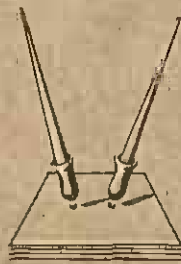




WHITE COLLAR

Official Publication of the Office Employees International Union



No. 167

APRIL, 1959

17

Richmond Funeral Home Votes OEIU

Organizer John Fitzmaurice reports that while on special assignment recently in Richmond, Va., he brought to successful conclusion an election in which the employes of the Joseph W. Bliley Company voted overwhelmingly for Local 334 in an NLRB conducted ballot. The vote was almost 3 to 1 for OEIU.

The Joseph W. Bliley Company is the largest funeral home operation in the South and according to the March 19 edition of the Richmond *Times-Dispatch* this funeral home "thus becomes one of the first in the nation and perhaps the first in the South to be unionized."

An intensive campaign of house calls, telephone calls and literature distribution was conducted by Organizer Fitzmaurice with the whole hearted cooperation and assistance of Local 334 President Hattie Forney, her Organizing Committee, and AFL-CIO Staff Organizer Ted DuCuennois. Fitzmaurice also reports that he received every courtesy and consideration from the officers and staff personnel of the Virginia Federation of Labor.

Because of the widespread interest generated in the city of Richmond by virtue of this successful election it is anticipated that several more organizing forays will become reality. Both Fitzmaurice and Local 334 have already received many inquiries from employes of other funeral homes in the state of Virginia.

This newly organized group includes licensed embalmers, licensed funeral directors, beauticians, organizers and dispatchers.

What Your COPE Dollar Does

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

So that our members, their families, and their friends will vote and vote wisely is a fundamental and basic reason 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 as to whom they should vote 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 not narrow labor issues, but issues which are of concern to all of the people, in all sections of our country, in all walks of life.

The issues we discuss are issues that not only affect the economic stability of our country, the expansion of our economy, our position in international affairs, and the standard of living of our people, but also those which ultimately affect the very root of our society, the family and the ability 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 unequal opportunity for any of our people because of race, creed 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 it be in



James McDevitt

the state capitals or Washington. Now, about our fund-raising drive.

We are often asked: "Well, just how is the dollar I give to COPE handled, and what happens to it?"

Your dollar to COPE does not pay for the Committee's year-round salary and educational expenses. The AFL-CIO pays for that. Your dollar is not a subscription to a political paper.

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 typist who types his news releases; or for telephone bills; 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.

See the Union Industries Show in San Francisco May 1-6, 1959

(Continued on page 4)

New York COPE Conference

The Committee on Political Education has called a special COPE area conference for New York on June 9 at the Hotel Syracuse in Syracuse, N. Y. The Conference will continue through June 10.

James McDevitt, National Director of COPE, urgently requests the cooperation of all local unions, central bodies and Building Trades Councils. He feels that the agenda demands that each organization be represented by at least one delegate.

A portion of the agenda will include subjects of special interest to women. Because of this, male delegates are requested to bring their wives.

AFL-CIO Announces Scholarship Program

Fifty thousand pamphlets telling high school students how to apply for AFL-CIO College Merit Scholarships are being distributed by local and international unions and by state and city central bodies.

The pamphlets are intended to make certain that students at every high school are aware of the six scholarships—each worth \$6,000, over four years being awarded by the AFL-CIO on the basis of examinations conducted by the National Merit Scholarship Corp.

The four-year scholarships are open to students who plan to enter college in September, 1960. There will be two scholarships in each of three geographical areas of the United States—one specifically designated for the child of a member of an AFL-CIO union, and the other open to any student.

Key Points

Here are the key points covered by the pamphlet:

★ Any student who is a second semester junior or first semester senior at present is eligible. The qualifying test in schools participating in the National Merit Scholarship Program will be held Apr. 28 in most schools and on May 2 in some schools that prefer to test on a Saturday. High school principals may select students to take the examination free of charge. Other students may compete by paying a \$1 testing fee which can be waived in hardship cases.

All Schools Eligible

★ All public, private and parochial schools are invited to participate in the nationwide qualifying examination. Principals may enter their schools by registering with the National Merit Scholarship Corp.

