eugene J. McCarthy.

The Council charged that benefit levels in twenty (20) States have become a pawn in the rivalry of States for new industry. They have been tailored with almost monotonous regularity to tax deductions for employers, so that most employers in most States are paying one-third less than the tax they paid when the system was established. In some States, certain employers pay no tax at all.

As a result 2.9 million workers drawing jobless compensation in December, received average weekly benefits which were only one-third of their normal wages, about \$27.00 a week. Another 1.5 million unemployed did not receive any benefits at all because of exhaustion of their rights or lack of coverage or technical disqualifications.

With the rise in the number of the unemployed to a record 4,500,000, it would appear that this legislation is long overdue. Unemployment insurance has, for too long, been a political football in too many States.

Hockey Players Union

RECENTLY a Union called the National Hockey League Players Association requested recognition through the Ontario Labor Board in Toronto as well as the Massachusetts and New York State Labor Relations Boards.

"Fortune" Magazine decided to investigate the reasons why men earning between \$9,000 and \$25,000 a year would demand recognition as a trade union. "Fortune" found that a hockey player is under contract for life. In the event of a disagreement on wages, the dispute is referred to the League President. In every such case, the president ruled in favor of the employer.

"Fortune" also found that if a player retires from professional hockey, he cannot play, manage or coach for any other team without the consent of the former employer. Each player contributes approximately \$900 to a pension fund but has only two representatives on the fund's five man board. They can be consistently out-voted by the three employer members.

It would appear to us that "Fortune" has discovered the reasons why hockey players organize. We are certain that if they looked into the relationship between the average unorganized employe and his employer, similar good reasons can be found.

Natural Gas Bill

THE Natural Gas Bill which would, if passed, provide for elimination of federal controls over natural gas, is back again. This bill has already been vetoed by President Truman and President Eisenhower on two previous occasions. President Truman vetoed the bill because he was opposed to the elimination of federal controls. President Eisenhower stated that he favored the bill but vetoed it because of the fact that an oil industry representative offered Senator Case, of South Dakota, a \$2500 campaign gift.

The Federal Power Commission now has the authority to protect consumers against unreasonable prices. Proponents and opponents of this measure are representative of both major parties. Leaders in Congress who favor this measure generally represent the oil and gas interest States.

It is important that this measure known as the Harris Bill be defeated. Its passage would drastically affect wage earners' pocket books.

Hear Plans for Drive on Great Lakes



Portion of the audience that listened to plans laid at the Great Lakes Organizing Conference, held in Detroit. (Story, page one.)



OEU representatives who attended the Great Lakes Organizational Conference in Detroit.

Win Vacation Pay Suit in Dallas



Mrs. Charisey Hooper, former employe of the Insurance Company of Texas, receives check for earned vacation time from OEU Attorney David R. Richards. Standing at left is Mrs. Lynn Davis, grievance chairman.

In order to protect the rights of the former employes of the Insurance Company of Texas for wages in lieu of earned vacation on time, Local 45, Dallas, found it necessary to take legal action.

The collective bargaining agreement provided that employes with 5 years' service should earn vacation time at the rate of 15/12's days for each month worked in a year. Similarly, employes with less than 5 years' service should earn vacation pay at the rate of 10/12's days for every month of service.

After the receiver denied the employes' claims for wages, the Local Union brought suit against the receiver.

The Court's judgment held in effect that earned vacation time was wages within the meaning of the law. Therefore, the employes were awarded judgment for that vacation time earned in the 3 months preceding the placing of ICT in receivership.

This meant an award of 4 days' pay for employes with more than 5 years' service and 3 days' pay for employes with less than 5 years' service.

There were 44 employes involved, recovering a total of \$1,863.13 or an average of approximately \$42 per employe.

**THE PERFECT
 Union Secretary**

She takes letters the way I dictate them; and transcribes the letters the way I should have dictated them.

She reminds me to remember those anniversaries and birthdays "I never forget."

She tells callers I'm out when I'm in; and tells the head boss I'm in when I'm out.

She's attractive enough to suit me and plain enough to suit my wife.

She rejoices when I'm glad—
 Consoles me when I'm sad—
 Is scarce when I am mad.

She searches the files for papers that I misplace on my own desk.

She makes up good explanations for not doing the things I forgot to instruct her to do.

She compliments me on my good ideas (which I got from her in the first place).

She accepts the blame for my mistakes; and never makes any of her own.

She does three hours' work in the hour before quitting time.

And in conclusion, she does my work and wonders why she doesn't get my salary.

Composed by Alvin Brandt of the American Guild of Variety Artists for the "Miss Union Secretary" contest, sponsored by Remington Rand, makers of union-labeled office equipment.

