"Organize!" 8th Convention Urges

Coughlin, Hicks Return to Office Without Opposition

The Office Employees International Union bounced back from a 1957 defeat in 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 Sixth 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, tailors were instituted and retroactive pay increases were given to some and left 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 also took her car to transport many of these people from their homes to unemployment insurance offices.

The successful results of the June 12th NLRA 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. Kircher stated that the OEIU has been of wonderful assistance, not only to Polk, but in numerous other efforts of the OEIU in the Cincinnati area.

The scene at the Sheraton-Mt. Royal Hotel in Montreal as Mayor Fournier addressed the 8th Convention of the OEIU. From left are Secretary-Treasurer J. Howard Hicks of the OEIU, President Marcel Fournier of Montreal Local 301, Mayor Fournier, Rev. P. D. Morin who gave invocation, President Howard Coughlin of OEIU, and Canadian Organizer Roméo Cottrell.

OEIU Win 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 Freight ways, the vote was 6 to 5 for the OEIU against the Teamsters and in the run-off, the OEIU was victorious.

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

Sign With Paper Makers in Albany

Organizer Bud Manning announced the completion of a renewal agreement between Local 58 and the International Office 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 $5.26 per week or slightly better than 12 per cent. Other features of the new agreement include a 33 hour workweek, 9%. paid holidays, 100 per cent un-

EMPLOYMENT NEWS

The United Paper Makers and Paper Workers of the United States of America, AFL-CIO, announced the conclusion of a new agreement with the Pacific Inter-Mountain Express Company, the Salt Lake City office of which is located at 1107 E. 250 S. The agreement, which was signed June 12, 1959, is for one year's duration and will go into effect July 1, 1959.

The new agreement provides for wage increases of from $4 to $10, depending upon classifications. The average increase is $5.26 per week or slightly better than 12 per cent. Other features of the new agreement include a 33 hour workweek, 9 1/2 paid holidays, 100 per cent union shop, straight seniority on layoffs, maternity leave of 10 days after 6 months of service, 10 days after 1 year of service, 15 days after 2 years of service, and 20 days after 4 years of service.

In the event an employee leaves his job during the contract year a sick leave bank shall be paid to the employee equal to one-half the hours times the regular hourly earnings of employees so affected. Additionally, in the event of death of the immediate family, it has been agreed by the parties to permit the employee to have up to 5 days to attend the funeral. In the event of the death of the immediate family of another employee, 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 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 was Local 36 Committee members Helen Casey, Gertrude Trottier, Catherine Coutts, Phyllis Luce and Evelyn DeGroat.

Win Baltimore Election

Conference Organizer John Fixmanta reported 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.

The scene at the Sheraton-Mt. Royal Hotel in Montreal as Mayor Fournier addressed the 8th Convention of the OEIU. From left are Secretary-Treasurer J. Howard Hicks of the OEIU, President Marcel Fournier of Montreal Local 301, Mayor Fournier, Rev. P. D. Morin who gave invocation, President Howard Coughlin of OEIU, and Canadian Organizer Roméo Cottrell.

800 Member Polk Unit Chooses OEIU

The campaign in this bargaining unit at the R. L. Polk Co. in Cincinnati was mounted by Assistant Director William Kircher on behalf of the OEIU. He was assisted by Sunny Crawford, girl organizer, and by the Convention Organizer, John Manning. Bill Kircher stated that the amount of cooperation which he received from both the company and the members was amazing and 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 Co. 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. Kircher stated that the OEIU has been of wonderful assistance, not only to Polk, but in numerous other efforts of the OEIU in the Cincinnati area.
Distinguished Speakers, Lively Floor Debate Marked the 8th Biennial Convention of Office Employees International Union.

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

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 Francq by his side.

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

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

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.

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 call 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-Exrin 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 14th 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 Franco, 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)

FLOOR ACTION

Delegate Thelma O'Dell, Local 19, Detroit, supported possible withdrawal from AFL-CIO.

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

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

Named queens of convention and wearing their tiaras are Rose Cohen, Local 33, and V. Pres. J. O. Bloodworth.


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

Gift presentation was made to Pres. Coughlin by Delegate Allen Harris, Local 129, Houston.

Sec.-Treasurer Hicks received a gift presentation from Julia Tyler, Local 129, San Antonio.

Director of Organization Henderson Douglas, right, a man who does a lot of traveling, received a 2-color from organizing staff.
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 Grinta, 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 encouraged minimum 3 months monthly dues structure. However, the Executive Board, stating that it was dismayed over the sizable number of OEU Local Unions unable to carry on effective organizing because of inadequate incomes, 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 Charles Blackwell of Nova, B.C., were unopposed. New faces on the Executive Board include Frank E. Morton, Local 13, S. E. L. and employees; Marie Mann in Region 4, who resigned due to ill health; and William Aldrich of Local 378, Vancouver, B. C. who will serve the Canadian membership in Region 6, with J. C. Corrigan 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 "support 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 OEU's 9th Convention will be held in June 1962. The resolution, introduced by Local 71, Mobile, cited the frequent meet- ing of the centennial organization, and 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" resulting increased payment from the Convention Fund to Local Unions.

