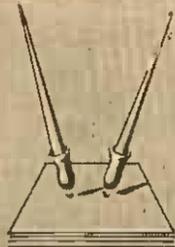




WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 165

FEBRUARY, 1959

17

We Lead in White Collar Organizing!

OEIU Department Store Drive Gains Momentum

The Bailey Department Store in Cleveland has signed an agreement with OEIU Local 17 and the Retail Clerks Local 1880.

This contract is the result of an extensive and extended organizational campaign which resulted in an election last July. Following this election, the employer filed objections with the National Labor Relations Board over organizing tactics used by the Unions and one of the Unions filed a \$100,000 liable action against the employer.

After several months of maneuvering, the Bailey Department Stores were sold to the Century Food Stores. The Unions then met with the new owner and agreed to withdraw the liable action against the employer, providing the employer would withdraw its objections to the Union activities. When this was accomplished, the Unions and the employer entered into collective bargaining.

First for Ohio

As a result of these negotiations, a contract has been signed providing for the first Union Shop in the retail field in the Department Store industry in the State of Ohio.

This three year contract provides an immediate across-the-board increase and automatic increases in the second and third years of the agreement. Along with all of the usual provisions of a collective bargaining agreement, this new contract provides that effective February 1, 1960, the employer will contribute \$4.33 per member per month to a jointly administered welfare plan and this contribution will be increased to \$8.66 per member per month effective February 1, 1961.

As a result of these successful negotiations, the organizational campaign among department stores in the Cleveland area has gained considerable momentum.

It is anticipated that several other large department stores will be organized in the very near future in this area.

Although this was a joint organizational endeavor by the Retail Clerks and the Office Employees International Union, Vice President John Finnerty and the organizing committee of Local 17 were the leaders in the activities during the campaign. Not only did Vice President Finnerty spend endless hours on this campaign, but his wife Bert also spent nearly full time in assisting the active organizing committee of OEIU Local 17.

In addition to house calls, telephone contacts and small group meetings, OEIU members were outstandingly active in the passing out of hand bills and the preparation of

literature for mailing and distribution at the stores.

Assisting Local 17 in this endeavor was Erie Organizational Conference Organizer Jim Sleeth.

Because of the outstanding activities of the OEIU in this campaign, the entire labor movement in the Cleveland area has come to realize that Local 17, under Vice President Finnerty's guidance, is an effective, aggressive and efficient Union of, by and for white collar workers.

Vice President Finnerty announced, immediately following the signing of the Bailey agreement, that Local 17's organizing activities would not only be continued but expanded and that these activities would be pursued relentlessly until the entire department store field in the Cleveland area is under contract.

We send our best wishes to Vice President Finnerty, Organizer Jim Sleeth and the organizing committee of Local 17 who have so adequately proven that continual effort will result in the ultimate success in the organization of white collar workers.

OEIU Wins Again!

Conference Organizer Joe McGee announced the results of a National Labor Relations Board election between OEIU Local 174 and the RCA Service Company. The employees of RCA voted 18 to 3 to have Local 174 represent them in collective bargaining.

OEIU Vice President Max Krug and Business Agent Bill Bowers of Local 174 very actively assisted in this campaign.

Douglas Tells of OEIU Organizing



Recently at a closed door meeting in Washington, D. C. of International Presidents, International Secretaries and Directors of Organization of the various International Unions called to plan expanded organizational activities, the OEIU was represented by Director of Organization Douglas on the panel which discussed ways and means of organizing white collar workers. Director Douglas outlined the results of OEIU experiences in organization of white collar workers. Representatives of other white collar unions also participated on this panel.

It was the general consensus that as a result of this frank discussion on methods and approaches to be used in the organization of white collar workers, organizational activity will be expanded in this field.

AFL-CIO Secretary-Treasurer Schnitzler and President Meany addressed the session and reminded all those present that today, as it always has been, organization of the unorganized is the number one job of the merged labor movement in America.

Office Workers Behind in Fringe Benefits

Figures recently released by the Bureau of Labor Statistics show that the general picture on fringe benefits no longer favors white collar workers.

For the year 1957-1958, 80% of office workers were covered by hospitalization while 86% of plant workers were covered. This is an increase from the year 1952-1953 of 8.2% for office workers and 8.5% for plant workers.

