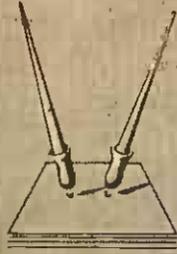




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17

“Organize!”—8th Convention Urges



The scene on the rostrum at the Sheraton-Mt. Royal Hotel in Montreal as Mayor Sarto Fournier addressed the 8th Convention of the OEIU. From left are Secretary-Treasurer J. Howard Hicks of the OEIU, President Marcel Franq of Montreal Local 57, Mayor Fournier, Rev. P. D. Morin who gave invocation, President Howard Coughlin of OEIU, and Canadian Organizer Romeo Corbell.

Coughlin, Hicks Return to Office Without Opposition

OEIU Wins Three Units in Salt Lake

At Pacific Inter-Mountain Express Company, the OEIU received all the valid votes cast.

At the Utah-Arizona Freight Company, the OEIU also received all the votes cast.

At Consolidated Freightways, the vote was 6 to 5 for the OEIU against the Teamsters and in the run-off, the OEIU was victorious.

Vice President John Kinnick, who handled these campaigns, reports that negotiations will soon be underway.

ORGANIZING and jurisdiction were the two big topics occupying the attention of the 300 delegates to the Eighth Convention of the Office Employees International Union which came to a close in Montreal on June 18th.

The delegates in attendance viewed with grave misgivings the organizational efforts of other unions in the white collar field. Thirty-seven of the 300 delegates in attendance drew up a resolution which would have authorized the Executive Board to withdraw from the AFL-CIO and the Canadian Labour Congress if OEIU jurisdiction was not respected.

Sign With Paper Makers in Albany

Organizer Bud Manning announces the completion of a renewal agreement between Local 58 and the International Office in Albany of the United Paper Makers and Paper Workers.

The new agreement, which is for one year's duration, calls for wage increases of from \$4 to \$10 depending upon classifications. The average increase is \$6.50 per week or slightly better than 9 per cent. Other features of the new agreement include a 35 hour workweek, 9½ paid holidays, 100 per cent union shop, straight seniority on layoffs, maternity leave, sick leave of 5 days after 6 months of service, 10 days after 1 year of service, 15 days after 18 months of service, and 20 days after 2 or more years of service. In the event any of this sick leave is not used during the contract year a sick leave bonus shall be paid to the employees equal to one-half the unused hours times the regular hourly earnings of employees so affected. Additionally—in the event of death in the immediate family it has been agreed to allow an employee one full week leave with pay. The “immediate family” includes mother-in-law and father-in-law. Other benefits include payment of time and one half after 7 hours in any one day and double time for work performed on Sundays or holidays. Vacation allowance includes 1 week after 6 months of service, 2 weeks after 1 year, and 3 weeks after 5 years.

Assisting Organizer Manning were Local 58 Committee members Helen Casey, Gertrude Troxell, Catherine Coutts, Phyllis Lane and Evelyn DeGroat.

President Howard Coughlin relinquished the chair and opposed the resolution on the floor. He stated that in his opinion withdrawal would not serve any useful purpose.

In addition, he opposed giving the Executive Board such wide powers and stated that such a drastic change should only be taken up at a Convention called for that purpose.

The resolution was defeated. A substitute resolution, however, which would authorize the Executive Board to call a special Convention, if in the judgment of the Executive Board such a Convention was necessary, was concurred in.

Organization-wise, the delegates adopted a series of resolutions making it clear that the OEIU will continue to give top priority to organizing the unorganized.

One called upon the AFL-CIO and the Canadian Labour Congress “to merge all organized office workers in the United States and Canada under the banner of the OEIU, the only union chartered exclusively in both countries for office and clerical workers and which has amply demonstrated its ability to best understand and meet the needs of such workers.”

A second resolution called upon the AFL-CIO to institute a nationwide organizing (Continued on page 3)

800 Member Polk Unit Chooses OEIU

The Office Employees International Union bounced back from a 1957 defeat to a big win through a National Labor Relations Board election in an 800 member bargaining unit at the R. L. Polk Company in Cincinnati, Ohio. The OEIU received 333 votes as opposed to 297 for “no union,” 9 ballots were challenged and 5 were voided.

Polk, a huge nationwide concern in the direct mail and publishing business, employs anywhere from 600 to 1000 people in accordance with seasonal demands.

