Compliance Warning

It is absolutely necessary that all OEU Local Unions remain in compliance under the provisions of the Labor Management Relations Act of 1947.

In several instances, the Board has withdrawn certification from Unions which have failed to maintain their compliance.

In other instances, the Board after conducting formal hearings in representation cases, has dismissed petitions because the Unions involved went out of compliance prior to an order of election.

A number of protests were filed by the OEU and other Unions with respect to the Union, as a result of technical failure to comply.

The National Labor Relations Board has ordered the Union to cease and desist from its operations pending filing, due compliance.

The certificate of the Unions will, therefore, be withdrawn unless and until compliance is accomplished before April 25, 1958.

Trucking Firm Found in Violation

As a result of an unfair labor practice proceeding brought against the Wiscon Bros. Transportation Co., Inc. by Office Employees International Union, Local 12 at Minneapolis, the National Labor Relations Board found this company in violation and ordered it to cease and desist from such practices.

During an organizational campaign, the company in separately held interviews interrogated all full-time employees as to whether they had any problems, polled their feelings with respect to the union, asked whether they had signed a union card and, finally, gave individual wage increases for purposes of avoiding union representation.

The National Labor Relations Board, after hearing the case, ordered this company to:

1. Cease and desist from:
   (a) Inducing and causing employees to revoke union authorization cards and memberships and to forego their freedom of choice of bargaining representative;
   (b) Threatening employees with economic reprisals in discouraging their affiliation with or support of Local 65, Office Employees International Union, AFL-CIO, or any other labor organization;
   (c) In any like or related manner.

 Iso page 2)

AFTER receiving approval from the Executive Board of the Office Employees International Union, the Eastern Organizational Conference and the Northeastern Organizational Conference completed merger arrangements and held its first meeting at the Hotel Lexington in New York City on Saturday, March 22.

The merged meeting heard reports from Representatives Leo Wallace, Bud Manning, Dave Cohn and John Fitzmaurice.

International President Coughlin chaired the meeting until elections were held which resulted in Tom Flynn, of Boston Local 6, being chosen as president and Ed Springman, of Philadelphia Local 14, secretary-treasurer.

Outgoing President Coughlin dealt with many of the problems which are facing our International Union today.

Mr. Coughlin stated the problems connected with layoffs. He stated that our chief difficulty today is the employers' insistence on having supervisory employees performing the work formerly accomplished by laid-off workers. He outlined the method to be used in fighting this infringement on our work. He also called the delegates' attention to the fact that numerous agreements do not sufficiently cover many of the common points of controversy.

He stated that, wherever possible, agreements should be checked for purposes of ascertaining the fact that the language used covers the intent of the parties.

Ben J. Cohan, of Local 153, New York City, stated the value of welfare fund and pension plans in organizational campaigns. He emphasized the value of those plans when we present reasons for unionization to the unorganized. He also stated that the membership of Local 153 is keenly aware of the need for the welfare fund and pension plan.

The merged Conference will continue to meet semi-annually and a Committee was selected to decide on the future sites of meetings.

Buffalo Local 212 acted as host to a meeting of the Erie Organizational Conference held on Saturday, April 19.

In addition to the usual business of this Organizational Conference, the delegates saw two films dealing with matters of interest to labor organizations. A film entitled "A Watch for Joe," prepared by the Retail Clerks International Union, was also educational. Both of these films were obtained through the courtesy of the New York State School of Industrial and Labor Relations of Cornell University.

John W. Irving, chief field examiner of the National Labor Relations Board in the Third Region, conducted an interesting session during which delegates posed numerous questions concerning NLRB procedures.

H. B. Douglas, OEU director of organization, presented a resume of the activities of the Office Employees International Union throughout the United States and Canada.

James E. Knut, president of the Buffalo Federation of Labor, welcomed the delegates and offered the cooperation of the Buffalo Federation to the Office Employees.

