Organizational Conference Program Cited In Several OEU Campaigns

Cleveland Department Store, Steamship Talks Continue

Through the Organizational Conference program of the International Union, many OEU Local Unions have been able to register victories in several organizational campaigns throughout the country.

Local 17 in Cleveland has been carrying on a joint organizational effort with the Retail Clerks International Association in an attempt to organize the department store.

After an extended campaign at the Bailey Department Stores, an election was held in July. The result of this election was 353 for the Union and 303 against the Union. Following this election, in order to prevent certification by the National Labor Relations Board, the company objected to organizing tactics used by OEU Local 17 and Retail Clerks Local 1899.

Objectives Withdrawn

Recently, these objections have been withdrawn and at the same time a $10,000 fiddle action against the employer was withdrawn by the Retail Clerks International Union. These objections which have been withdrawn, chagrin, is the timing of the election since it was during summer vacation period when over 50 employees were on leave. The employer claimed that there were enough votes to change the outcome of the election. The department store officials charged the Unions with conducting an election designed to promote their organization.

The department store expressed the desire to continue the Unions with conducting an organization in the store, which had been held membership.

In our belief that the reasoning of the store agreed to drop these charges was because the officer of the Bailey Department Store no longer wanted to be involved in the anti-union campaign in which Bailey has been purchased by Ohio's Century Food Stores. This organization has been successful in collective bargaining with unions.

Employees Altered

Tentative proposals have been drafted and submitted to the employer and negotiations are now underway. In the waterfront organizational campaign in the Port of New York area, much progress has been made by Local 135.

The Carpenters and Waterfront Steamship Stewards will continue to carry out the program as laid out by the Unions. The company has agreed to pay the Unions for the services rendered.

Citing the importance of the contract, the company has agreed to pay the Unions for the services rendered.

Local 374, recently granted a Charter in Springfield, Ill., has launched a drive aimed at all office and plant clerical in the Springfield area. The chairman of the Local 374ottie reports that Local 374 has already enrolled the NLRB for 200 employees at the Alco-Chanterie plant, and for 20 employees at the J. W. Hollenberry Corporation. It is a great achievement for Local 374. Frank England, president, Springfield Trades and Labor Assembly, and Gene Dryer, North- central Conference Organizer.

Withholding Bonuses In Unfair Labor Practice

If a company customarily pays a bonus to all workers, it cannot withhold payment from workers who vote for Unions representation. NLBR says. Such action is illegal, regardless of the company's motive. A Unions lost a representation election at one plant owned by the company and won in a second plant. A lot later the company paid its usual Christmas bonus to workers at the plant where the Unions had suffered defeat but ignored poeple at the plan where the Unions had won. In the Unions complained to the NLBR, the company explained the disparity of treatment by saying that it had doubled the company's pay for the bonuses at the second plant in view of the Unions' certification.

NLBR says the company's motives is immaterial. Whether the company did necessarily had the effect of discouraging union membership, he reasons, and that's a Taft-Hart Act violation.
Why COPE?

There has been much discussion recently about the part the labor movement is playing in federal election campaigns. The Chambers of Commerce are shouting from the house tops that labor controls politicians because of its huge contributions to political campaigns.

Recently, the Honorable Richard L. Neuberger, the Senator from Oregon, said in a speech on the Senate floor that he would like to see the record straight regarding political contributions. This statement was made in response to the request by the Junior Senator from Arizona (Mr. Goldwater) in the 1956 election campaigns, the AFL-CIO contributed a total of $948,397.00. However, the Junior Senator from Arizona did not report that the contributions were made by way of individual contributions. 12 families gave to Republican candidates for Federal elective offices a total of $1,040,526.00, or more than the Political Education Committee of the entire 15 million members...

The Professor Admits Truth

One of the proponents of the so-called "right-to-work" law has finally admitted in public the real intent of the bill. Professor Russell Dockler of Bowling Green University, Findlay, Ohio, in an article in the "Cincinnati Enquirer," which will appear on the state ballot in November, was asked this question from the floor following a public debate here: "Do you feel a 'right-to-work' law would weaken trade unions at the bargaining table?"

Replied the professor: "Yes, it would weaken unions at the collective bargaining table. That is one of the purposes of the 'right-to-work' proposal."

No-Raid Pact Enforceable

Since the AFL-CIO no-raid pact was adopted there's been one question left open: What happens if a Union finds itself guilty of violating the pact refuses to abide by the umpire's decision?

The umpire under the no-raid pact found that the Textile Workers (TWUA) had violated the agreement by striking the National Labor Relations Board for an election at a plant where the Textile Workers (UTW) had represented workers for some years. Both unions had signed the pact; and when TWUA made its complaint, the agreement with that union that is, withdraw from the election—UTW sought a court order compelling it to do so...
To insure the democratic process in this country, every effort has been made to give eligible voters a chance to cast their ballot for the candidate of their choice in Na- tional and Local elections.