OEIU Signs With Consolidated Freightways

A new two-year agreement between Consolidated Freightways and Office Employees International Union, Local 12 provides 12 cents hourly pay raises, retroactive to January 1, for about 45 clerical workers in Minneapolis, Minn. The Local hopes that the Consolidated contract will serve as a model for a master agreement ultimately covering all trucking industry employees represented by the Local.

In addition to the immediate across-the-board increase, a 7-cent hourly raise will become effective January 1, 1959. An escalator clause, negotiated for the first time, guarantees a 1-cent increase for every one-half per cent rise in the Consumer Price Index every six months for the duration of the contract. Present rates range from \$1.53 to \$2.59 an hour.

Consolidated's traffic department is brought under contract for the first time, the company having

recently recognized OEIU as bargaining agent for the additional offices. One change in the agreement was designed especially for the new members of the unit. Because traffic employees customarily work overtime, vacation pay henceforth will be based on average weekly earnings (including overtime) for the year preceding the vacation period.

Other contract changes include reduction of service eligibility for three weeks of vacation from 12 years to 10 and an increase in the night differential from 10 cents to 13 cents.

An identical contract covers clerical employees at Consolidated's Wheeler Division.

OEIU now represents a total of about 140 trucking industry employees in Minneapolis, but is currently conducting an organizing drive to expand its membership.

Named to Head Auxiliaries



At the recent National Convention of the AFL-CIO Auxiliaries at Atlantic City, New Jersey, Anna P. Kelsey, member of OEIU, Local 31, was elected National President. Prior to the merger of the AFL-CIO, Sister Kelsey was President of the American Federation of Women's Auxiliaries for several years. The activities of the AFL-CIO Auxiliaries consist of stressing the demands for Union labels, working with C.O.P.E. on a State and National basis, and working with various governmental and community projects, as well as education in the principles of Unionism.

Autonomy Restored

President Coughlin has announced the restoration of the autonomy of Local 57 in Montreal, Quebec.

This Local Union has been under the Trusteeship of Canadian Organizational Conference Organizer Romeo Corbeil as a result of a request by the Local Union because of financial difficulties which had developed in the Local Union.

Under the guidance of Representative Corbeil as Trustee, Local Union 57 is now financially sound and has elected a slate of officers to carry on the autonomy of their Local Union.

Oakland, Calif.—The office employees of Carnation Company in Sacramento have joined Local 29. The Representatives of the Local have asked the company to sign the Sacramento milk agreement. The only unorganized milk company in Sacramento now is the Crystal Creamery.



Canadian Corner

By LLOYD CHAPMAN
President, Canadian
Organization Conference



Local 131 Organizes Dunlop Rubber Co.

The office employees of the Dunlop Rubber Co., Ltd., at Toronto, have been organized by OEIU Local 131 in that city.

Marjorie Whitten, president of Local 131, announced that the Ontario Labor Relations Board had certified that local as the collective bargaining agent for approximately 120 employees of that company.

This represents a major victory for the OEIU because of the fact that the Rubber Workers, who are the collective bargaining agent for the plant workers, have tried and failed on numerous occasions to organize this office.

The certification was gained despite competition from the Rubber Workers and opposition from the management.

Sister Whitten reports that the successful campaign was a result of door bell ringing tactics. Constant personal contact was the order of the day.

Sister Whitten recently became a full time representative for Local

Urged to Join Ontario Fed

Our International Union has received a request from Thomas B. Ward, Director, Department of Provincial Federations and Labor Councils, Canadian Labor Congress, to urge OEIU Local Unions in Ontario to affiliate with the Ontario Federation of Labor.

It is the policy of our International Union to urge all Local Unions to affiliate with with the appropriate Provincial Federations of Labor.

We sincerely believe that such affiliations are an integral part of the American Labor Movement and provide useful and necessary services to our Local Unions.

131. This local increased its dues as of January 1st in order to meet the additional cost of full time representation.

Local 131 is now engaged in numerous other organizational campaigns in the Toronto area.

"Evils of Union Regimentation"

A Canadian columnist, considering widespread talk concerning the "evils of unionism," has undertaken a serious investigation of the subject and come up with the first authentic report on what these evils have done to the worker, his family and the community. Writing in the Vancouver, B. C. "Sun," Barry Mathers reports:

"How much better would we all be without unions?

Yes, just how much? A gentleman, no doubt a scholar, had a letter in one of the papers advising workers against unions. He said workers who make that mistake lose their liberties as individuals. They become dominated, he said. And regimented. How true!