In 1957, the Office Employees International Union was faced with intervention by another union. As a result of that intervention, even though the intervening union secured few votes in the election, the OEIU was narrowly defeated by 14 votes.

The campaign this year involved only the OEIU. However, in contrast to 1957, AFL-CIO Assistant Director William Kircher in the Cincinnati region, gave the OEIU tremendous assistance. Sunny Crawford, OEIU girl organizer, led the campaign at Polk from its inception in 1957. OEIU Representative Jim Sleeth and Vice President George Firth assisted.

Bill Kircher stated that this campaign was one of the really rough ones. The company sent

letters to workers' homes, employees were called into the front office for talks, layoffs were instituted and retroactive pay increases were given to some and not to others. Despite these obstacles and a difficult organizational climate due to Congressional hearings, the OEIU came through with a tremendous victory.

Sunny Crawford had a difficult task confronting her in her efforts to reorganize this Cincinnati plant of R. L. Polk because of the discouragement that resulted from the narrow loss in 1957.

Constant meetings during the intervening two years, in addition to house calls, telephone calls and other media of contact were carried on since 1957. Sunny Crawford not only continued her affirmative organizational efforts, but she also assisted Polk employees with numerous personal problems. For example, she was of invaluable help to these people when they were laid off seasonally in expediting unemployment insurance payments. She used her car to transport many of these people from their homes to unemployment insurance offices. She also on occasion provided baby sitters and sometimes acted in this capacity herself.

The successful results of the June 12th NLRB election at Polk

is an indication of what can be accomplished when union representatives fail to be discouraged and continue to use every possible means of retaining the confidence of those seeking collective bargaining.

Vice President George Firth has been directed back to Cincinnati by OEIU President Coughlin for purposes of getting negotiations under way with the R. L. Polk Company. It will be remembered that the OEIU also represents a large segment of the Polk Company at Trenton, N. J.

President Coughlin gave particular credit to Assistant Regional Director William Kircher for his part in the concerted campaign to organize R. L. Polk in Cincinnati. Coughlin stated that Kircher has been of wonderful assistance, not only at Polk, but in numerous other efforts of the OEIU in the Cincinnati area.

Win Baltimore Election

Conference Organizer John Fitzmaurice reports the results of a recent National Labor Relations Board election at the American Ice Company in Baltimore, Md.

The employees of American Ice voted at the rate of 6 to 1 in favor of Local 301, OEIU.

Negotiations between the company and the Union are now in progress.

Distinguished Speakers, Lively Floor Debate Marked the 8th Bienni



Marcel Franco, President of Local 57, Montreal, presents convention gavel to President Coughlin. Brother Franco, as local chairman, declared white collar movement in Canada was growing every day.



Post-convention meeting of Executive Board. From left: Juliano, Fritz, Finnerty, Wallace, Bloodworth, Kinnick, Hieks, Coughlin, Corum, Douglas (partially concealed), Lowe, Morton, Beaupre, Springman. Absent at time were Vice Presidents Krug and Firth.



View in rotunda of City Hall at Mayor Sarto Fournier's reception for delegates to the OEIU convention. Civic gesture was much appreciated by the delegates.



President Coughlin signs the "golden book" as Mayor Sarto Fournier looks on. Ceremony, reserved for distinguished visitors, took place in mayor's office.



Another view in mayor's office during reception. Standing behind Pres. Coughlin are the mayor, members of OEIU executive board, and Quebec labor leaders.



David Curry, vice president of Britain's Administrative and Clerical Employees, said problems of organizing were same on both sides of Atlantic.



Eugene Forsey, director of research, Canadian Labour Congress, predicted automation of offices would come slower in Canada than in U. S.



George Brown, assistant of Pres. Meany of AFL-CIO, invited OEIU to join in fight on accident frequency rate in plants and offices.



Henry Murray, of Committee on Political Education, urged delegates to go home and get members registered to vote.



Joseph Tobin, vice president of Union Labor Life Insurance Co., told of growth of union-owned firm.



TOP: Mayor Sarto Fournier of Montreal addresses delegates, with Marcel Franco by his side.



ABOVE: Louis Laberge, president of Montreal Trades and Labor Council, conveyed greetings.

