Local 180 Wins Arbitration Case

Massecia, N. Y.—Organizer Bud Manning announced that Local 180 has had another arbitration victory against the ALCOA company in Massecia, N. Y. in a recent hearing held in Boston, Mass.

The case involved an employee who had been classified as an Advanced Stenographer and had been demoted to the classification of General Clerk. The employee was retroactively restored to the advanced classification due to a change in the level of operations. Significantly another employee who was classified as a General Clerk was reclassified as an Advanced Stenographer and had not previously held that job filed a grievance.

Recall Rights

The Union insisted that when an opening in the Advanced Stenographer classification became available, whether due to reclassification or otherwise, the contract required that the job be filled by restoring to the classification that employee who possessed recall rights to the job.

The Company claimed that the "reclassification" practice, not formal recall, was maintained against those employees who might not want to meet the problem which arises when a new employment of duties on a particular job as a result of gradual job change in the employees' union, the classification is reclassified. By this reasoning the company maintained that the General Clerk's job had undergone sufficient change to warrant its being reclassified to Advanced Stenographer and that the incumbent on the reclassified job should remain on the newly classified job. The Union held that if this reasoning were correct all positions which changed in content due to technological changes or for any other reason and were reclassified as a result would favor the incumbent and negate against those employees with restoration rights under the contract.

A pre-riptide panel of arbitration heard the case and ruled as follows: when a job is reclassified and reclassified, those employees with restoration rights to the reclassified job have preference on incumbents on the changed job. The panel held that the "Restoration of Rights" clause in the present agreement clearly confers that right to employees who have been seriously damaged from the classification due to cutback and such restoration right shall take precedence over an incumbent's title to the position. The panel further declared that an incumbent on a job had rights to retain said job only in circumstances when no one had been demoted from the position.

Local 17 Certified

J. M. Sleeth, OEU Representative, announced that Local 17 has been certified as bargaining representative for the employees at the W. Magee Manufacturing Co.

An NLRB election was held in December for the group located in Burlington, Ill., but as a result of an election challenge, the employees were held up because of challenged ballots.

It is anticipated that negotiations will begin shortly for the contract.

New P.I.E. Office Signs Up

In the picture above, a three-year contract is being signed at the Postle Industries Co., Inc., General Office, by representative management negotiators. The agreement covers 170 office employees. Shown are Paul Jones, Director of Labor Relations, John Winfield, Business Representative, O.R.E.U., Mary Green, Mary Barry and Jo Ann Kreke, members of the Union Negotiating Committee, and Willard Johnson, Assistant Director at Labor Relations. Local 29 was bargaining rights by defeating the Motor Freight Employees Association last fall.

(Continued on page 2)

Unilateral Aptitude Tests Illegal

The National Labor Relations Board is a recent case held that any company instituting aptitude tests without the consent of the Union that represents its employees is in violation of the Act.

While the Office Employees International Union has not had occasion to contest the National Labor Relations Board in recent years, we do feel that its decision in this particular case deserves our commendation.

This is a very important decision. Many of our companies in the last few years have initiated aptitude tests and, in many instances, adopted job evaluation programs without the consent of our Local Unions. We have always held the position that this is illegal.

This recent decision of the National Labor Relations Board supports our position.

OEU Local Unions should make note of this decision immediately and notify the Gildemeister Company and the Steelworkers; 122 NLRB No. 137.

Stanford Wins Grievance Cases

Stanford, Conn.—President Nick Bohnas of Local 90 announces two recent arbitration victories in hearings involving grievances against the Yale & Towne Manufacturing Company of Stamford. Organizer Bud Manning assisted the Local in the preparation and presentation of these cases which were heard before Arbitrator Benjamin C. Roberts of the American Arbitration Association.

Contract Rights

The first case involved the failure of the company to give a laid off employee one week's notice of termination or one week's pay in lieu thereof. The company took the position that a recently negotiated severance pay provision took the place of the previously observed practice of giving laid off employees a written notice or the one week's pay in lieu of such notice. The Union, as a basis for its claim, cited a contractual provision which guaranteed company adherence to all previous grants and privileges.

