New Remington Rand Contest

Remington Rand, through the Union Advertising Service, has announced that it has launched a project to judge a contest which it will conduct, including a 250-word essay on "The Meaning of the Union Label."

President Coughlin has again named as a Judge in this contest, along with Secretary-Treasurer Ed Peterson of the International Association of Machinists, Joseph Lewis, President of the AFL-CIO Labor Traders Department, and B. F. Anderson, Vice President of Remington Rand.

"White Collar" will publish information relative to this contest including all qualifications for entry in its coming editions.

What Your COPE Dollar Does

By James L. McDavitt, Director, Committee on Political Education, AFL-CIO

So that our members, their families, and their friends will vote wisely in the election, we are at work today to provide the needed financial basis for the establishment of the Committee on Political Education, known as COPE, within the framework of the American Federation of Labor and Congress of Industrial Organizations. We do not attempt to tell or even suggest to our members in to whom they should vote or for or against. We do, however, present to our members a discussion of the issues which concern them as citizens, as working men and women, as heads of households, and as members of labor organizations. They are no narrow labor issues, but issues which are of concern to all of the people of our country and sections of our country, in all walks of life.

In this issue the discussions are issues that not only affect the economic stability of our country, but which have a direct bearing on economic policies in international affairs, and range, regardless of political party, but also those which ultimately affect the very root of our society, the family and the stability of our people to preserve and enhance the American way of life for our children.

We are as opposed to unequal Federal income taxes as we are opposed to unfair opportunity for labor and economic policies which discriminate, were or color.

We believe that the well-being, the security, the freedom from economic fear and the dignity of each person should be the first concern of each legislator whether he be in the state capitals or Washington. Now, about our fund-raising activities.

We are often asked: "Well, just how is the dollar given to COPE handled, and what happens to it?" Your COPE dollar does not go for the Committee's yearly round salary and educational expenses. The AFL-CIO pays for that. Your dollar is not a subvention to a political party. Your dollar is for one purpose only—to help elect Congressional candidates friendly to the working people.

For your dollar, you receive your COPE membership card. Every dollar collected is reported monthly. A complete report is made to Congress as required by law.

Of every dollar contributed to COPE, half is used by local and state Committees on Political Education, the other half is used by national COPE to aid worthy candidates for national offices.

Some of the money will be used to help a pro-labor candidate pay for newspaper advertising; or for gasoline for his automobile he must use for travel around his state or district, or for the type of news to the national headquarters, or for telephone calls, or for radio or television costs.

You can see that there are a thousand and one things that your dollar could be, and is used for. Never forget this: TO GET GOOD LEGISLATION, YOU NEED GOOD CONGRESSMEN. TO GET GOOD CONGRESSMEN, YOU MUST HELP THEM PAY THEIR CAMPAIGN EXPENSES. THE BEST WAY TO HELP THEM PAY CAMPAIGN EXPENSES IS TO CONTRIBUTE VOLUNTARILY TO THE COMMITTEE ON POLITICAL EDUCATION. It's as simple as that.

Holland's White Collar Union Has Problems Like the OEU's

President Howard Coughlin recently addressed the members of the local chapter of the AFL-CIO's Office Employes Union, including the White Collar dealing with the problems of non-white-collar workers.

Brother de Wit writes as follows:

"With some difficulty, I read your article in last February's WHITE COLLAR on page 4, in which you brought to my attention the fact of some companies unions who have insisted on their right to organize clerical employees. You write that clearly when you have negotiated contracts signed for the clerical workers include clauses which have nothing to do with the usual working conditions, and, worse still, fail to make any reference to the things that bother the office and clerical employees. Such things as proper classification, rate of pay, and terms of employment are all within the same range, posting of job vacancies, promotion from within, adequate promotional increases, etc.

Theϩ See the Union Convention Show at San Francisco May 16-17, 1959

New York COPE Conference

The Committee on Political Education has called a special COPE Conference for New York on May 9 at the Hotel Commodore, N. Y. The Conference will con-

James McDavitt

Ruppert Clericals Gain Improvements

A new agreement of Ruppert Brewery in New York brings the pro-labor clerical employee the promise of dental insurance through a cooperative trust fund. Local 133's Group Health Dental Insurance through a contribution by the employer of $2 per member. Your dollar is for one purpose only—to help elect Congressional candidates friendly to the working people.

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Tight Money Again

The Federal Reserve Board recently increased the rediscount rate from 2½ to 3 per cent. This automatically creates an increase in the amount of interest individual will have to pay in order to borrow money for homes, cars, repairs, medical bills, etc. At a time when the Administration is speaking out against inflation and increased costs, the Federal Reserve Board, which is controlled by Administration policy, increases the price of everything and does not add anything to production.