The resolution urges other resolutions delegates urged all locals to take part in Civil Defense as a group, lend support to the Farm Security Administration, and institute 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 all existing pension plans, be made 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 International to consider organizing a white collar movement in Canada; urged reorganization of small Unions and approval of the Executive Committee to serve mergers for collective bargaining purposes.

Also endorsed legislation pending before the Congress for $1.25 per hour minimum wage, calling for an extension of the 35-hour week; supported federal aid to education. He told the delegates from Gritta, Secretary-Treasurer of the Metal Trades Department, came a pledge that the department would continue to push for a better OEU organization efforts. He noted that OEU 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 Em-
ployees, delegates learned that the problems of organizing in the white collar field are not easier in the United States than Great Britain and Canada. He told the dele-
gates 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 Charles Frang of Montreal's Local 100 told the delegates, "Had we not been affiliated with the OEU, there would be no organized white collar workers NLRB to recognize the office employer has ever 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 said, "We intend to carry out every mandate of this Convention.

We will expand our organizational programs. We will call on the AFL-CIO and CJC to institute joint campaigns with the OEU to improve the position of white collar workers into our union.

We will do everything possible to protect our members 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 Ken- wance Manufacturing Co., in Ke-

The joint negotiating committee for seven labor organizations at the Lone Star Ordnance plant in Texas, and the company committees, in a recent session. Negotiated were a 4 cent wage increase across the board, an additional holiday giving $2,500 as a bonus to all workers. Sought from left are Mrs. Goddine Frings, president, Chemical Workers; H. O. Coulby, business agent, Pipefitters Mrs. Dorothy King, president, Local 305, Office Workers, S. J. Stewart, president, general manager, D&Z; J. A. Dudley, business

Street, Painters E. L. Robertson and Gilbert Ford, members of the Chemical Workers Committee. (Standing, left to right) Joseph Tobin, Vice President of the Union Labor Life Insurance Company; Bob Winans, secretary-treasurer of the Lone Star Ordnance plant, and Mrs. Donald Brown, president, Woman's Club of the Chemical Workers.

Sign in Maine

International Representative Leo J. Wallace reports the completion of the first stage of 1939 in the paper making industry in the north. The contract is between Local 232, Madawaska, Me., and Fraser Paper Mill.

Wallace headed a committee com-
promised of President Joel Plourde, Norman Freeman, Howard Stewart, Adelard Cayer, Jr., Eldon Dugal, Gus Mazerolle, and Arthur Cayer.

The new contract provides for a 3 per cent general increase with a minimum of 50 cents per hour, 502 per hour for grades 4, 5, 6, and 505 for sealer. Also obtained was a winning bid for the Technical Group. There were individual adjustments based on reclassifications.

Local 192 Signs With Paper Firm

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


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 extended to the dependents of the employee as well as the employees. The com-

Sign in Maine

International Representative Leo J. Wallace reports the completion of the first stage of 1939 in the paper making industry in the north. The contract is between Local 232, Madawaska, Me., and Fraser Paper Mill.

Wallace headed a committee com-
promised of President Joel Plourde, Norman Freeman, Howard Stewart, Adelard Cayer, Jr., Eldon Dugal, Gus Mazerolle, and Arthur Cayer.

The new contract provides for a 3 per cent general increase with a minimum of 50 cents per hour, 502 per hour for grades 4, 5, 6, and 505 for sealer. Also obtained was a winning bid for the Technical Group. There were individual adjustments based on reclassifications.

Local 192 Signs With Paper Firm

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


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 extended to the dependents of the employee as well as the employees. The com-

Johns Local 29

Maurice Carey has joined the Johns Local 29, Los Angeles, Calif., as a business representative-organizer. He formerly was business re-

significance.

Officers of Ottawa Local

Newly-elected executive of Local 225, Office Employees International Union. Running from left to right: Dorothy Yarwood, recording secretary, Consuelo Williams, treasurer, Margaret Bishop, 1st vice president, June Pappas, presi-
dent; Mildred Noccoo, 2nd vice president; Iasma Broussard, corresponding secretary.

Officers of Ottawa Local

Newly-elected executive of Local 225, Office Employees International Union. Running from left to right: Dorothy Yarwood, recording secretary, Consuelo Williams, treasurer, Margaret Bishop, 1st vice president, June Pappas, presi-
dent; Mildred Noccoo, 2nd vice president; Iasma Broussard, corresponding secretary.