Surgical insurance for office workers covered 79% of these employees and 84% of the plant workers.

Medical insurance covered 58% of office workers and 60% of plant workers.

While the increase from 1952-1953 on surgical coverage was 7.3% for office workers, it was 7.8% for plant workers and in medical insurance the increase for the same period was 6.7% for office workers and 7.3% for plant workers.

These above figures graphically illustrate that plant workers have not only caught up on fringe benefits with the white collar workers and surpassed them but they are continuing to extend coverage to more people at a faster rate than the white collar workers.

There is only one way to reverse this trend. Office workers must agitate, educate and organize.

OEIU Wins More Elections and Gains More Members Than Others

The Bureau of National Affairs, in its "White Collar Report", dated January 26, 1959, published its survey of National Labor Relations Board elections conducted during the year 1958.

This survey again showed that the Office Employees International Union is far out in front in the number of elections won and also far ahead in the number of members gained.

For example, the Office Employees International Union participated in almost as many elections as the Steelworkers, the International Brotherhood of Electrical Workers, the United Automobile Workers, the Teamsters and the IUE combined. Through NLRB elections, OEIU organized more clerical workers than all of these other unions combined.

It will be recalled that the BNA published a similar survey for the year 1957. It will also be recalled that the OEIU was far out in front in that year. Again in 1957, the OEIU participated in more elections and gained more new members through NLRB conducted elections than all of the other major unions in the white collar field combined.

These figures are particularly significant because of the tremendous publicity given by the newspapers and labor periodicals to the activities of the larger industrial unions in the white collar field.

The OEIU has always contended that a white collar union for white collar workers, could and would be the only successful union in this field. The OEIU emphasized this point time and time again because it is convinced that clerical employees wanted a Union of their own.

The resources of the Office Employees International Union in terms of money and manpower do not compare with any of the large industrial organizations working in the field of white collar organization. Despite financial limitations, however, OEIU far outshines these unions in the organizational field.

These elections and the number of new members gained do not take into consideration those added to OEIU ranks through State Board election, voluntary recognition, card checks, or our activities in Canada.

If a comparison of the members gained through channels other than the NLRB was made, the leadership of the Office Employees International Union would be emphasized to a greater degree.

Local 153, in New York City, for example, added approximately 1600 members to its ranks in the year 1958. The vast majority of these new members entered the Union through card checks, State Board elections and voluntary recognition.

If it were not for the activity of the OEIU in the white collar field, the record of success of AFL-CIO Unions in this area would be negligible.

In 1957 and in 1958, the Bureau of National Affairs stated that the results show the OEIU far ahead of the field in organizing activity as reflected in NLRB elections.

While prior to 1957, as far as is known, studies of results of NLRB elections were not made available, when BNA's "White Collar Report" entered the field, its reports were illuminating.

OEIU is certain that any impartial group studying these reports would arrive at the conclusion OEIU has. The unionization of white collar workers in the United States and Canada can best be achieved through a white collar union. Manual worker unions will not be successful in organizing these people. Clerical workers will consistently reject unions which are predominantly manual.

The merged labor movement should give particular thought to the results of these surveys. It has interested itself in white collar organization in the past several years. It would do well to more fully support the Office Employees International Union, the only successful organization in the white collar field.

WHITE COLLAR

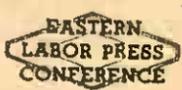
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HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

Room 610
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North Central Conference Meets

At the recent meeting of the North Central Organizational Conference, Bob Burgoyne of Local 220, Galesburg, Illinois was elected President of the Conference. At this meeting, which OEIU Local Unions in North and South Dakota, Nebraska, Minnesota, Wisconsin, Northern Illinois and Northern Indiana, there was much discussion held during the work shop session devoted to organizational techniques. It was the opinion of the delegates in attendance that the conclusions arrived at in these work shops would be extremely helpful to Local Unions in their organizational programs.



From left to right: Sarah Keenan, Local 28, Chicago, Illinois; Donald Wade, Local 221, Galesburg, Illinois; Robert Burgoyne, Local 221, Galesburg, Illinois; H. B. Douglas, Director of Organization, OEIU; and A. J. Fritz, Local 12, Minneapolis, Minn.