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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Shown registering delegates are Romeo Corbeil, Canadian organizer, and Marjorie Whitten, Local 131.



Roger Provost, president, Quebec Federation of Labor, said, "We recognize the importance here in Canada of organizing the white collar employees."

Pass This Copy Along to an
Interested White Collar Worker

Convention of the OEIU, Held June 15-18 in Queenly City of Montreal

(Continued from page 1)

campaign in collaboration with the OEIU "to bring additional unorganized office workers under the banner of our International Union."

A third calls upon all Local Unions to make a thorough survey of their areas "for the existence of independent unions and report same to our International President for the purpose of conducting a joint campaign leading to their affiliation with the Office Employees International Union."

In his opening remarks to the Convention, President Howard Coughlin said the OEIU had been fighting certain industrial unions on the jurisdictional front for some years.

"Now we find ourselves fighting not only the old CIO unions, which had the right to organize, but also some former A. F. of L. unions," Coughlin declared. The OEIU still was the most successful union in the white collar field, he went on, pointing to tabulations of NLRB election results made by the Bureau of National Affairs.

Looking at the broader labor picture, President Coughlin stated that attempts by anti-labor forces to restrict labor in general was the greatest threat facing organized labor. He stated that we would not have to worry about jurisdiction if some of the measures presently before the Congress were passed. He particularly pointed out that in the Kennedy-Ervin Bill Local Union officers, as well as International Union officers, were faced with possible jail sentences and large fines if they violated rules and regulations promulgated by the Secretary of Labor.

He called the attention of

the Convention to the anti-labor aspects of Bill 43 which was recently passed in British Columbia. He also made reference to the actions of Premier Smallwood in Newfoundland and the Select Committee on Labor-Management Relations in Ontario.

Secretary-Treasurer J. Howard Hicks commented that "the character of the people we have representing us has been our chief weapon in repelling jurisdictional raids. Another reason why other unions haven't been successful is that white collar employees want people of their own kind representing them. These are things in our favor—things that we utilize today and will capitalize on in the future."

During the four-day meeting in the banquet room on the 8th floor of the Sheraton-Mt. Royal Hotel, the delegates heard from a notable list of speakers from both the Canadian and U. S. sides of the international boundary.

Opening day greetings were conveyed by Marcel Francq, President of Montreal Local 57, whose Local Committee functioned at peak efficiency all week for the greater comfort and happiness of the delegates; Sarto Fournier, Mayor of Montreal, who later gave a memorable civic reception for the delegates at City Hall; Roger Provost, President of the Quebec Federation of Labor; Lewis Laberge, President of the Montreal Labor Council; Henry Murray of the Committee on Political Education (COPE); David Curry, Vice President of the Administrative and Clerical Employees which represents 60,000 general clerks in Britain.

During the rest of the week
(Continued on page 4)



Past Canadian Vice President Lucien Bruneau swearing in officers after election.



Named queens of convention and wearing their tiaras, are Helen Antonuk and Jacqueline LaVoie. Making presentations are Rose Cohen, Local 33, and V. Pres. J. O. Bloodworth.



V. Pres. Nicholas Juliano, chairman of Constitution Committee, confers with Pres. Coughlin.



Drawing for union-made suit. Saul Linds of Amalgamated Clothing Workers holds box as Joyce Hall, Vancouver, draws winning ticket held by Emil Steck of Local 212.



Gift presentation was made to Pres. Coughlin by Delegate Alma Herring, Local 129, Houston.



Sec.-Treasurer Hicks received his gift presentation from Julia Tyler, Local 120, San Antonio.



Director of Organization Henderson Douglas, right, a man who does a lot of traveling, received a 2-sulter from organizing staff.

FLOOR ACTION



Delegate Thelma O'Dell, Local 10, Detroit, supported possible withdrawal from AFL-CIO.



John Cabill, Local 2, Washington, speaking in behalf of one of resolutions.

MONTREAL CONVENTION

(Continued from page 3)

the delegates heard from Eugene Forsey, Research Director of the Canadian Labour Congress; Joseph Tobin, Vice President of the Union Labor Life Insurance Company; Robert Gritta, Secretary-Treasurer of the Metal Trades Department, AFL-CIO; George Brown, Assistant to AFL-CIO President George Meany.