Next month important elections will be held to determine the host man available for the 28 Senate and 435 House of Representatives seats in Congress. The results of these elections will be decided in the Novem ber elections, including 31 govern- norships.

A recent Bureau of Labor Statistics study of state voting-time laws show 28 states and the territory of Hawaii provide employees with a specific amount of time to vote.

The chart above lists briefly, for each state and the territories, what employees and which type of elections are covered; states that are allowed for voting; and what provision, if any, is made for paid voting-time.

The 1956 Bureau study showed many changes from the previous general election; this time however, the changes were few and far between; and, generally speaking, minor.

In Arkansas, during the later part of the summer, the state Supreme Court ruled that the term "hours" included retail employees in addition to the number of employees affected by the voting-time law. In another change, California's Codes were revised to require employers to provide a half hour of paid time, at company expense, to employees who were employed for less than 10 days before every general, direct primary, or presidential primary election, a notice setting forth the provisions of the pay while voting law.

All but four states (Alabama, Arkansas, Indiana, and Missis- sippi) extend the coverage of their statutes to all employees eligible to vote.

In Alabama, however, only the law that applies only to employees in counties of the 75,000 population, which includes the principal cities of Birmingham, Mobile, and Montgomery. The other seven states cover only employee in fac- tories and other specified industries.

The laws apply to all types of elections of 16 of the 29 jurisdic- tions, whereas those in four states—Arizona, Arkansas, Iowa, and Utah—cover general elections only. In six other jurisdictions the elections covered—in addition to general elections—are special or primary elections in Alabama; direct and presidential pri- maries in California; primary and special elections in Hawaii and Maryland; and primary elections in Kansas and Wyoming.

The amount of working time allowed by the laws for voting ranges from one to four hours. Many however, grant time off only if there is insufficient time outside working hours during which the employee may vote.

In 10 states the employee is permitted two hours. But one of these (New York) waves the two-hour requirement for primary elections in which the polls are open more than two hours outside normal working hours, and Massachusetts specifies only one hour, either before or after working hours.

The following table lists the states, with the types of elections covered, the amount of time allowed, and the provisions governing the voting-time.

<table>
<thead>
<tr>
<th>STATE</th>
<th>EMPLOYEES COVERED</th>
<th>ELECTIONS COVERED</th>
<th>AMOUNT OF TIME ALLOWED</th>
<th>VOTING-TIME PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arkansas</td>
<td>Voting in counties between 75,000 &amp; 153,000.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
<td>Deduction permitted.</td>
</tr>
<tr>
<td>Alaska</td>
<td>A qualified voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
<td>No deduction permitted.</td>
</tr>
<tr>
<td>Arizona</td>
<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
<td>No deduction permitted.</td>
</tr>
<tr>
<td>North Dakota</td>
<td>Employees of banks, railroads, manufac- turing, mechanical, or mercantile firms.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
<td>Deduction permitted.</td>
</tr>
<tr>
<td>Iowa</td>
<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
<td>Deduction permitted.</td>
</tr>
<tr>
<td>Texas</td>
<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
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<tr>
<td>Oklahoma</td>
<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
<td>Deduction permitted.</td>
</tr>
<tr>
<td>Missouri</td>
<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
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<td>New Mexico</td>
<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
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<td>New York</td>
<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
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</tr>
<tr>
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<td>Any eligible voter.</td>
<td>General, special or primary elections.</td>
<td>2 hours.</td>
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<td>South Dakota</td>
<td>Any eligible voter.</td>
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<td>Tennessee</td>
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NEW YORK, South Dakota, Tennessee, Texas, Utah, and West Vir ginia. The Idaho and Kentucky laws also forbid deductions, but the laws in these states have been held constitutional by the courts. The laws of Alabama and Wisconsin extend voting hours for a longer period of time, whereas those in Pennsylvania cover only employes eligible to vote in county, city, and township elections only.

The remaining states, the laws are stated as to whether or not the employe to vote. In Missouri, however, allows an hour without penalty, if the em- ployee actually casts his ballot.

FOURTEEN states—Arizona, Cali fornia, Colorado (general and pri

m ary elections), Illinois (general and special elections and referen dums), Iowa, Kansas, Kentucky, Minnesota, and Missouri—require the employee to apply for leave at least one day in advance of the primary. Alabama requires the employee to notify his employer 24 hours in advance. But the laws say nothing about advance notice on the part of the employee. Oklahoma requires the employer to notify each voter of the hours set aside for him to vote.

The seven remaining jurisdictions make no provision for application by the employer or the employee's designation of the hours to be taken. However, three states—Arkansas, Indiana, and Minnesota—provide a definite time during which the employees may take time off to cast their votes.