Wages and Prices

QUITE regularly, when the rise in the cost of living is brought into focus, we are faced with the usual management claims that organized labor is responsible for inflation because of their insistence on additional wage increases. These ridiculous statements are made in the face of record corporation profits and price increases in industries that are far beyond wage increases gained.

We were quite surprised, however, to read that the President of the United States called for a sharp limitation on the bargaining goals of organized labor and singled out unions as the major offenders in contributing to inflation. The President made these statements without any reference whatsoever to a comparison between price increases and wage gains.

Worse still, he stated that collective bargaining should be limited to wage increases in line with the productivity performance of the economy. At the same time, he failed to make any reference whatsoever to the curtailment of profit policies of our national corporations.

We wonder if the several millions of workers who have been excluded from the federal legal minimum of \$1.00 per hour would agree with President Eisenhower.

Clericals Not Content

DR. Claude Robinson, Chairman of the Opinion Research Board, told the National Association of Manufacturers, at its recent annual congress, that white collar workers are not the contented lot that management and some experts allege them to be.

The surveys show that white collar workers feel that they are neglected and taken for granted by management and are far behind in wages. Dr. Robinson stated that management has failed to grasp the meaning of the growth of the white collar labor force.

The Office Employees International Union has, for a number of years, pointed to the tremendous growth of the white collar population of the United States. Two years ago, white collar workers surpassed their blue collar brothers in numbers.

Not only has management failed to grasp the meaning of the growth of the white collar labor force, but so far that matter has organized labor. Clericals cannot be organized into manual unions. They demand and require the dignity and position that they can find only through their own unions.

The Office Employees International Union is that type of union and based on organizational figures, continues to lead all others in organizing clerical workers.

If the organized labor movement of this country expended some of its resources in encouraging our type of unionization, we would have been far more successful. As it is, we continue to lead the league.

Labor Reform

WE are quite puzzled, to say the least, as to the future of labor reform legislation.

Senator Kennedy of Massachusetts introduced precisely the same bill which was defeated in the last Congress. Senator Goldwater intends to introduce an administration version of a labor bill which would penalize a Union for the possible sins of a bad leader. Among other things, it would take away tax exemption as a penalty. It would also prohibit organizational picketing. Senator McClellan is about to introduce his version of reform legislation.

The National Association of Manufacturers and the Chamber of Commerce are perfectly willing to spank labor as long as corporations are not touched.

Labor will have to pay close attention to these proceedings

Storage Firm Employees Vote for Local 153

N. Y., N. Y.—The effectiveness of Local 153's organizational techniques was once again proven when the clerical employees of Neptune Storage and Warehouse Companies voted by a margin of 2 to 1 in a National Labor Relations Board election in favor of the local as their collective bargaining representative.

The success of the drive was due in large part to the participation of rank and file members. Using the technique of visiting the Neptune clericals in their homes and explaining the benefits to be gained by joining Local 153, our members were able to neutralize the campaign of the employer against the Local Union.

Worked As Team

Wayne McKinney, Executive Board member and Shop Steward at the Union News Company, Shop Steward Vernon Sampson of the Hotel Trades Council and Executive Board member and Shop Steward Max Schwartz of Hydrox Ice Cream Company worked in close cooperation with William Crivelli and John Fleming of the Local 153 staff in the Neptune campaign.

After a bargaining unit was agreed to by the Union and the employer and an election date set by the National Labor Relations Board, the company swung into a

campaign against Local 153.

A series of letters urging "no union" were sent by a company officer to the employees. During working hours, the employees were subjected to a speech during which the "Captive Audience" was assured that conditions would improve and there was no need for the protection of a Local 153 contract.

House Calls Used

At this point, the organizational technique of house calls was used. Brothers McKinney, Sampson and Schwartz and the Local 153 staff began a series of house calls in the week remaining before the election. By the time election day rolled around, all but four of the 67 employee unit had been contacted.

Having formulated their contract proposals and selected their Negotiating Committee prior to the election, the election victory meant almost immediate negotiations. These are progressing rapidly and a contract is expected in the very near future.