The Arbitrator held that, in the absence of any agreement between the parties for a discontinuance of any of the privileges under the civil construction clause, such rights were still preserved. He accordingly ordered the company to pay the employee an additional pay in lieu of the failure to give notice.

The second case involved the complaint of the employee that the company was imposing burdened job orders by

(Continued on page 3)

D.C. Andrews Employees Turn Down Last Ditch Co. Appeal

A National Labor Relations Board election held on Tuesday, February 24, 178 office employees of D. C. Andrews & Co., Inc. one of the largest freight forwarding companies in the country, chose Local 153 as their collective bargaining representative.

A majority of the employees insisted on Union representation despite an active campaign by the company to discourage this choice.

While the company's anti-union propaganda was used prior to the election in the pursuit of discouraging organization, a last-minute special delivery letter forwarded to the homes of all eligible voters over the Washington's Birthday holiday weekend was intended to be the climax of the company's campaign.

The company probably thought that Local 153 representatives would not be available over the holiday weekend for purposes of preparing answers to its statements because of the fact that the election was scheduled to be held on the morning of the day following the last-minute letter.

The company turned out to be wrong because union representatives were available, received copies of its letter and prepared answers which were distributed outside of the employer's premises on the morning of the election.

The company, in its last-minute letter, used the tactics advocated by Prentice-Hall, which corporation for $3 a month, advises employers on ways and means of combating union organization.

Letter of Company

The company's letter included the following paragraphs:

"Is the Union being honest when it says guarantees you will get annually higher wage increases, bonuses, shorter hours, expensive welfare benefits, longer vacations, greater promotional opportunities, etc., etc., all with greater job security? How can you possibly have any confidence in any union that makes such a mirage of promises?"

"Obviously you would have for less job security in that event because, as you certainly know, our departments which in previous years had earned the profits which enabled us to distribute bonuses, last year suffered severe losses. If the company were burdened with the added costs and expenses of the fanciful benefits the union blindly guarantees, where would the money come from? How much "job security" do you think you would have under those circumstances?"

"This Management has always been and will continue to be quick and happy to provide the best working conditions that the earnings of the business make possible. We are opposed to the Union precisely because its behavior has demonstrated that it thinks in terms of strife and controversy and demands, that it shows it knows little or nothing of the nature of our business and its problems, that it has no real comprehension of the relationship between this company and its employees, and that its psychological approach, based on the master and servant concept, is certain to create continuing conflict."

"Denies the Union is sincere in saying that it does not want to force this company to go out of business. But if its tactics and demands force lay-offs because an increase in costs of operation beyond earnings compels curtailment of operations or the closing of department, it won't be of any benefit to those employees who lose their jobs as a result. Since of course, we can't raise our prices, how could it be otherwise?"

(Continued on page 3)
Insurance Company Must Pay Off

The State Supreme Court of South Carolina reversed a ruling by a lower court and ordered the American Health Insurance Company to pay off on an insurance policy held by Thurman Batchelor.

In presenting full payment to Mr. Batchelor, the company pointed out that he was insured under two groups and eight other hospital and surgical policies which would return him $745 per week in case of sickness. The company said that this was far in excess of Mr. Batchelor's $53 a week take home pay.

In fact, the company said that Mr. Batchelor was betting on the chances of his becoming hospitalized. He was hospitalized following an automobile accident.

The State Supreme Court said that he was free to insure his health with as many companies and in whatever amount he desired.

This would appear to be quite a feat on $53 a week.

Prentice-Hall At It Again

In a recent letter to employer subscribers, Prentice-Hall again called the attention of management to a concentrated organizational drive to organize white collar workers. Prentice-Hall states that this drive has been timed by the AFL-CIO to coincide with the upturn in business and has behind it the giant force of the entire labor movement.

Prentice-Hall says that alert businessmen everywhere are fortifying themselves with the information needed to meet this powerful attack. They further say it can be met, definitely and triumphantly for a price. The price for this information is $3 a month.