★ Students whose schools do not participate in the merit scholarship program may still be able to take the qualifying test by writing to the National Merit Scholarship Corp., 1580 Sherman Ave., Evanston, Ill., which will attempt to make special arrangements for them.

★ Highest scorers on the qualifying test in each state will be advanced to the semi-finals in September. They will then be asked to take a scholastic aptitude test of the College Entrance Examination Board at designated centers in December.

Good at Any College

★ Finalists will be announced in January 1960, after the scoring of the second examination. They will be selected on the basis of scores of the two examinations, school activities and biographical information which they have supplied.

★ Scholarships will be awarded for study at any accredited college or university in the U. S. It will be the obligation of winners to arrange for admission to the school of their choice and to maintain good standing during the period of their scholarship.

Ruppert Clericals Gain Improvements

A new agreement at Ruppert Brewery in New York brings the protection of dental insurance under Local 153's welfare fund.

This is the second collective bargaining unit to receive Local 153's Group Health Dental Insurance through a contribution by the employer of \$2 per member.

The two-year agreement provides for a \$10-per-week increase for the 131-member clerical unit. The clericals will receive a \$5-per-week increase this year and an additional \$5 per week in the second year of the contract.

In addition, \$3 was added to the maximum of Labor Grade V. This means added increases for 19 employees.

A training program will be instituted for our members. This will be done to provide for maximum promotional opportunities for our members.

A Joint Labor and Management Committee will study and institute the program.

Progression paths within the company will be established by the Joint Committee and arrangements will be made for training.

Classes are contemplated which will be paid for in full or part by the employer.

All holidays are guaranteed as a result of this agreement.

In the future each Ruppert clerical employe will celebrate his birthday as a holiday. If the birthday falls on a Saturday or Sunday, the Local 153 member will receive another day off.

If a holiday falls on a Saturday, our member will receive an additional day's pay.

The contract was negotiated by Secretary-Treasurer Ben J. Cohan, Business Representative Al Addeo, Executive Board Member and Chief Steward Tom Shaw, and Committee Members William Martone, John Batich, Neil Baker, Donald Hamlet, Ann Henry, Marian Morris, Dominick Woods, Richard Stanton, Ray Farrell and Anna May Murray.

New Remington Rand Contest

Remington Rand, through the Union Advertising Service, has announced that the 1959 Miss Union Secretary Contest will be judged by different factors, including a 250-word essay on "The Meaning of the Union Label."

President Coughlin has again been named as a Judge in this contest, along with Secretary-Treasurer Eric Peterson of the International Association of Machinists, Joseph Lewis, President of the AFL-CIO Label Trades 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.

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

President Howard Coughlin recently received a letter from J. de Wit, President of the International Federation of Christian Trade Unions of Salaried Employees, Technicians, Managerial Staff and Commercial Travelers, in which Brother de Wit evidenced much interest in a recent article published in WHITE COLLAR dealing with the organizational needs of white-collar workers.

Brother de Wit writes as follows: "With more than lively interest I read your article in last February's WHITE COLLAR on page 4, in which you tackled the fact of manual unions who have insisted on

their right to organize clerical workers, particularly where they already represent production workers.

"As a consequence, you continued, contracts signed for the clericals contain numerous clauses which have nothing whatsoever to do with the usual working conditions of white collar workers and, worse still, fail to make any reference to the things that bother the office and clerical employes. Such things as proper classifications, rate range, systems of wage increases within rate ranges, posting of job vacancies, promotion from within, adequate promotional increases,

WHITE COLLAR

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

HOWARD COUGHLIN
President
J. HOWARD HICKS
Secretary-Treasurer

Room 610
265 West 14th St.
New York, N. Y.



OFFICE EMPLOYEES INTERNATIONAL UNION
LOCAL 153

Headquarters:
265 WEST 14th STREET
NEW YORK 11, N. Y.
ORegon 5-8585

Affiliations
American Federation of Labor and Congress of Industrial Organizations
New York State Federation of Labor
Central Trades and Labor Council of Greater New York
Union Label and Service Trades Council
New York Hotel Trades Council
New York Metal Trades District Council
Central Trades and Labor Council, Nassau-Suffolk

POSTMASTER, ATTENTION. Change of address Form 3579 should be addressed to Office Employees International Union, 1012 14th St., Washington 5, D. C. Published monthly at 810 Rhode Island Ave., N. E., Washington 18, D. C. Second class postage paid at Washington, D. C.