The Administration has wasted time and again that wages can only be increased as a result of increased production. In this instance, the government forgot its own rule. Mr. Klotz, Chairman of the House Small Business Committee, says that the Federal Reserve Board action "will make it harder on the little fellow who has to borrow and easier on the big fellow who has the money to lend."

Unemployment vs. Profits

The last official figures published show that almost 5 million workers were unemployed during February, 1959. At the same time, however, reports made public dealing with corporation profits show that these corporations increased their dividend payments by $1 million over that same month one year ago.

Dividends for the first two months of 1959 were also $32 million higher than 1958, a gain of 3 per cent. We are, therefore, in the paradoxical position of having our corporations produce more and gain greater profits while employing a lesser number of workers. This paradox has been created, for the most part, through the introduction of automation. Unfortunately, too, experts do not see any relief in the foreseeable future for our unemployment problem.

Despite the fact that there will be a slight increase in plant expenditures, it is not expected that this increase will have any effect on unemployment due to the increased use of automated labor saving machines.

It is our feeling that the only answer to this problem is a shorter workweek.

Business Fraud Loss 1.5 Billion

In accordance with an address made by William H. Klotz, Sales Training Director of Cummins-Chicago Corp., before the New York chapter of the Institute of Internal Auditors, losses to American business through fraud will exceed $1.5 billion of dollars this year. This is twice the amount lost from fire. This sum approximates 3½ per cent of corporation profits.

Worse still, it is indicated that fraud cases are steadily increasing, both in amount and number of cases. Mr. Klotz stated that recent surveys indicated that 72 per cent of the amount lost was concealed through manipulation of cash disbursements, 13 per cent through manipulation of inventory and 3 per cent through manipulation of cash receipts and other operations. The vast majority of these fraudulent embezzlements would appear to be committed by representatives of management.

Canadian Employment Improving

In accordance with a recent survey, employment in Canada increased in February to a total of 5,347,000. This represented a gain of 51,000 workers and a total increase of 152,000 from the recession low point in February, 1958. The unemployed in February of 1959 stood at 337,000 or 26,000 less than a year earlier.

While the Canadian employment picture has usually coincided with that of the United States in past years, it is nice to note that Canada is making progress towards alleviating unemployment at the present time.
GREETINGS.

You are hereby notified that, as provided by the Constitution of the Office Employes International Union, as amended, the 32nd Convention of each local union shall be held at the Sheraton-Mt. Royal Hotel, Montreal, Quebec, beginning at 10 o'clock, March 31, 1959. In the discretion of the local union, the day may be changed, but the laws of the Convention shall have been completed. It is anticipated that the business of the Convention will have been concluded by late afternoon, Friday, June 19, 1959.

REPRESENTATION: With respect to representation, Article VI of the International Union Constitution reads as follows:

"Section 1. Each local union in good standing shall have one (1) vote in convention for all matters affecting such local union, on which per capita tax has been paid for the twelve (12) months prior ending the March 31st preceding a regular convention, and any such local union having less than a fraction of one hundred (100) shall, nevertheless, be entitled to one (1) vote.

"Sec. 2. No local union which has been chartered during the two (2) calendar months prior to the convening of any regular convention, or during the month of such convention, shall be entitled to representation at such convention.

"Sec. 3. Eligible local union delegates must have a majority of such delegates as it has votes, except that no local union shall have more than five (5) delegates at a convention. The delegate or delegates from each local union may be seated by the Convention Delegate of his own local union or by any other delegate of his local union.

"Sec. 4. No local union may be represented at any convention of the International Union by proxy, nor may a delegate write his voting strength to any other local union, and no delegate to any convention shall represent more than one (1) local union.

"Sec. 5. Such delegate to a convention may have been in continuous good standing with the local union represent for at least (12) months prior to the convening of the convention, unless the local union has been functioning (time period when a local union shall be deemed to be functioning) shall be that convention with the first month for which per capita tax payments are regularly made for less than one (1) year, in which case such delegate must be in good standing during the period that the local union has been so functioning. Each delegate shall be selected by vote of the local union.

CREDENTIALS: Credentials in duplicate are hereby forwarded to all local unions in accordance with the number of delegates to which they would be entitled under the Constitution of our International Union, based on per capita tax payments received to date. Each delegate shall present such credentials to the International Delegate and place the seal of the local union thereon. Make sure that each delegate's full address is visible on each copy of the credentials and that the local union has their signature thereon. The original of each completed credential shall be returned to the Secretary-Treasurer of this Union in a letter addressed to the Secretary-Treasurer of the International Union. The delegate should be given his pledge and presented by him to the Secretary-Treasurer of the International Union upon arrival at the convening of the convention. The pledge is to be signed by the delegate and his credentials will be checked. All such credentials received are to remain with the Convention until the conclusion of the Convention and any such credentials so received shall be returned to the Secretary-Treasurer of the International Union, or, in the event of the Convention being a two-thirds (2/3) vote.
from the desk of

PRESIDENT

HOWARD COUGHLIN

In this issue of "White Collar" you will find a Convention Call which was forwarded to all Local Unions of the Office Employees International Union by Secretary-Treasurer Hicks and our President.