Clerical workers throughout the country are for the most part unorganized and, worse still, are among the poorest paid workers in the nation.

The only way white collar workers can improve their economic plight is through unionization. This is the situation recognized by the company.

Despite this, Prentice-Hall is looking to help prevent the unionization of clericals and subsequent improvements in their economic conditions for the sum of $3 per month.

 Labor vs. Business

We have heard much about the power of organized labor in the United States. Every time proposals for labor legislation are discussed, representatives of the Chamber of Commerce and the National Association of Manufacturers continue to mislead the public with their exaggerations of the strength of organized labor.

It is very revealing, therefore, to see that the reverse is probably the case. Representative Wright Patman insists that big business is getting too big. He points out that one-half of 1 percent of all manufacturing corporations have 57 percent of total sales in this country. He further warns that control of the nation's economy is in the hands of a few large corporations.

It would seem to us that the matter of control of the country by big business deserves investigation.

While labor has been concerned that labor unions have secret ballot elections, which we favor, it will be noted that the corporations of our country still operate through proxy voting.

Ab initio Negotiations Completed

In a last minute report from the negotiations in Topeka, the OEU Local Unions and Abihiti Power and Paper Company, we have received word that agreement has been reached which will provide an $8.00 per month general increase, an improvement in the vacation provision to provide for four (6) weeks, as well as improvements in the seniority clause to protect employees in the case of layoffs.

17 Ways to Wreck Your Organization

Seventeen ways in which a member can injure his organization — and thus injure in chances of doing a better job of protecting your interests. Are you guilty of any of these?

Do not intend meetings, but if you do, arrive late.

2. Be sure to leave before the meeting is closed.

3. Never have anything to say at the meeting — wait until you get outside.

4. When at the meetings, vote to do everything. Then go broke and do nothing.

5. The next day, fail to_fsm with the officers and your members.

6. Take no part in organization affairs.

7. Be sure to air the back, so you can talk it over with a member.

8. Get all the organization will give you and don’t give the organization anything.

9. Never ask anyone to join the organization.

10. At every opportunity threaten to quit. Try to get others to do the same.

11. Talk cooperation but don’t cooperate.

12. If asked to help say you haven’t time.

13. Never read anything pertaining to the organization.

14. Accept any doings since it is easier to criticize than to do anything.

15. When selected to a committee never give time or service to it.

16. If you receive a bill for dues ignore it.

17. Don’t do any more than you have to, and when the others willingly and unselfishly use their ability to help the good cause along, then howl because the organization is run by a “clique.”
Ray O'Connell Honored in Stamford

Stamford, Conn. President O'Connell of Local 153 reports that Local 90 Secretary-Treasurer Ray O'Connell has been chosen President of the Yale-Stamford Local by the Connecticut AFL-CIO. O'Connell was selected for this honor from a list of candidates submitted to the Connecticut AFL-CIO by the ranks of all Local 90 Union members. Brother O'Connell, until his resignation, was employed at the Yale & Towne Manufacturing Company in Stamford as a Machinist Engineer. He was born in New York City on October 24, 1894. He served in World War I in the U.S. Navy, a past president of Stamford A.F. of L. AFL-CIO. President O'Connell retired in 1964 and has served as Secretary-Treasurer of the Local for the past four years, is a past member of the Local 90, in one capacity or another, for 30 years. He has served as an Executive Board member continuously since 1943. He is a member of the Connecticut AFL-CIO and the Connecticut State Labor Council for many years.

O'Connell states that "This is a long overdue recognition for all the wonderful effort (Ray O'Connell) has put into not only the welfare of our Local but in the successful labor movement in Stamford. The men and women in the Local, engaging himself in long and arduous picket duty, and his ever ready availability to assist all unions in hard-fighting activity will soon be forgotten."
from the desk of the

PRESIDENT

HOWARD COUGHLIN

Several years ago, at the request of the AFL-CIO, I accepted an appointment as a member of the Board of Directors of the National Health Council.