The Negotiating Committee consists of Dan Ferrara, Tom Towey, Hugh Byrnes, Janet Mauro, Sid Katz, Joe DeGazio, and Angelo Bavosa. Business Representative John Fleming is representing the Local Union in the negotiations.

in Congress. Otherwise, it may find itself more shackled than ever. Taft-Hartley Act amendments, which are of the utmost importance, will probably not stand much chance according to the latest reports. It appears that we will have to continue to fight "right to work" legislation in individual states and put up with employer coercion of prospective Union members in addition to National Labor Relations Board arbitrary decisions.

It would seem that reform will gain more applause, publicity and votes than a constructive labor-management bill.

Gas Corporation Workers Join Up

Brother Romeo Corbeil, Organizer, Canadian Organizing Conference of the O.E.I.U. reports receiving certification for the 400 Quebec Natural Gas Corporation office employees.

This campaign started in April, 1958 and petition for certification was asked at the end of September, 1958.

Assistance Given

Certification was received by the union on December 17th, 1958 after many representations were made at the Board. The union was assisted in these representation at the Board, by Marcel E. Franco, president of Local 57 and Andre Antonuk, legal adviser. The Montreal business agent has contributed unselfishly to the success of this campaign.

Brother Romeo Corbeil reports that the activities of the campaign were as follows:

Four membership meetings were held at about a month interval. Organizing meetings of a few employees were held constantly. Some 20 circulars were distributed at the Corporation Office in the morning. Cards were mainly signed through house to house canvassing, the big handicap was the turn over which meant that a great number of cards were not usefull when employees left. Under the Quebec Labour Relation Act every employee to be considered as a Union member must sign a membership card and pay initiation fees and one month's dues. Fifty-one per cent of the total eligible employees must be members of the Union in order to obtain certification.

The negotiation should be underway soon, as membership meetings are held so to prepare the collective agreement to be negotiated with the Corporation.

Detroit, Mich.:—Employees of the state's third largest credit union have been organized by OEIU Local 42.

Local 42 reported that organizing efforts started last summer at the Telephone Credit Union of Detroit. These efforts proved successful when the employees voted 13 to 11 for Local 42 in a State Labor Board conducted election. One employee did not vote.

The Credit Union serves employees, personnel and executives of the Michigan Bell Telephone Company.

It is anticipated that the Credit Union's Board of Directors and Local 42 will consummate an agreement in the very near future.

Medical Group Votes for OEIU

A secret ballot election conducted by the State Labor Relations Board resulted in another Local 153 victory in its H.I.P. Medical Group campaign when a majority of East Nassau Medical Group's 24 employees voted for representation by the local union.

Prior to the election victory, Local 153 found that another union, Local 1199, the Retail Drug Clerks Union, also claimed it represented the employees.

In fairness to that union and the employees of the group, Local 153 took the position before the State Labor Relations Board that any union claiming representation rights should be permitted to appear on the ballot.

Though offered a place on the ballot, Local 1199 declined to take advantage of the offer. They were apparently aware that the group's employees rejected their representation claims and wanted Local 153 as their Union.

East Nassau is the sixth Health Insurance Plan affiliate to designate Local 153 as its collective bargaining representative. Other Unions have tried but never been successful in gaining recognition at a medical group.

Negotiations will commence immediately at East Nassau where they will be conducted by Business Representative John Fleming who conducted the successful organizational drive.

Galesburg, Ill.—The Gale Products Division of the Outboard Marine Corporation and OEIU Local 221 have signed a new two year agreement which provides for a four per cent increase for the first year and a 3½% increase for the second year. The renewal of the previous agreement has been

amended to provide for an extra paid holiday, increased insurance benefits to allow a 50% increase per day for hospital room benefits, increased surgery benefits for both employees and dependents and increased hospital service allowances as well as extending weekly benefits from 13 to 26 weeks. Also during the recent negotiations, the vacation clause was improved to provide four (4) weeks after 20 years of service. This had previously required 25 years of service. Other working conditions effecting the employees in the front office were negotiated which tend to make the time that is spent on the job more pleasant.