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March 31, 1959.

Mr. Howard Coughlin
President
Office Employees International Union
265 West 14 Street
New York 11, New York

Dear President Coughlin:

On behalf of the officers, Executive Board and membership of our Local Union, I would like to express our thanks for the cooperation which we have received from the officers of the International Union.

For a period of over ten years, Local 153 has endeavored to organize the office and clerical employes of the maritime industry in the Port of New York. Although Local 153 has been successful in organizational work in industries too diversified to enumerate, it was never successful in the maritime industry.

In 1957, the International Longshoremen's Association, Independent, succeeded in organizing the office and clerical employes of the French Line. They then won a series of four representation elections conducted by the National Labor Relations Board among the office and clerical employes of Ward Garcia, the Greek Line, Transportadora Grancolombiana and the Italian Line.

Although the International Longshoremen's Association, Independent, won these representation elections without too much trouble, they encountered considerable difficulties in securing an acceptable white-collar type contract.

Upon learning of these facts, Local 153 requested our International Union's aid in protecting this invasion of our jurisdiction. The excellent results which were attained through your efforts were astounding.

In June of 1958, the International Longshoremen's Association, Independent, not only agreed to transfer the certifications they held in the five organized steamship lines, but also agreed to full cooperation in subsequent OEIU organizational drives and disputes.

The attendant publicity given these accomplishments has helped our Local Union immeasurably in our organizing drives in various industrial and commercial offices as well as the maritime industry.

The majority of the shops listed were organized as a result of people learning of Local 153 through the steamship industry's organizational drive:

	No. of Members
Italian Line.....	94
Ward Garcia.....	82
Greek Line.....	27
Belgian Line.....	41
Transportadora Grancolombiana.....	90
French Line.....	82
East Bronx Medical Group.....	11
Brooklyn Medical Group.....	22
Central Medical Group of Brooklyn.....	35
Big Ben Food Stores.....	12
Archinal Camera Repairs.....	5
Yonkers Raceway.....	250
Sunrise Supermarket Corp.....	32
Workmen's Circle Home for the Aged.....	5
Ess & Ess.....	5
Queensboro Medical.....	11
Doctor Information Service.....	35
Sulka Office.....	48
East Nassau Medical.....	22
Bryndum Corp.....	5
Neptune Storage.....	67
Crawford Clothes.....	69
Judson Sheldon.....	150
D. C. Andrews.....	180
E. J. Brandt.....	12
TOTAL.....	1,392

Through this increase in Local 153's membership, we have expanded our staff by three additional full time Organizers.

May we reiterate our gratitude to you, as International President, and the other International officers for the protection of our jurisdiction and for your great aid in helping us organize the unorganized and bringing to them the improved wages, hours and working conditions that are guaranteed in Office Employees International Union contracts.

We are certain that with this outstanding achievement in the New York area, the national program by our International, under your guidance, will be successful in organizing these employes in all of the various ports of America. We in Local 153 pledge our complete support to this end.

With best wishes for continued success, I am

Fraternally,
Ben J. Cohan
Secretary-Treasurer

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 individuals 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 stated time and time again that wages can only be increased as a result of increased production. In this instance, the government forgot its own rule.

Wright Patman, 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 \$11 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 expenditure, 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 1½ billions of dollars this year. This is twice the amount lost from fire. This sum approximates 3½ per cent of corporations' 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, 15 per cent through manipulation of inventory and 13 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 5,547,000. This represented a gain of 91,000 over January and a total increase of 152,000 from the recession low point in February, 1958.

The unemployed in February of 1959 stood at 537,000 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.