Host Local 212 operated a welcome room the night preceding the meeting and was host to a social at the conclusion of the meeting.
Proxy Voting

The financial pages of our daily newspapers regularly carry stories of controversies over corporate matters. Under corporate rules, proxy voting is allowed. In other words, the management and the groups seeking control of corporations are allowed to solicit proxies from stockholders.

In most instances, the stockholders are completely unaware of the issues involved. In other instances, much of the stock, although owned by individuals, is carried in the name of various brokers and the proxies are, therefore, forwarded to the brokers.

In the vast majority of these contests for control, the management invariably wins. It wins primarily because it has the inside track. As proxies are concerned. In insurance companies, for example, the management uses companies' agents for purposes of obtaining proxies.

This undemocratic method of retaining control of corporations is legal and very seldom criticized.

If labor unions were to be operated in this fashion and proxy voting allowed, it would be the subject of numerous newspaper editorials and headlines. What is good for corporations is not good for labor unions.

We believe that the ethics of proxy voting should be looked into.

"Right to Work?"

Laws prohibiting the Union Shop have been commonly misnamed "right to work" statutes. There has never been too much effort on the part of the NAM and Chambers of Commerce to correct the impression that "right to work" laws have nothing whatsoever to do with the retention of jobs.

Indiana has a "right to work" law. This State's Lieutenant Governor is proud of the part that he played in placing a "right to work" law on the statute books.

There are now some 152,000 unemployed Indiana workers. It must be very difficult for Lieutenant Governor Parker to make himself understood to these unemployed. The State has "right to work" laws but 152,000 workers are unable to obtain jobs.

As C.O.P.E. recently put it: "Doesn't a man out of a job have a right to work?"

Bankers Win Strike

The bankers of the United States won their fight when the Senate voted to increase rates on G.I. home loans from 4% to 4 1/2%.

President Eisenhower had asked that the rate be increased to 5 percent because the bankers were not making loans available at the lower interest rate.

The interest rate increase was part of the emergency housing bill passed March 12 by the Senate. The purpose of this bill was pointed out when a proposed amendment to eliminate the interest rate increase was submitted. The Senate split at 47 to 47. Vice President Nixon broke the tie by voting for the higher interest rate.

Senator Long of Louisiana described the increased rates as a price support program for money lenders. It is important to remember that this increase was granted only because lenders were not making loans available at the lower interest rate.

In any event the bankers have struck for higher rates and won.

NAM's Position

President Milton Lightner of the National Association of Manufacturers is very much worried over President Eisenhower's proposal to help the states extend unemployment benefits for an additional 13 weeks. "Would it," Lightner asked his audience at the NAM's Institute of Industrial Relations, "ultimately destroy the rights of states to act in accord with their own conditions and economy?"

To which the Ohio CIO'er replied, "News and Views," replied: "We would like to see Lightner on a soap box outside the unemployment compensation office, pleading with the jobless: 'Protect your states' rights. Write your Congressman and urge him to support the President's plan to help you for a few more weeks'."
**THE WHITE COLLAR**

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**State Central Body Resident Schools, 1958**

The following has been reported to us on state central body resident schools to be held during April, May, and June, 1958.

Arkansas AFLCIO Labor School will be held by the Arkansas State Federated Labor Council, AFL-CIO, at the University of Arkansas, Fayetteville, Ark.

When: June 22 through June 8 and through Friday, June 15, 1958.

Fee: $46 per person. This covers housing, meals, tuition, and recreation.

Registration: Advance registration should be made not later than May 26.


Eligibility: All AFLCIO locals in the state are eligible to send members.

State University of Iowa Labor Short Course will be held by the Iowa Federation of Labor, AFL-CIO, at the Center for Continuing Study, State University of Iowa, Iowa City, Iowa.

When: May 7 through May 2, 1958.

Fee: $50 per person. This covers housing, meals, registration, tuition, and recreation.

Registration: Advance registration should be made not later than April 18 with Earl J. Boe, secretary-treasurer, Iowa Federation of Labor, AFL-CIO, 802 Grand Ave., Des Moines, Iowa.