After serving on this Council for approximately a year, I was appointed to a subsidiary of this Council, called the Commission on Health Careers, established by the National Health Council:

This Commission was established because of the Council's concern with the failure of young people to interest themselves in the health professions in numerous technical, semi-professional and professional careers in the health field. The continuing shortage of qualified personnel in such fields as health nursing, pharmacological research, laboratory technical work, medicine and the bio-sciences, in addition to numerous other classifications requiring little educational background, is of great concern.

Worse still, the future holds little promise of improvement.

The Commission on Health Careers, composed of such well known men as Leonard A. Schelle, M.D.; Basil O'Connor, president of the National Foundation for Infantile Paralysis; Norvin Kiefer, M.D., president of the National Health Council, and former U.S. Senator Herbert H. Lehman, is deeply concerned with finding a solution for this problem.

Needless to say, the success or failure of this Commission will have direct bearing on the health of the population of the United States. We are too prone to forget that the health of our citizens is the business of all of us.

In the early years of our country, very little was accomplished in the field of public health. The first steps were taken during the first epidemic, which wiped out communities, including the rich and poor alike, slowly but surely brought about a change in the thinking of political and community leaders.

As a consequence, we all willingly contributed to research in such fields as infantile paralysis, cancer, heart disease and numerous other diseases.

As a direct result, many advances have been made which have been of benefit to the entire country and the world for many years.

Mr. Basil O'Connor, president of the National Foundation for Infantile Paralysis, who also serves as a member of the Commission on Health Careers, led the fight on polio which resulted in the now familiar Salk Vaccine. This vaccine has been a boon to the population and resulted in the saving of tens of thousands of lives or polo for thousands of children and adults.

Dr. Jonas Salk, M.D., produced this vaccine only as a result of his work in the laboratory.

Numerous other research specialists every day are on the trail of a cure for the other deadly killers. Despite the work of these men and women, whose purpose in life is helping others, we find ourselves in a position where thousands of hospitals are understaffed due to the fact that the country as a whole is uninterested in the health professions.

Too often today, we find high school graduates and college freshmen concerned only with preparing themselves for the usual well paid positions in fields of little or no real public service of medicine and the industrial sciences. One of the reasons for this is the fact that we seem to judge the success of a man on the basis of the money he accumulates during his lifetime.

Actually, however, our most successful people have been men like Dr. Jonas Salk who have not been concerned with financial remuneration.

The Commission on Health Careers is completely cognizant of the fact that the public at large and the young people particularly, who might find health careers most satisfying, are not aware of either the need or the requirements for those positions. It intends, through publicity and through the use of materials and other media of public relations, to acquaint the high schools and colleges with information dealing with these positions. The AFL-CIO has already agreed to help us in a number of ways.

The Office Employes International Union, through a number of its Local Unions, represents many people in the health field in such organizations as Health Insurance Plan of New York, Group Health Insurance, Blue Cross, Kaiser Permanente and many others.

We concern ourselves, not only with better salaries for our people, but we are deeply interested in the success of all agencies working towards achieving better health for all of us. We are especially interested in helping those young people interested in health careers towards the proper agencies. We should do everything possible to encourage interested members towards careers in health.

The AFL-CIO

Appellate Court Reverses NLRB

In two recent cases, the NLRB's position has been reversed, resulting in a strong declaration that striking workers against replacement.

In its decision in a dispute between the Borg-Warner Corporation and the United Auto Workers, the Board ruled that a strike in the Bone, Ohio, plant was economic in that striking employees were not protected by the National Labor Relations Act. In reviewing the United States Court of Appeals decision, the Court reaffirmed the NLRB's position that the company's insistence on specific contractual clauses was an unfair labor practice and the striking employees were protected.

In a case involving the Washington Coca-Cola Bottling Works, Inc. and the International Brotherhood of Teamsters, the Board ruled that a company guilt of unfair labor practices but said that a strike was not caused by the company's fault. The board was not therefore, protected by the law. The Court of Appeals affirmed the Board's decision that the strike was caused by the company's fault and reversed the strike a bargain with the Union. The NLRB has once again overruled the Board.