CONVENTION CALL

Office Employees International Union

American Federation of Labor and Congress of Industrial Organizations
and
Canadian Labour Congress

707 Continental Building
Washington 5, D. C.

Montreal Convention Call

March 10, 1959

GREETINGS:

You are hereby notified that, as provided by the Constitution of the Office Employees International Union, the 1959 Convention of our International Union will be held at the Sheraton-Mt. Royal Hotel, Montreal, Quebec, beginning at 10 o'clock, Monday morning, June 15, 1959, and will continue in session from day to day until the business 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 provides as follows:

"Section 1. Each local union in good standing shall have one (1) vote in convention for each one hundred (100) members or major fraction thereof, on which per capita tax has been paid for the twelve (12) month period ending the March 31st preceding a regular convention, . . . except that any local union having less than a major 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 preceding the month of any regular . . . convention, or during the month of such convention, shall be entitled to representation at such convention.

"Sec. 3. Each local union shall be entitled to as many delegates as it has votes, except that no local union shall have more than five (5) delegates present at a convention. The delegate or delegates from each local union may cast the entire vote of the local union.

"Sec. 5. No local union may be represented at any convention of the International Union by proxy, nor may it delegate its voting strength to any other local union, and no delegate to any convention shall represent more than one (1) local union.

"Sec. 6. Each delegate to a convention must have been in continuous good standing with the local union he represents for at least (12) months prior to the convening of the convention, unless the local union has been functioning (the period when a local union shall be deemed to be 'functioning' shall be that commencing 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 have been 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 herewith 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. All local unions sending delegates shall fill out such credentials and place the seal of the local union thereon. Make sure that each delegate's full address is written on the back of both the original and duplicate of his credential form. The original of each completed credential should be returned to the Secretary-Treasurer of the International Union at least four (4) weeks prior to the opening of the Convention. The duplicate should be given to the delegate and presented by him to the Secretary-Treasurer of the International Union upon his arrival at the Convention. Delegates whose credentials are not received within the time limit prescribed may be seated by action of the delegates seated at the Convention.

RESOLUTIONS—TIME LIMIT: All resolutions, petitions, memorials or appeals to be considered by the Convention, shall be written and submitted in duplicate signed copies to the Secretary-Treasurer of the International Union and received by him not later than twenty-one (21) days prior to the opening date of the Convention. Resolutions can be submitted only by local unions, Convention committees, and Convention delegates. Resolutions originating with the Convention's committees must have relevance to the committee's functions and can be submitted at any time prior to the submission of such committee's final report. Resolutions originating with individual delegates can be submitted at any time during the Convention with the consent of the Convention by a two-thirds (2/3) vote.

CONVENTION FUND: Local unions sending delegates to the approaching Convention will be assisted in meeting a portion of the expense through the International Union's Convention Fund. Article VII of the International Union Constitution provides in part as follows with respect to the Convention Fund:

"Sec. 3. Each local union eligible to participate in a regular convention by sending at least one (1) delegate to such convention shall be paid a portion of the total amount in this Fund, based on monthly payments received from local unions through the month of February of the regular convention year, and including any balance in such Fund, subject to the following provisions:

"Sec. 4. In determining the amount to be paid each eligible local union participating in such regular convention, the total amount in the Fund as defined in Section 3 of this article shall be divided by the total of all the straight map miles between each and every eligible local union's charter city and the convention city.

"Sec. 5. Each eligible local union participating in such regular convention shall be paid an amount equal to the result of the division defined in Section 4 of this article (figured to the next lower half cent) multiplied by the number of straight map miles such local union is from the city in which such convention is being held. Any local union contributing to the Convention Fund less than one (1) year prior to February of the convention year shall participate in the fund at the rate of one-twelfth of a normal share for each month of participation.

"Sec. 6. Included in each regular Convention Call of the International Union sent to each local union shall be a statement indicating the amount which will be paid from this Fund to local unions participating in such convention in accordance with Section 5 of this article.

"Sec. 7. Upon receipt of a properly executed delegate's convention credential, bearing the seal of the local union and signatures of its president and secretary-treasurer, the International Union Secretary-Treasurer shall issue to the local union a check drawn on this Fund in the amount determined by Section 5 of this article, and subject to conditions in Section 8 hereof.