"Before unions came along a man was free to do an honest day-and-a-half's work for an honest day's pay. He was at liberty to stand on his own two feet and bargain with the boss. He could be pushed around any time. Nobody regimented him against it.

"But unions have changed all this. Today not even the non-union worker is free from the evils of unionism.

"As a result of union people being dragooned into accepting raises, many non-union people have been intimidated into accepting raises, too.

"The good old six-day week we knew and loved so well has been scrapped.

"In its place the five-day week was foisted on us!

"Instead of being free to do 70 hours work in six days, we were dominated into doing 40 hours in five!

"What's more, from the moment we got into the union we had to take more pay!

"To show how cruelly unions treat you: for every \$15 or \$20 more a month in pay the union forced us to accept, we had to pay as much as \$1 in dues.

"The fate of union members' wives in particularly trying.

"In place of the happy days of long hours, low pay and insecurity, unions have dominated entire families, even entire communities, into a better standard of life."

OEIU Affiliates With Maritime Trades

As a result of discussions between OEIU President Howard Coughlin and Maritime Trades Department President Paul Hall and Secretary-Treasurer Harry O'Reilly at the recent AFL-CIO Convention in Atlantic City, the Office Employees International Union affiliated with the Maritime Trades Department.

This latest affiliation follows closely our affiliation with the Metal Trades Department and the Industrial Union Department.

The jurisdiction of the OEIU is hereby recognized in the Maritime Trades Department for all companies, both shipping and shore-side.

President Coughlin was elected a vice president of the Maritime

Trades Department and an Executive Board member.

At the meeting pictured above, plans were made for the Great Lakes Organizational Conference meeting to be held at the Hotel Wolverine in Detroit on February 22nd and 23rd.

All affiliated unions pledged their cooperation to the OEIU in joint organizational efforts.



Howard Coughlin, President of the Office Employees International Union (fourth from left) at the Executive Board meeting of the AFL-CIO Maritime Trades Department in Miami Beach.

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For further information, send this clipping to:
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265 West 14th Street
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I am interested in securing additional information regarding the Office Employees International Union. I can be contacted at:

Name _____
Address _____
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Phone No. _____

Building Trades Council Votes OEIU Support

At a recent meeting of the Vancouver Building Trades Council, the following resolution was adopted:

"BE IT THEREFORE RESOLVED, That the Vancouver Westminster and District Building Trades Council will cooperate with and assist the Office Employees International Union in their efforts to organize the white collar workers in the construction industry."

This resolution was passed as a result of the close cooperation between OEIU Representative Bill Lowe and the Building Trades Unions in the Vancouver area.

It is anticipated that as a result of the combined efforts of the OEIU and the Building Trades Council, that the OEIU will be included in future master contracts covering construction projects.

Please pass this newspaper to an interested white collar worker

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Underlying Reasons

MUCH has been made in the public press of the exposures made public by the McClellan Committee regarding the activities of a very small segment of the leadership of the labor movement.

This publicity has continued despite the fact that Senator Kennedy, a member of the Committee, has stated publicly:

"There are roughly half a million local union officials in this country, another half a million business agents, lawyers and other paid officials, and another 750,000 shop stewards and others employed in serving the labor movement. Of these nearly 2 million labor leaders, our committee has neither investigated nor received complaints about more than the tiniest fraction—considerably less than 1/100th of 1 per cent.

"The union movement, like any other part of American life—including political life—has its share of wrong doers and corruption. When we hear about bankers who embezzle funds or financiers who use money entrusted to them in order to further their own interests, or politicians who betray the public trust, we don't condemn all bankers and all financiers and all politicians. So I hope the American people will keep a perspective about this investigation. It's a job that needs to be done, but it's a job that should be considered in the light of the great contribution that labor has made."

While we, in the trade union movement, realize that only a handful of people were involved in corrupt practices, the public has been given an over exaggerated idea of the number of wrong-doers and the existing evils. These exaggerations are created by various anti-labor groups for the purpose of initiating legislation aimed at weakening or destroying the trade union movement.

Actually, however, we have read nothing whatsoever about anyone looking into the underlying reasons which brought about the corruption of a small number of Union leaders. Bribery is referred to as extortion despite the fact that in numerous instances business men or their representatives have initiated the evil proceedings.

The questionable practices could not possibly exist if Unionism was accepted by all segments of our society, such as, business, government, the public and wage earners. If Unionism was accepted and collective bargaining was the prescribed method in labor-management relations, it would not pay a business man to use proper methods to evade unionization.

In addition, many workers today, completely aware of the fact that trade unionism and collective bargaining are not fully accepted, do not attend meetings and, therefore, do not exercise the control over their leadership which could be exerted if Unionism were both encouraged and practiced.