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New York, N.Y.—Local 153 Business Representative Al Addeo and Executive Board Member and Chief Steward Virginia Emmerich, aided by Negotiating Committee members, negotiated an agreement with the Bohack Company of Brooklyn, New York. The agreement was reached after a nine hour session at the State Mediation Board and was preceded by a strike authorization vote of the members. The agreement provides for:

A \$5.00 per week across-the-board increase, retroactive to September 1, 1958.

A \$3.00 per week increase on September 1, 1959.

Doctor bill insurance for the family immediately and membership Local 153's \$14.00 per month plan on September 1, 1959. In addition, doctor bill insurance is to be provided by a contribution of \$2.46 to Local 153's Welfare Fund for spouse or \$6.02 for spouse and family.

Reduction in working hours to 36¼ hours.

A day off, or pay in lieu of time off, if a holiday falls on a Saturday.

A new vacation entitlement—four (4) weeks for 20 years or more of service and three (3)

Southeastern Greyhound Inks Pact



Local 215 representatives and Southeastern Greyhound officials at contract signing. Seated, from left: Carl Holt, OEIU organizer; B. G. Tyler, comptroller; Susie Rose, Pres. Local 215; Edna McCray, negotiating committee. Standing: A. E. Pendleton, company representative; Elvin B. Hanks, negotiating committee; Joan Samea, negotiating committee; Henry Bransom, industrial relations; C. M. Bayhi, company representative.

Lexington, Ky.—A new two year agreement has been signed by Local 215 and the Southeastern Greyhound Lines.

Some of the improvements provided in this new agreement are a 10 cent an hour increase, retroactive to August 1, 1958, and an 8 cent an hour increase effective August 1, 1959. The cost of living increase which amounted to 8 cents per hour during the previous agreement has been incorporated into the basic wage rates.

However, the cost of living clause remains in the new contract with an improvement in the formula. The new formula provides for a one cent an hour increase for every .6 rise in the Index or a reduction of one cent for each .6 drop in the Index. Under no circumstances, can there be any reduction beyond the

September 1958 Bureau of Labor Statistics Index of 123.7.

The company has agreed that effective November 1, 1958, the Company contribution toward employees insurance will be increased to \$7.50 per month and effective November 1, 1959, the employer's contribution will be increased to \$10.00 per member per month. The cost of insurance for the employee alone is \$8.50 per month and the additional \$1.50 that the employer contributes will be used to partially offset the cost of employees' dependents insurance.

Along with improved vacations and seniority clauses, the contract provides that employees are allowed to follow their job to any location in the system and if they do not wish to transfer, may exercise their seniority in the local office.

Signing With Local 337



Left to right: Jack R. Bush, Office Manager; Fred W. Morris, Director of Industrial Relations; Roy B. Trotman, Personnel Manager; all of Hudson Pulp & Paper Corporation. J. O. Bloodworth, Vice President, OEIU; John Mauldin and Tom Perry, Jr., committee members, Local 337, and James Harold Guthrie, President, Local 337.

Recently, OEIU Local 337 at Palatka, Florida, renegotiated its contract with the Hudson Pulp & Paper Corporation.

As a result of these negotiations, Local 337 members received an average increase of 3.8% in wages, numerous adjustments to individu-

als in their classification and also adjustments of classification in the bracket wage schedule. The seniority clause was greatly improved for overtime pay for Sunday as such. Further clarification was made in the clause which covers the extension for leave of absence

in the case of a death in the family. Members of Local 337 were not only happy with the settlement of the agreement, but were also happy that the negotiations provided that all wage increases in the contract are to be made retroactive to June 1, 1958.

weeks for 8 or more years of service.

Up to five week's severance pay.

Up to six months leave of absence for reasons of illness of and employee or his immediate family.

Establishment of a new labor grade.

The Bohack employees came to 153 from a Federal local labor union. The new contract is the latest in a series of gains they made since joining our organization.

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Plymouth, N. C.—Conference Organizer Carl Holt reports the settlement of contract negotiations at the North Carolina Pulp Company. OEIU Local 354 members receive 9 cents an hour across-the-board increase, retroactive to November 1, 1958, as a result of this new contract. Also, during negotiations, individual adjustments were made ranging from 6 cents to 24 cents per hour for average adjustment of 13.7 cents, in addition to the 9 cent per hour across-the-board increase.