On the concluding days of the Convention, delegates voted for a 5-cent increase in the per capita tax, but rejected a resolution that would have established a minimum \$3 monthly dues structure. However, the Executive Board, stating that it was dismayed over the sizable number of OEIU Local Unions unable to carry on effective organizing because of inadequate income, strongly urged Local Unions having monthly dues of less than \$3 to act as promptly as possible to bring about increases to this level.

In nominations for office, President Howard Coughlin and Secretary-Treasurer J. Howard Hicks were unopposed. New faces on the Executive Board include Frank E. Morton, Local 13, St. Louis, replacing Marie Mann in Region 4, who resigned due to ill health; and William A. Lowe of Local 378, Vancouver, B. C., who will service the Canadian membership in Region 6, with J. E. Corum continuing to serve the United States side. All other Vice Presidents were re-elected.

Resolutions calling for the establishment of a research department were referred to the President with a recommendation that such department be established as soon as possible.

Another resolution urges the International to call upon all locals in the United States to "conduct a concentrated campaign for voluntary contributions to COPE during one month of each year."

The Convention voted to hold future Conventions every third year, instead of biennially as in the past. Thus the OEIU's 9th Convention will be held in June 1962. The resolution, introduced by Local 71, Mobile, cited the frequent meetings of the eight organizational conferences that afford an opportunity for representatives of Local Unions in geographical areas to meet and discuss their problems, and also cited the "heavy expense burden to the International Union and the resulting increased payment from the Convention Fund to Local Unions."

Voting on other resolutions, delegates urged all Locals to take part in Civil Defense as a group; lent support to the Ford Bill, which would liberalize cash monthly payments and provide hospital, surgical and nursing home care for persons

on social security; called for the elimination of Section 14 (b) of the Taft-Hartley Act, which authorizes state "right to work" laws; asked that proposed pension plans, as well as existing pension plans, be made the subject of collective bargaining, with administration by equal representation from management and the union; called upon all Local Unions to seek four weeks' vacation in their agreements; endorsed the CARE (Cooperative for American Remittances to Europe) program; asked the NLRB to recognize office employees as a trade "separate and apart" from production workers for collective bargaining purposes.

Also endorsed legislation pending before the Congress for \$1.25 per hour minimum wage; called for the establishment of the 35-hour week; supported federal aid to education.

From Bob Gritta, Secretary-Treasurer of the Metal Trades Department, came a pledge that the department would continue to help in the OEIU's organization efforts. He noted that OEIU had more than tripled its membership since 1945, the year it was chartered as an International.

From David Curry, Vice President of Britain's Administrative and Clerical Employees, delegates learned that the problems of organizing in the white collar field are not peculiar to the United States and Canada. He told the delegates that "the closeness of the white collar employees to the employer is the greatest hurdle to organizing work in Great Britain."

In his role as acting chairman on the first morning of the Convention, President Marcel Franq of Montreal's Local 57 told the delegates, "Had we not been affiliated with the OEIU, there would be no organized white collar workers in Canada today. . . . We have never felt the 'domination' of the United States here, and the white collar movement in Canada is growing every day."

In his final remarks to the Convention, President Coughlin stated:

"We intend to carry out every mandate of this Convention.

"We will expand our organizational programs.

"We will call on the AFL-CIO and CLC to institute joint campaigns with the OEIU to bring white collar workers into our union.

"We will do everything possible to protect and expand our jurisdiction."

Discharged Employee Gets \$1,500 Back Pay

A settlement with the regional director, 13th Region, of the National Labor Relations Board, has been reached in regard to the Ke-

Negotiators at Texas Ordnance Plant



The joint negotiating committee for seven labor organizations at the Lone Star Ordnance plant in Texas, and the company committee, in a recent session. Negotiated were a 4 per cent wage increase across the board, an additional holiday, giving 8 per year, a maximum of 20 days sick leave, as compared with 10 in old contract. Seated from left are Mrs. Goldie Fringos, president, Chemical Workers; H. O. Conly, business agent, Pipefitters; Mrs. Dorothy King, president, Local 303, Office Workers; J. Stewart Petersen, general manager, D&Z; J. A. Dudley, business agent, Painters; E. L. Robertson and Gilbert Ford, members of the Chemical Workers Committee. (Standing, left to right) H. F. Campbell, controller, D&Z; H. D. Honan, personnel director, D&Z; and A. D. Vestal, business agent, Electricians. Other members of the Joint Committee who were unable to be present were: John Sturgeon, business agent, Carpenters; G. L. Glover, business agent, Teamsters; LeRoy Autrey, attorney and E. C. Rothrock, manager, Production Planning Department, D&Z. G. L. Glover and Mrs. King of Local 303 acted as chairman and co-chairman for the seven labor organizations and LeRoy Autrey, attorney, was chairman for Day & Zimmermann, Inc.

wanee Manufacturing Co., in Kewanee, Ill., and a former employee, Ralph Karau.