Eligibility: All locals who are affiliated with the Iowa Federation of Labor, AFL-CIO, are eligible to send members.


We are beginning to wonder about the length that the NLGB will go to in order to favor an election.

**Conference Organizer**

Johnnae Slets, formerly of the staff of the AFL-CIO in Region IX, which includes Oregon and West Virginia, has been appointed at a Conference Organizer by AFL-CIO District 61, Denver, Colorado.

Eligibility: All AFL-CIO locals in the state are eligible to send members.


Comment: This school is limited to students who have never attended labor school. An advanced school will be held later in the summer.

A theoretical local will be developed and committees will work in the community in education, political action, community service, and public relations.

The Pennsylvania Federation of Labor School will be held this year, by the Pennsylvania Federation of Labor and the Labor Education Service, Pennsylvania State College, Union City, and the University of Pennsylvania at the LGWO's Unity House in the Pocono Mountains.

When: June 23 through June 27, 1958.

Fee: $60 per person. This covers housing, meals, tuition, and recreation.

Registration: Advance registration should be made by June 15.


Eligibility: All AFL-CIO locals in the state are eligible to send members.

Subjects: Topis to be covered will be those related to the theme of the school, "After 25 Years." The purpose is to undertake an appraisal of economic advances and the new deal.

The Texas State AFL-CIO Summer Institute will be held by the Texas State AFL-CIO at Lake Travis, near Austin, Texas.

When: June 20 through Friday, June 26, 1958.

Fee: $55 per person. This covers registration, room, board, tuition, and recreation.

Registration: Advance registration should be made not later than June 11. For further information, contact the Office of Education, Texas AFL-CIO, 214 WF Building, Austin, Texas.

Eligibility: All AFL-CIO locals in the state are eligible to send members.

Subjects: Taxation and Economics, Leadership Training, including group discussion, teaching techniques, and public speaking; and The Right to Bargain—state and federal.

**Canadian Corner**

By LLOYD CHAPMAN, President, Canadian Organization

**Settlement Reached With B. C. Electric Co.**

President R. N. Renne of Local 378 in Vancouver announced the settlement of negotiations between the B. C. Electric Company, Ltd. and Office Employees International Union, Locals 300 and 378.

This two-year agreement provides for a 10 per cent general wage increase effective February 1, 1958, and an additional 5 per cent general wage increase effective February 1, 1959. In order to reduce the differential between male and female employees, effective February 1, 1958, all female employees will receive an additional equal increase of 1 per cent.

The salary scales for field crews (survey crews, etc.) have been improved even further as a result of a change in the 40-hour workweek to provide that employees may or may not be required to work the full 40 hours. However, all in excess of 37 1/2 hours shall be paid for at the rate of time and one-half, all in excess of 40 shall be paid at double time.

The vacation clause was improved to provide for three (3) weeks' vacation after eight (8) years of service beginning in 1959.

In shift work, there shall be a premium of one-half hour at the overtime rate. Employees scheduled to work shifts on a 7-hour basis shall be paid 50 per cent and those scheduled to work on a 7 1/2-hour basis shall receive an additional 1/2 hour's pay at the overtime rate. When overtime extends 2 hours, the employees shall receive pay for 1/2 hour meal time during the overtime period.

Employees with 3 or more years of service shall be entitled to 5 extra days' vacation without pay whenever applicable. All work performed during these hours shall be paid for at double time the regular rate in addition to the regular salary rate for not working on such a holiday.

When the company transfers an employee from one location to another, they will pay the moving expenses of such employees.

The former clause relating to the posting of job vacancies has been dropped.

a) OEU members granted first consideration in job bidding; b) a new union job is to be built; c) Canadian pensions to employees; d) rights to former job while on temporary jobs.

The settlement also provides for layoffs to be made in accordance with ability and seniority with two (2) weeks' notice of layoff. Such layoff employees will be placed on a recall list for 6 months to one year depending on length of service.