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Detroit, Mich.—Local 10 President Thelma O'Dell has reported the conclusion of negotiations with the Construction Workers Insurance Fund in Lansing, Michigan which provides for a \$5.00 per week increase, retroactive to July 1, 1958. Negotiations have also been concluded with the Tanner & Daily Wholesale Grocery Company and Lee & Cady Wholesale Grocery Company. Both of these companies signed a new three year contract with a package increase of approximately 20 cents per hour, with an additional 5 cents per hour increase each year, and a provision that the Employer shall pay all of the cost of insurance.

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Bigelow Sanford

New York—A \$4.00 per week across-the-board increase was negotiated for the clerical employees of the Bigelow-Sanford Carpet Company in the face of a \$2,000,000 loss by the company in the first nine months of 1958. The increase was negotiated under a wage-reopening in the contract between Local 153 and the carpet company.

As members of Local 153 for many years, the Bigelow-Sanford clericals had gained high standards which they were determined not to have whittled away. Last year, they had waived an increase in view of the company's financial position. This year they were determined not to settle for less than an adequate salary increase.

When the company was appraised of the strong attitude of

Local 336 Signs New Agreement



Shown above is the Negotiating Committee of Local 336 signing the agreement recently negotiated with the Tri-Clover Division of the Ladish Company, Kenosha, Wisconsin. Left to right are Paul Burlingham, Paul Thornton, Ken Joanis, Organizer Art Lewandowski, Fred Stevens, Kelly DeMavin, Arthur Roso and James Peterson. The new contract provides for an immediate 3% increase and an annual increase of 2½% and 3% for the next two years. Also incorporated in the new agreement is an additional paid holiday, three (3) weeks' vacation in the year in which an employee's tenth year of seniority is attained and the seniority and promotion clauses have been improved. These negotiations also resulted in the institution of an employee Pension Plan and provides new language for re-evaluation of jobs and job posting. The members of Local 336 were very happy at the results of these recent negotiations.

Local 153 members they reconsidered their attitude and offered a \$2.00 per week across-the-board adjustment. This offer was unsatisfactory.

After further discussion and consideration, the company told the the \$4.00 per week was the maximum increase they could offer under the existing financial circumstances. The committee recommended acceptance of this offer to our Bigelow-Stanford members.

Sacramento, Calif.—A member of OEIU Local 29 has once again, for the third successive time, captured the "Queen of Industry" crown in an annual event sponsored by the American Legion for the benefit of needy children.

This year's winner was Nellie Lund who is employed by the Plumbers Union, Local 447. Her awards include a \$500 first prize, a complete set of Masonite Luggage, and various other items.

January 6, 1959

TO ALL LOCAL UNIONS OF THE OFFICE EMPLOYEES INTERNATIONAL UNION:

In the next two or three months, you will receive the official Convention Call for the Eighth Biennial Convention of the Office Employees International Union. This Convention will be held at Montreal, at the Mount Royal Hotel, beginning June 15, 1959.

It will be necessary for our Local Unions to select delegates in accordance with the Constitution and By-Laws of each Local Union and the Constitution of the Office Employees International Union.

While the Convention Call is sent out to Local Unions at least ninety (90) days prior to the opening date of the Convention, it may not be possible for Local Unions to constitutionally select delegates in time for the Convention.

I would, therefore, suggest to the officers of all Local Unions of the Office Employees International Union that delegates to the coming Convention be selected at the earliest date in strict conformity with Local Union Constitutions and the Constitution of the Office Employees International Union.

With all best wishes and kind regards, I am

Fernately,

Howard Coughlin
President
Office Employees International Union

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from the desk
of the
PRESIDENT

HOWARD COUGHLIN



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THE tremendous growth of the white collar class in the last twenty years, which gives these workers a majority status in the United States, has caused both management and labor to give much thought to the possibility of the unionization of this most important segment of our economy.

Labor, of course, thinks in terms of bringing clericals into the ranks of the organized. Management, on the other hand, is spending a great deal of money to keep its white collar workers from organizing. The success or failure of organized labor's efforts to organize the white collar class will have a distinct bearing on labor's influence in the United States. We feel, too, that the same thing is true in Canada.