"Sec. 8. Local unions which are not represented at such convention or whose representation at such a convention is limited to officers and/or representatives of the International Union and whose expenses to such convention are paid for by the International Union, shall not share in this Fund for such convention, and any such local unions which may have been paid from this Fund for such convention shall refund to the International Union for redeposit in this Fund any such payments."

Local unions sending at least one delegate to the Convention, other than an officer and/or representative of the International Union and whose expenses to the Convention will be paid by the International Union, will receive the following amounts from this Fund:

No.	Amt.	No.	Amt.	No.	Amt.	No.	Amt.	No.	Amt.
1	\$135.54	59	\$133.74	139	\$444.24	227	\$128.34	303	246.60
2	88.02	60	251.64	140	444.60	228	42.48	305	\$444.60
3	457.92	61	144.54	141	59.22	230	169.56	306	295.56
5	295.02	62	365.22	142	59.58	231	422.10	307	143.64
6	45.18	63	49.68	144	153.54	232	50.58	309	95.76
7	136.98	64	298.44	147	189.18	233	160.38	311	140.58
8	412.20	66	277.92	151	72.72	236	137.88	319	394.38
9	131.58	67	116.10	153	59.22	237	233.82	320	208.98
10	93.96	68	422.10	154	50.04	241	26.10	321	131.04
11	422.46	69	441.18	157	74.70	243	456.48	325	118.62
12	172.80	71	231.66	158	140.76	246	179.10	327	169.92
13	175.68	73	204.30	159	55.44	247	41.94	328	62.82
14	70.56	74	153.90	161	82.62	251	337.32	329	52.56
15	413.82	77	125.82	165	9.18	254	138.78	330	240.30
16	171.36	78	120.42	166	89.10	255	157.14	331	146.34
17	88.74	79	161.46	167	158.76	258	66.60	332	160.74
18	195.48	80	224.10	169	277.02	259	181.80	333	110.52
19	102.06	81	138.06	172	174.96	260	36.54	334	105.30
20	59.58	83	435.96	173	105.48	261	302.22	335	59.22
21	178.92	84	128.34	174	444.60	263	58.32	336	132.84
23	414.18	87	269.46	177	92.88	264	178.20	337	212.22
24	27.90	88	157.68	179	171.00	265	13.68	338	5.22
25	49.68	89	241.74	180	13.86	267	131.58	339	90.72
26	447.12	90	55.26	182	169.92	268	153.54	341	252.36
27	289.26	91	60.48	184	52.20	269	42.48	342	204.48
28	134.46	95	144.00	185	210.60	270	34.02	343	56.52
29	456.48	96	70.56	186	67.86	272	41.40	344	59.22
30	444.60	100	390.06	187	372.06	273	174.96	345	24.66
31	350.46	104	59.76	191	29.88	274	57.42	347	85.14
32	59.58	105	221.94	192	42.30	275	157.86	348	140.04
33	86.04	106	53.28	196	375.12	277	277.56	349	412.20
34	46.44	110	18.18	199	203.22	278	41.40	350	43.38
37	187.20	112	47.34	200	168.66	279	57.24	351	273.06
39	144.18	114	69.12	201	57.96	281	33.30	352	76.32
42	93.96	119	171.00	202	60.66	282	56.16	353	112.68
44	158.04	120	315.00	204	238.14	283	13.68	354	123.48
45	273.06	123	53.82	205	59.22	286	353.70	357	13.86
46	234.90	125	36.54	207	65.70	288	345.96	360	144.75
48	115.02	127	157.68	208	446.40	290	62.64	361	54.00
49	87.12	128	253.62	209	237.06	291	143.46	366	66.02
52	189.18	129	289.08	212	57.60	294	167.58	367	185.30
53	208.80	130	175.50	214	93.96	295	54.18	369	35.85
54	218.70	131	56.52	215	137.34	296	427.68	374	81.63
55	102.06	132	380.16	216	198.36	298	301.86	375	74.87
56	395.10	134	409.86	219	115.74	300	417.96	376	28.04
57	0.00	135	65.88	221	162.54	301	82.08	378	413.82
58	35.46	137	51.48	225	18.72			379	84.69

HOTEL RESERVATIONS: Headquarters for the Convention and for the officers and Executive Board members of our International Union will be at the Sheraton-Mt. Royal Hotel.