The settlement was reached in advance of a hearing scheduled in Kewanee, but official announcement was held up pending approval of the regional director.

Karau, claims he was discharged by the company Feb. 12. An attempt had been made at organization of the office employees by Eugene J. Dwyer, representative of the North Central Organizational Conference.

Shortly thereafter, the office employees withdrew their request to form an office union. The Office Employees International Union filed the charges of unfair labor practices against the firm.

Full reinstatement was offered to Karau to his former or substantially equivalent position. However, Karau declined reinstatement and the company agreed to pay a \$1,500 back pay settlement.

Karau plans to enter private business at Geneseo.

In entering into the agreement the Kewanee Manufacturing Co., does not admit and continues to deny any violation of the National Labor Relations Act.

Commenting on the settlement, President Raymond F. Zang stated, "The matter has been settled by agreement with the representatives of the National Labor Relations Board to the satisfaction of both parties."

\$4 Hike in Milwaukee

The office employees represented by Local 9 received salary increases of \$4 per week effective May 1, in a two-year contract with Dairyland Cooperative Association, Milwaukee, Wis.

The new agreement, in addition to the general across-the-board increase, provides for vacation liber-

alization of 3 weeks after 10 years and 4 weeks after 25 years. The surgical and hospitalization plan was improved and disability benefits were increased.

As the result of the negotiations members will be brought into a pension plan for the first time.

The agreement will run for two years with a wage reopener at the end of one year.

Local 192 Signs With Paper Firm

Vice President Leo J. Wallace reports the settling of a new agreement between Local 192 and Great Northern Paper Co. at Millinocket, Me. This new agreement followed an extension of the agreements by other unions. Obtained were a new merit system to replace the old system that proved inadequate; 16 hours additional personal leave of absence; improved call-in provision; reopener on wages.

The committee included Raymond Paoletti, president; Owen Touissant, Minnie McCann, Lowell Nason, Harold Whitehead, Eugene Richard, Ernie Vazanis, Robert Machin, Bernard Machin, George Bissonette and Larry Vaznis.

Holyoke Agreement

Local 247 and National Blank Book Co., Holyoke, Mass., have signed a new agreement. It provides for 3.5 per cent general increase, major medical insurance plan with \$5,000 benefit, and \$100 deductible. This coverage extends to the dependents of the employee as well as the employee. The committee was comprised of International Representative Leo J. Wallace, David Johnston, and President Paul Fountain.

Sign in Maine

International Representative Leo J. Wallace reports the completion of the first settlement for 1959 in the paper making industry in the north.

The contract is between Local 232, Madawaska, Me., and Fraser Paper Ltd.

Wallace headed a committee composed of President Joel Plourde, Norman Plourde, Howard Stevens, Adelard Cayer, Jr., Eldon Daigle, Gus Mazerolle, and Arthur Cayer.

The new contract provides for a 3 per cent general increase with a minimum of \$.05 per hour, plus \$.02 per hour for grades 4, 5, 6, 7, and \$.05 for tester. Also obtained was a floating holiday for the Technical Group. There were individual adjustments based on reclassifications.

Joins Local 29

Maurice Carey has joined the staff of Local 29, Oakland, Calif., as a business representative-organizer. He formerly was business representative for Local 250, Hospital and Institutional Workers' Union, and an organizer for Local 399, Service and Maintenance Employees in Long Beach. He holds a B.S. degree from the University of San Francisco.

Officers of Ottawa Local



Newly-elected executives of Local 225, Office Employees' International Union. Reading from left to right: Dorothy York, recording secretary; Constance Wilson, treasurer; Margaret Bishop, first vice president; June Pappas, president; Mildred Monoco, second vice president; Renna Brousseau, corresponding secretary.