One of the difficulties that confront the white collar employee in his quest for unionization is the divergent views held by various unions which take clericals into their ranks as to tactics, methods of organization and representation within the union.

Unfortunately, certain manual unions have insisted on their right to organize clerical workers, particularly where they already represent the production workers. As a consequence, 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 employees. Such things as proper classifications, rate ranges, systems of wage increases within rate ranges, posting of job vacancies, promotion from within, adequate promotional increases, 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.

In too many instances, when clericals are organized within a manual workers union, the clericals involved lose certain white collar conditions consistent with white collar employment. We have seen numerous instances of this. Not enough attention is paid to the need for recognition of the greater education, skill and ability of many clerical occupations. We could go on and point out many additional faults which we find when clericals are organized into non-clerical unions.

We were very pleased recently to note that the AFL-CIO News gave much space to an article, written by James W. Goodsell, which points out the historic difference between white collar and manual workers thinking. It called for special treatment for clericals, new and imaginative techniques, and, in effect, stated that these people should be organized into their own Union.

In May of 1956, after the merger of the AFL-CIO, your President wrote a similar column which was published in "White Collar". It pointed out that the Office Employees International Union is the only Union chartered by the AFL-CIO to organize and represent office and clerical workers exclusively. The need for specialized representation was recognized by the American Federation of Labor when it conferred a charter on representatives of many federal unions of office and clerical workers who were called together for that purpose in the city of Cincinnati on January 8th, 1945.

This column, published in 1956, went into many of the specific differences between white collar workers and manual workers. It concluded by calling upon the organized labor movement to unite in establishing one strong International Union of white collar workers.

Despite the fact that the Office Employees International Union has not had the millions of dollars possessed by some of the larger industrial unions, it leads the field in the unionization of unorganized clerical workers. The Bureau of National Affairs, in its publication "White Collar Report" published a comparison of the results of NLRB elections for the year 1957 and subsequently for the year 1958. In both of these comparisons, the OEIU won more elections and organized more clerical employees than the larger industrial organizations combined.

We are certain that if we had anywhere near the size of the staff and the finances possessed by some of these unions, we

Crawford Clothes Employees Vote to Affiliate With OEIU

The clerical employees of the executive offices of Crawford Clothes joined the 11,500 members of Local 153 when they recently unanimously voted to join the Local Union. Formerly members of Local Industrial Union 1772, AFL-CIO, the 76 Crawford clericals commissioned their executive committee to find a larger organization which would give them effective representation.

It was only natural that in the course of their search for a new home, the executive committee of Local 1772 should find the largest white collar local union in the country—Local 153.

They met with Secretary-Treasurer Ben J. Cohan. They toured the local union offices at 265 West 14 Street, New York City and saw the staff at work. Local 153 contracts were examined by the committee. They studied the local's structure and were impressed by

Crawford Clothes employees voted by secret ballot to go into Local 153. Frank Rowe (right) casts his ballot as Vincent Quinn of the AFL-CIO regional office watches.



the democratic procedures. They were advised of the local's autonomy they would have in determining their wages, hours and working conditions and of the advantage of combining their interests with those of Local 153's 11,500 members.

The Local 1772 executive committee was thorough. They checked with members of Local 153. Joseph Franz, Shop Steward of the G. Schirmer Co. was so enthusiastic in his endorsement of Local 153 that this confirmed the impressions of the Committee that ours was the Union for them.

A membership meeting was

called and a recommendation for application was made. Secretary-Treasurer Ben J. Cohan and Business Representative John Kelly addressed the meeting.

A secret ballot election was held under the auspices of the Regional Office of the AFL-CIO. Field Representatives Vincent Quinn and James Gordon conducted the election. The unanimous selection of Local 153 resulted.

Negotiations are presently under way at Crawford Clothes. Business Representative John Kelly is representing the Local Union in these negotiations.

NLRB to Assert Jurisdiction

In the case of Ready Mixed Concrete & Materials Inc., the NLRB has declared that it will assert jurisdiction over all enterprises where it has statutory jurisdiction when there is a substantial impact upon the national defense regardless of whether or not the enterprise's operations satisfy other jurisdictional standards of the Board.