Hotel reservation requests should be sent to the Sheraton-Mt. Royal Hotel, Montreal, Quebec.

Reservations should be made as promptly as possible and it should be pointed out that they are being made for delegates attending the Convention.

Room rates at the Sheraton-Mt. Royal Hotel are presently as follows:

Single Room	\$ 8.50	\$ 9.85	\$11.00	\$12.50	\$14.50
Double Room, Double Bed	12.00	13.35	14.50	16.00	
Double Room, Twin Beds	13.85	15.00	16.50	18.50	
Suites	\$24.50, \$27.50 and \$34.00 for Single.	\$28.00, \$31.00 and \$38.50 for Double.			

MEETINGS OF ORGANIZATIONAL CONFERENCES: At 2 P.M., Sunday, June 14, the day preceding the convening of the Convention, the Pacific Northwestern, the Western, the Southwestern, the Southeastern, the Erie, the North Central and the Canadian Organizational Conferences will meet. All those attending the Convention from local unions affiliated with these conferences should be advised and urged to attend.

Fraternally yours,

J. HOWARD HICKS,
Secretary-Treasurer

HOWARD COUGHLIN,
President

Vice Presidents

EDWARD BEAUPRE
J. O. BLOODWORTH
J. E. CORUM
JOHN T. FINNERTY
GEORGE P. FIRTH
ARTHUR J. FRITZ

NICHOLAS JULIANO
JOHN B. KINNICK
MAX J. KRUG
MARIE MANN
EDWARD P. SPRINGMAN
LEO J. WALLACE

Local union secretary-treasurers will please read this call at the first meeting of their local union.

from the desk
of the

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 your 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. Resolutions and 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, 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 these recommendations.

A detailed financial 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 raises 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, is as follows:

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

"Its 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 stability of the members they represent and the workers they seek to lead.

"The Union's Organizers generally are young, clean-cut and personable, men who would not look out of place at a chamber of commerce convention or a sales meeting."

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 International Unions in 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.

Is Your Local News Printed in "White Collar"?

The Editor of "White Collar" requests that all Local Unions appoint or elect a Publicity Committee to keep the International informed on news events affecting all Local Unions.

Such news items should be forwarded to "White Collar," care of Howard Coughlin, Editor, Office Employees International Union at 265 West 14th Street, New York 11, N. Y.

If you like to read the news about your Local Union in "White Collar," bring this article to the attention of your Local Union officers.

Netherlanders Also Have Problems

(Continued from page 1)

promotional progression paths, job training and retraining in the event of automation, sick leave and vacation practices are either neglected or lumped in with those of manuals.

"The points mentioned above just represent a problem to us.

"The fact is that during the post-war years we have negotiated several collective contracts for clerical workers. At the present, we are confronted with the fact that a big industrial enterprise with which we have had a collective contract for clerical workers has opened negotiations with our unions about the question of whether or not a collective contract in the shape, and with the contents existing for manual workers, also holds good for non-manuals.

"Experience has proved that this sort of contract does not give much satisfaction to clerical workers and non-manuals in general. The management of the big enterprise in question, which counts about 20,000 non-manuals in the staff, is of the opinion that there are various points in a collective contract which are of particular interest to non-manuals, whereas these points do not interest so much the mass of the manuals.

"The non-manuals do not put up with the fact that a contract only indicates the minimum rate of his salary. He certainly is interested to know the minimum basis on which he starts his job, but on the other hand, he likes to know what are his possibilities; in other words, he likes to know what is his promotion line.

"The management of the industrial enterprise in question is considering whether the contract negotiated should be replaced by a sort of charter for clericals which contains the points in connection with the function and the working conditions for the non-manuals in their different groups. In this connection I was very much pleased to read your article in your union's paper in which you mentioned in my opinion the important points which play a decisive part in a contract for non-manuals."

It is interesting to note that Brother de Wit, representing a large union in Europe, encounters the same problems that we feel exist in relation to clerical worker unionization in this country.