The Convention Call deals with the coming Convention to be held beginning June 15th at the Mount Royal Hotel in the city of Montreal, Quebec.

This Convention of the Office Employees International Union, like all of our past Conventions, will make the policies and the rules under which our organization will function in the future. Important Constitutional amendments will be debated and voted by delegates duly elected by their respective Local Unions.

The discussions and voting will take place after Committees appointed for that purpose make their recommendations to the Convention. The Committees which do the great bulk of the business of the Convention are as follows: Rules, Publicity, Constitutional and Organizational Resolutions, Official Publication, Legislative and Officers Reports. These Committees process and study numerous resolutions submitted by our Local Unions throughout the United States and Canada. Their recommendations to the Convention are not always accepted which, is not unusual in a democratic organization. In any event, however, these Committees along with their recommendations outline the reasons behind the recommendations of the Convention. Each report is issued by the Secretary-Treasurer to each and every accredited delegate in attendance at the Convention. This report covers the full two-year period between Conventions.

The President, too, distributes to each delegate an account of his stewardship of the International Union between Conventions. The Executive Board issues a report of each of its actions between Conventions.

These reports are forwarded to the Committee on Officers Reports and each becomes a subject of discussion and action at the Convention.

When the Chair calls for the nominations for all offices, he recognizes each and every delegate who has his hand for purposes of such nomination. Thereafter, elections are held by secret ballot. There has never been an uncontested election in the history of the Office Employees International Union. Delegates are free to make their choice knowing that they enjoy the privacy of a secret ballot. An example of an objective report of our last Convention was outlined by Sam Romer, a reporter for the Minneapolis "Sunday Tribune." His article, published on June 16, 1957, as follows:

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"By all accepted standards, the Union should do well in the white-collar organization field. It certainly has not been tarnished by corruption—a detailed, financial report listing Union income and outgo to the odd cent testifies to that.

"It's convention in Minneapolis last week was the very model of Union democracy—secret ballots in the election of officers, unlimited floor debate from the rank-and-file delegates, even rejection of leadership recommendations on occasion.

"Its top officers, Howard Coughlin, President, and J. Howard Hicks, Secretary-Treasurer, both reflect the kind of middle-class stabilization for that purpose they represent and the workers they seek to lead.

"The Union's Organizers generally are young, clean-cut and enthusiastic, Organizational Resolutions, Official Publication, Secretary-Treasurer.

We of the Office Employees International Union are quite proud of the democratic principles under which our organization operates. Aside from the fact that we allow unlimited floor debate on each and every subject, our delegates find that they can differ with one another without losing sight of the common goal, namely, the unionization of white collar workers and subsequent improvement of their wages, hours and working conditions.

In addition, we are aware of the fact that we are one of the few unions within the United States and Canada which elects its officers by secret ballot.

We are certain that our coming Convention at Montreal will be a milestone in the history of our organization only.

Canadian Corner

By LLOYD CHAPMAN

President, Canadian

Organization Conference

Montreal, Que.—I have never seen a strike like the 10-week strike by white-collar television producers in Montreal and I hope I never see another.

More than 2,000 tomorrowians, announcers, playwrights, stagehands, technicians, clerks and professional employees, including 22 members of the Montreal unit of Canadian Film Workers, voted local of the ANG, resisted every threat and bribe which the Canadian Broadcasting Corporation tried in order to frighten them or seduce them to work.

The IBM tried every trick in the book on an exhilarating strike for a month and a half and save them back to work.

The book was followed with so little originality or imagination that it was frequently possible to predict the next management move merely a few days in advance.

The so-called "negotiations" between the management of the Corporation and the producers were conducted on a time-table designed for minimum picketing and no possibility of a free collective contract, in the shape, and with the contents existing for manu-

The producers would, however, hold good for non-manuals.

Experience has proved that the victory of white-collar workers is a kind of strike like the 10-week strike and that the workers are in a position to do much of the manu-

The non-manuals do not put up with what they consider to be a contract only indicates the minimum rate of his salary. He is certainly interested in knowing why he suffers and the conditions under which he is forced to strike, but on the other hand, he is also interested in the other possibilities; in other words, he knows what is his promotion line.

The management of the industrial enterprise in question, which counts about 50,000 non-manuals in the staff, of the opinion that there are var-

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