Violations by employers are mis- declarations, punishable in most jurisdic- tions by fine and/or imprison- ment, in all states except Alabama and Nebraska. In addition, Tenn essee makes it a violation for em- ployees to fail to vote during the time allowed to them without re- porting this to the company.

**INDIPENDENT UNION VOTES JOIN TO UI**

Recently, when the International Longshoremen's Association and several other labor unions had attempted to unionize employees in the local elections at the French Line and its Offshoots Union, Inc., at the local elections of the French Line as the Steamship Operators Union, Local 199, Independent.

Since they had made a request for recognition to the French Line, when Local 133 also made a request, the Company filed a petition with the National Labor Relations Board to determine the collective bargaining agent for its employes.

While this petition was pending before the Board, a meeting of the employes was held and a vote taken as to whether or not the employee was wished to be represented by the Union of the Existing Employees International and to sign authorizations designating Local 133 as their bargaining agent.

The French Line then agreed to have the cards checked by an Impartial Arbitrator and upon the certification by such an Arbitrator that Local 133, in fact, did represent a majority of the employes, the French Line would recognize the Employer Unions and withdraw its petition from the National Labor Relations Board.

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**HED PASS THIS NEWSPAPER TO AN INTERESTED WHITE COLLAR WORKER**
NLRB Legal Hanky-Panky Scored by Kankakee Local

In Kankakee, Ill., OEU Local 311 last December was decertified by the National Labor Relations Board when the workers requested a certifi-
cation of the certified bargaining unit. As a result of this request, the Board held a re-election; and Local 311 was at
tempting to include in the unit classifications that were originally bargaining in the unit but were not filled by employees of the time of nego-
tiation.

None in Sales

The Board held that they would decertify the OEU Employers Inter-
terest Committee as representa-
tive of the entire unit because the Sales Department was included in the bargaining unit and the time of negotiations there were no employees in the Sales Department, and these classifications, therefore, were not included in the agreement.

Oakland Reports

3 Down, 7 to Go

Oakland, Calif.—The long and difficult negotiating season continues this month, with three new agreements completed and seven more yet to be settled.

The new pacts at Skaggs-Stone, McKesson and Robinson, Drug and Liquor Divisions, and Benner-Nau-
aman all bring substantial gains to the officers and employees.

Jury Duty Pay

The Skaggs-Stone agreement includes a wage increase of $1.50 effec-
tive August 1, 1958, or 10 cents an hour, retroactive to December 1957, and 20 cents per hour, and an additional 20 cents in 1958, 15 cents in 1959, 10 cents in 1960, and 5 cents in 1961. This amounts to $258,000 in additional pay over the five-year period.

National Biscuit, Local 311 Settle

Local 311, Minneapolis, Minn., an-
nounced the settlement of a 10-day strike by 335 workers of the National Foods Company's cartoon and printing plant, which was completely shut down.

The strike, called by 170 workers of the company's plant at 311, affected 450 production workers, and an additional 75 construction workers, who honored the picket line.

The new contract, retroactive to February 13, 1958, calls for increases ranging from $1.00 to $1.50 per hour, with a $1.00 increase in pension after 25 years of service, and an additional $1.00 per week in health and welfare benefits.

Northwestern Conference Organize

Dear Grocery, directed the activ-
ities of the strike and the negoti-
ations.

Testimony of NLRB Witnesses

Available

In controversial cases, the National Labor Relations Board de-
clined to present statements made by Board witnesses must be turned
over, upon request, to the party challenging the veracity of the state-
ments. The Board’s position is that pre-trial statements of witnesses and affidavits must be withheld from companies or un-
ions when the witness is called to testify. But the U.S. Court of Appeals at New York disagreed. Noting that the U.S. Supreme Court has held that a person prosecuted by the Government is entitled to see the pre-trial statements of witnesses, the Board has ruled that the previous ruling applied to all workers.

Following the Board’s lead, trial examiners are also releasing copies in which access to pre-trial state-
ments is denied, and ordering the statements be made available for inspection. The parties under consideration are to seek further hearings in which to examine witness-

Statement Issued by the Acti

The national labor agreements are expected to be final by the end of the year.

The question of the number of work-
ers who will be affected by the agreements remains to be determined.

The large number of workers who will be affected by the agreements remains to be determined.

Local 295 Okays

St. Croix Contract

Negotiations between the St. Croix Paper Co. and Local 295 were completed this week and the contract ratified by the member-
ship.

The Union committee was com-
promised by L. H. Wallen, Min., and L. E. White, Pres., Elbert Hump-
hey, Harold Carter and Brother Milton.

Contract gains, General Increase 5.05 per cent, improved seniority for both rookies and reclines, improved sick leave language, improvement in seniority for both bosses and retirees. Revaluations of all jobs on minimum and maximum rates, committee to improve the merit review system. Two year contract with reopening.