As a delegate from Local 378, I have been active in the Board's last term and I have worked hard to labor unrest in American labor.

Sign Master Contract With Baking Firm

New York, N. Y.—The three branch offices of the Continental Baking Company, who are members of Local 153, have signed their first master contract with the baking company.

Commenting on the bargaining strength of the three units for one negotiation — instead of having three separate negotiations — resulted in gaining substantial wage increases, a shorter work week and increased welfare benefits.

These negotiations saw the first strike in Continental's history taken by clerical employees of the Continental Baking Company. The strike vote for the entire company was held and the report of the Negotiating Committee of the three groups that the strike was to be on contract with the company.

While the fringe issues have been settled to the unanimous satisfaction of the members, the Committee was authorized to call a strike if no further progress was made on the wage issue. The Committee was unanimously authorized to settle with the Company if a salary contract office was made. With this new bargaining strength, the Committee met with management; informed them of the company's decision; secured a favorable Labor Board, and in a matter of a few agreement was reached.

The new contract provides a $4.00 per week across-the-board increase this year and a $3.00 across-the-board increase next year. The most outstanding gain made by the group was the reduction of the work week to 37.6 hours and the work week to 7½ hours, with time and one half in the event either.

The clerical employees of the three branch offices of the bakery firm also won home and office doctor bill coverage for the members' dependents, paid for by the employer, thus rounding out the members' welfare coverage through the Local 153 Welfare Fund.

The integrated classification system was taken by clerical employees of the Continental Baking Company who have negotiated means additional increases for a number of employees. It has some instances this increase in excess of $3.00 per week.

The combined Negotiating Committee was composed of Joseph Vele, Shop Steward of the JM; John Lydon, Shop Steward of the Bronx branch and Philip Bene, Shop Steward of the Brooklyn plant. Business Representative John Fanning represented the Local Union in these negotiations.

Re-elected

Milwaukee

Milwaukee, Wisc.—Two contract settlements concluded this past month increase salary rates for Local No. 9 units at the Miller Brewing Co. and the Oliger Co.

Under the wage reaper of the agreement which runs until December 1, 1958, the bargaining agreement was negotiated providing for a 4% general wage increase and changes in the salary structure amounting to 7%. The wage increase covering approximately 225 office employees is retroactive to December 1, 1958.

The bargaining committees of the Company and the Union held 10 meetings during the past months. The entire salary structure was changed by condensing 20 salary groups into 13 groups with an uniform spread of 3% between the minimum and maximum. The merit increases were divided into 7 steps of approximately 5% for each step. A uniform differential of 7% was established between each salary group. This action is in line with a recommendation about 7% higher potential earning of group.

The Bargaining Committee members who assisted the Business Representative are: Norman H. Goldfarb, chairman; Daniel M. Hertz, Hans Kolpanen and Esther Oldenburger.

On February 1, the office and telephone employees of our labor agreement received $17.00 a month increase as the result of the recent negotiations between Local 9 and the Oliger Company. The new supplementary agreement extends the present agreement until February 1, 1990. The committee met with James H. Bottling Corporation, John F. Decker, president of the United Bottlers, Inc. and the Company and negotiated a new agreement.

When YOU NEED IT MOST

ON THE JOB

Toronto Sets White Collar Study

Current controversies in the human relations field, with special emphasis on the white-collar or salaried worker, will be examined by Aaron Levineson, Research Institute of America, who will address the annual conference of the Toronto Personnel Association, being held in Toronto April 13 and 14.

A feature of the conference will be a panel discussion of current labor relations trends by top-ranking men in the field.

Other speakers will include: Dr. R. N. McMurray, President of McMurray Corporation: A. C. Thornham, Industrial Relations Manager, International Minerals Corp.; A. S. Management Analyst, International Minerals Co.; John A. S. Proctor, Management Analyst, Whitcomb Corporation; and John D. Back, American Management Association.

Attend your Local Union Meetings