The Board found that the company involved supplied substantial quantities of the ready mixed concrete for use in the construction of an Air Force base. In asserting jurisdiction, the NLRB eliminated the requirement that the employer's activities must directly affect defense and that the contracts or sub-contracts involved must amount to at least \$100,000 annually.

The Board has asserted its jurisdiction over all hotels and motels doing a gross business of \$100,000 or more a year. The NLRB action followed a Supreme Court decision directing it to assume jurisdiction in the hotel industry, which it has refused to do for over 22 years. The Board excluded from its jurisdiction residential hotels in which 75 per cent of the guests are in the "permanent" category.

Judson-Sheldon

New York—By a vote of 78-20, the clerical employees of The Export Division of Judson-Sheldon have chosen Local 153 as their collective bargaining representative. Judson-Sheldon is the export arm of National Carloading Co., which in turn is a wholly owned subsidiary of Erie Railroad.

The company did everything possible to stall the election while they intimidated members and tried

to destroy the union.

First, they declared that they were willing to have an election but they wanted an administrative decision as to whether they came under the jurisdiction of The National Labor Relations Act or The Railway Labor Act. This would have meant months of shuffling between two government agencies before proper jurisdiction was determined.

Then came intimidation and discriminatory practice. They advised a number of members that they were to be laid off.

Business Representative James Hayes investigated the matter. The discrimination was obvious.

Hayes told the Judson-Sheldon management that the company would be struck if the people were laid off. The company recinded the lay off.

Then the company reduced the working hours of other employees in the building. They posted a notice addressed to our members that their working conditions could not be changed because such a change would be misinterpreted by the Union.

This discriminatory practice led to plans for strike action.

The appropriate officials of The International Longshoremen's Association were contacted. They advised Judson-Sheldon that their members would respect Local 153's picket lines. Thereupon, the employer called for a meeting with Local 153.

Secretary - Treasurer Ben J. Cohan and Business Representative James Hayes met with the employer and insisted that the matter of recognition be immediately settled or the strike would take place as scheduled.

The election which was conducted by John A. King, Esq. will bring 120 new members under the protection of a Local 153 contract.

would make still greater headway. We firmly believe that with proper financing, we would make the Office Employees International Union the number one Union in the United States and Canada.

The AFL-CIO devoted a part of its recent organizational conference to the subject of white collar organization. It laid great emphasis on the need for the unionization of the white collar class. It is agreed that clericals must be organized if organized labor is going to retain and improve its influence in the United States and Canada.

We believe, therefore, that the merged labor organization should study the figures recently published by BNA. It will be easily apparent that the OEIU, a white collar organization for white collar workers, is the most successful with the least resources.

It will be even more apparent that the AFL-CIO should apportion a greater part of its organizational disbursements to the task of organizing clericals within the Office Employees International Union.

News Company Okeks Welfare

New York—Manhattan News Company, the last company in the original Local 153 three per-cent Welfare Fund, has agreed to give its clerical employees the increased benefits of Local 153 \$14.00 Welfare Fund. This was accomplished as a result of negotiations recently concluded by Business Representative John Fleming with help of Shop Steward Pat Donofrio and Ralph Berger.

Introduction of the \$14.00 Welfare Fund at Manhattan News Company increased costs to the employer by \$1.63 per employee, per week. In addition the committee negotiated a \$3.00 per week in-

crease this year and a \$3.00 increase on the anniversary date of the contract.

The \$7.60 per week settlement was not easily gained. It was only achieved after a committee, under Shop Steward Donofrio, notified management that its "best offer" was unacceptable and Local 153 members were prepared to enforce economic sanctions against Manhattan News to gain a fair settlement. This strong position led management to increase its offer by almost 100 per cent.

In gaining the protection of the Local 153 \$14.00 Welfare Fund, to which only the employer contributes, Local 153 members at Manhattan News will have their life insurance increased from \$1,000 to \$2,500 and their accidental death and dismemberment insurance increased in a like amount. Their accident and sickness weekly benefits will be increased to 3/4 of weekly salary up to \$45.00 for twenty-six weeks. Medical and surgical benefits are increased for the individual member and extended to cover the member's family.

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