We believe that there is no question of the fact that clerical workers are in a special organizational category. As a consequence, we believe that they can be organized successfully only through a white-collar union which has for its aims and aspirations the economic well being of white-collar employees only.

Canadian Corner

By LLOYD CHAPMAN
President, Canadian
Organization Conference



Montreal, Que.—I have never seen a strike like the 10-week walkout of 74 French-speaking television producers in Montreal and I hope I never see another.

More than 2,000 actors, comedians, announcers, playwrights, stagehands, technicians, clerks and professional employees, including 25 members of the Montreal unit of the Canadian Wire Services Guild local of the ANG, resisted every threat and bribe which the Canadian Broadcasting Corporation tried in order to frighten them or seduce them back to work.

The CBC tried every trick in the classic book on strikebreaking to stall and starve 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 several days in advance.

The so-called "negotiations" between management and the producers were conducted on a timetable designed to coincide with television and radio news broadcasts and to provide a week-end discouragement which, it was hoped, would result in a Monday morning back-to-work rout. The fact that the maneuver failed each week for nine successive weeks shows the remarkable solidarity of French Canadian trade unionists.

The producers had been trying ever since a first consultation with management in 1953 to arrange a meeting to discuss conditions. But for five years they were kidded, bluffed and stalled. Meanwhile, their conditions deteriorated to a point where 22 producers were working without contracts on a day-to-day basis and where their average annual earnings were \$1,700 below those of their English-speaking colleagues in Toronto.

The highest-paid producers in the world's third largest television production center were getting \$11,000 a year. Some were getting less than \$5,000.

The strike might not have occurred if a careless supervisor had not apologized for his inability to grant better conditions by stating, "Of course, if you were on strike, Ottawa would have to wake up and listen."

And so, on December 29, 1958, they went on strike.

Since then, more than 100 inches of snow have fallen on Montreal and temperatures have dropped at times to 35 degrees below zero. The producers maintained a 24-hour picket line which their colleagues refused to cross.

Press and public opinion across Canada were, at first, hostile to the strikers. Gradually, as it became apparent that CBC was trying to starve and stall them out of business, public opinion began to change. During the final week of the strike, all of the four major Montreal newspapers, including the *Gazette* and the *Star*, published editorials favorable to the strikers' position. Some of the independent radio stations backed them from the first day of the strike.

CBC pulled two enormous boobies during the strike. The first was a letter to each employe order-

ing him back to work under threat of what amounted to dismissal. This was hastily withdrawn, however, when the Council of Broadcasting Unions met in Toronto to consider national action.

The second major blunder occurred March 2, when mounted policemen were used to prevent a peaceful and orderly march around the CBC building. Thirty persons, including one Guildsman, were arrested on charges ranging from obstructing traffic to singing "O, Canada" in a public street. Only one was charged with assault.

Chief of Police Langlois lamely explained that one of his stool-pigeons planted in a mass strike meeting had reported that a rank-and-file unionist, speaking from the floor during a question period, had suggested that the employes take over the CBC building.

The union leaders stormed to City Hall. There they were sympathetically received by Mayor Sarto Fournier, who promised an investigation of alleged police brutality. The Mayor then accompanied them to the CBC building for a surprise midnight visit.

He personally ordered the

mounted police to return to their barracks, reduced the number of foot patrolmen in the area, and put a stop to the wholesale arrests of demonstrators.

The effect on public opinion was instantaneous. Members of the Quebec Federation of Labour joined the picket line, as did students from McGill and Montreal Universities. Cardinal Leger permitted use of the Cathedral for a strikers' mass at which the unionists prayed for the recovery of Alphonse Ouimet, president of CBC, who suffered a heart attack during the strike, and for Egan Chambers, the Progressive Conservative M. P. who was an unofficial mediator in the negotiations.

Finally, on March 7, the CBC management caved in and signed the agreement which it had already initiated exactly one month earlier.

The frustrating stalls and delays which the corporation used, first against the producers and then against the other unions, trying to effect back-to-work settlements, disgusted—and united—the unions and the public as in no other strike I have ever witnessed.

The strike issue was solely one of union recognition. At no time did the producers make any demand for more than the right to bargain eventually and go to arbitration if their efforts failed.