Many politicians, business men and other figures in public life espouse trade unionism and privately fight it. In almost every instance where a dispute exists between an employer and a union which results in a strike, the newspapers, with few exceptions, invariably take the part of management. Worse still, in most instances these same newspapers condemn the Union's position. Much space is always given to an industry spokesman who blames high wages negotiated by unions for an inflationary spiral. Little or no space is given to statements of union leaders relating to economic questions.

A radical change could be effectuated in labor-management relations if representatives of industry publicly encouraged collective bargaining. For their own selfish reasons they do not do so.

We must recognize the fact that many of our political leaders, newspapers and business men, merely tolerate Trade Unionism rather than accept it. Acceptance of Unionism could bring economic stability and elimination of low wage competition.

It would behoove all segments of our economic society to recognize these facts and honestly encourage collective bargaining as is intended in preamble to the Labor-Management Relations Act of 1947.

Local 9 Adds 15 Members

A fifteen-member unit was added to the ranks of Local 9 January 28. Office employees of Westinghouse Appliance Sales, 1600 Cornell Street, voted for representation by the local. The vote was nine to six.

This election was another result of the organizing drive begun last year by business agent Harold Beck and the Local's organizing committee.

The Westinghouse unit will meet soon to elect a bargaining committee and draft a contract preparatory to actual negotiations.

Chance to Study Abroad Available

New York—An opportunity for American trade union members to study labor unions and workers' education abroad is now open under the Fulbright scholarship program for 1958-59.

The Fulbright awards cover transportation, tuition, books and maintenance for one academic year beginning September 1958 and ending June 1959.

Further information may be obtained from the institute, 1 E. 67th St., New York 21, N. Y.

Plans Readied For Label Show

Final preparations are now being made for staging the 1958 AFL-CIO Union-Industries Show, to be held in the giant Music Hall in Cincinnati, Ohio, from April 25 through April 30. This marks the celebration of the 20th Anniversary of the giant labor-management exhibition, which was first held in that same auditorium twenty years ago.

Secretary-Treasurer Lewis, who is the show's director, announced that headquarters for the 1958 ex-

Receives Arbitration Award



In an arbitration case between the OEIU, Local 251 and Sandia Corporation, a wholly owned subsidiary of Western Electric Company (Atomic Plant) at Albuquerque, New Mexico, Warren Buck received an arbitration award for \$2,141.44 back pay for the period of August 23rd, 1957 to February 5th, 1958, the date he was returned to his employment as the result of an arbitration award.

The award of the arbitrator is as follows:

"Upon a review of all the evidence, including the exhibits, and upon the basis of the foregoing findings, observations and conclusions, it is hereby awarded that the Company shall immediately offer reinstatement to Warren Buck and

shall reimburse him for wages lost from August 23, 1957, to the date upon which the offer of reinstatement is made. In computing the amount of wages lost the Company shall take as a credit all moneys earned by him in any other employment during the period for which reimbursement is hereby provided and for any non-refundable unemployment compensation received during said period."

Slave Labor Pact Effective in 1959

Geneva—The International Labor Organization's slave labor convention will become effective January 17, 1959, for those nations which have ratified it.

The convention forbids forced or compulsory labor in ratifying countries and was approved at the last ILO conference after a 10-year fight by the world's free labor organizations.

hibition will be established in Cincinnati in the next few weeks to accommodate local exhibitors and concerns in that city, as well as to service the regular exhibitors who are still mapping plans for their displays.

When the show's Assistant Director Edward P. Murphy and Don Oakley, press and publicity contact for the exhibition, arrive in Cincinnati, the Department will announce the address and telephone numbers for the show headquarters. In the meantime, Secretary Lewis urges all prospective exhibitors desiring information to contact his office at Room 402, AFL-CIO Building, 815 16th Street, N.W., Washington 6, D. C., telephone: NAational 8-2131.

Miami Caper Makes Back Pages

Four prominent Miami financiers were indicted recently for misapplying \$7,084,409 in bank and Federal Savings and Loan Association funds.

The following officers of the Miami Beach Federal Savings and Loan Association were named in the indictment: Baron de Hirsch Meyer, former president; Leonard L. Abess, former senior vice president and treasurer; W. George Kennedy, a director of the Association; and Sam R. Becker, executive vice president and secretary of the Association, before a recent reorganization and now an administrative assistant.

These four were indicted by a Federal Grand Jury in Tampa.

This news item, referring to the misapplication of more than seven million dollars was published on the 26th page of the February 19th edition of the Pittsburgh Post-Gazette.

We are certain that if a group of labor leaders were indicted for the misapplication of \$7,000 or even \$700 it would have been published on the first page of that same newspaper.

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