The British Workers benefit allowance was also increased from $20 to $25 annually and 21 male members of the mailing room shall be entitled to one free uniform per year, consisting of a jacket and a pair of trousers.

Also included in the new agreement is a clause guaranteeing and security of employment to OEU members in case automation of the office equipment is introduced during the term of the agreement.

For all employees living in camps, the company shall provide free room and board, transportation, and a $100 per month when employees choose to live out of camp and have the company's permission to do so. All traveling crews shall be paid to their home addresses on company time. Several new clauses were added to the agreement during their negotiations which provide for first class fare. (Continued on page 4)
from the desk of the
PRESIDENT
HOWARD COUGHLIN

C.O.P.E.

FOR many years of its existence, the American Labor Movement while dedicated to the slogan: "Elect our friends and defeat our enemies," did very little in the way of carrying out that policy.

In 1947 when the Taft-Hartley Act with its arbitrary restrictions on Trade Union activities was enacted into law, the American Federation of Labor, awakened to the need of active participation, formed Labor's League for Political Education.

After the merger of the AFL-CIO, this committee was renamed Committee on Political Education, or commonly known as COPE.

The Taft-Hartley Act prohibited labor unions from making contributions to political campaigns or political parties. As a result, therefore, in order to defeat the enemies, it is necessary for the membership of Trade Unions to make voluntary contributions to COPE.

Each year, organized labor carries on a campaign for these contributions. Despite the impact of the Taft-Hartley Act only a small part of the membership of the labor movement made contributions. This failure on the part of the great bulk of the membership of the AFOE, and CIO to contribute was due primarily to lack of information and apathy.

As the Taft-Hartley Act began to operate and the membership of organized labor became aware of its destructive possibilities, contributions to COPE began to increase.

Why COPE?

Throughout the country, on numerous occasions, strikers found that the government through the National Labor Relations Board conducted elections whereby strikers were not allowed to vote. Non-strikers and scabs voted in their stead and bargaining rights were lost.

Subsequently, contractual gains achieved over the years went down the drain.

Thereafter the organized labor movement watched the anti-union forces put so-called "right to work" statutes in effect in 18 states. These "right to work" laws prohibited union security clauses and thereby deprived organized labor of its unified strength.

Labor also noticed that wages, hours and working conditions in these 18 states became the lowest in the nation.

In some of these states, the anti-labor forces, typified by the National Association of Manufacturers and Chambers of Commerce, passed licensing laws for organizers and in some instances, through roadblocks, made these licenses prohibitive.

Thereafter, the membership of organized labor saw the big business controlled National Labor Relations Board give employers more latitude than they ever had before and, at the same time, deprive unions of guarantees which they had for years.

For example, the employer is allowed, through so-called free speech, to publicly express himself against unions and through captive audience make all sorts of ridiculous statements against unions without equal opportunity to the union involved. Secondary boycotts, hot cargo prohibitions and numerous other NLRB restrictions became the order of the day.

Today organized labor is operating under the law it is necessary for the membership of Trade Unions to make voluntary contributions to COPE.

Unemployment is on the increase, prices are still rising, and the future looks bleak, indeed.

It is imperative that the membership of the organized labor movement give as much as it can to COPE in this important election year.

DON'T PRESS YOUR LUCK! When polio strikes an adult, the case is usually more severe than in children. Make sure the whole family is safe. It takes eight months for maximum polio protection. Don't wait until it's too late. Start your shots now. See your physician or local health department. Help stamp out paralytic polio.

Local 334 in Fashion Show

A fashion show, sponsored by OEIU, Local 334, in which OEIU members Helen Thon, Nancy Kitchen, Dorothy Blackburn, Hattie Forey, Mary Smith and Dorothy Chisholm acted as models, was held at the Miller & Rhoads Department Store. Music was furnished by Edna Weaver. The show was under the direction of Mrs. Folly Dufresne, style coordinator of Miller & Rhoads.

Canadian Corner

(Continued from page 3)

The construction provides for organizers and in some...