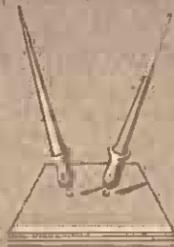




# WHITE

# COLLAR

Official Publication of the



Office Employees International Union



## Season's Greetings

Once again we thank you for your loyalty and friendship and extend our best wishes for a happy Holiday Season.

Howard Coughlin, President  
J. Howard Hicks, Secretary-Treasurer  
Henderson Douglas, Director of Organization

Edward Beaupre  
J. O. Bloodworth  
J. E. Corum  
John T. Finnerty

George P. Firth  
A. J. Fritz  
Nicholas Juliano  
John B. Kinnick  
Max J. Krug

Edward P. Springman  
Leo J. Wallace  
Frank E. Morton  
William A. Lowe

## Tells of Strike Settlement



With members of Local 153 Executive Board and negotiating committee seated beside him on stand, International President Howard Coughlin tells membership of satisfactory settlement of strike against American Export Lines.

## New York Port Strike Is Won

After weeks of fruitless negotiations with the management of the American Export Lines, one of the large American steamship companies in the Port of New York, a strike was called by OEIU Local 153. The strike call followed a secret ballot authorization of strike action by 325 clerical employees of the company.

During the negotiations, the company had consistently refused to agree to a wage increase, a statement of intent on the payment of a Christmas bonus which had been paid consistently down through the years, Union shop, promotions from within, and job security. It was apparent that the negotiations entered into by the Union in good faith, were getting no where fast.

On Monday, November 21st, the Office Employees International Union established its picket lines in front of the main offices of the company and its Hoboken, New Jersey and New York piers.

### Picketing Effective

All of the Maritime Unions, including the International Longshoremen's Association and the National Maritime Union, refused to cross the picket lines of the OEIU. As a consequence, all operations affecting the incoming liners *Independence*, *Constitution* and *Atlantic* were paralyzed. Passengers were forced to carry their own baggage and supervisory employees of the American Export Lines assisted.

Local 153, through its Attorney Walter M. Collieran, immediately lodged a protest against the licensing of unregistered personnel with the Waterfront Commission. As a result, the Waterfront Commission on Wednesday, November 23rd, forbade the use of these personnel in the loading of ships.

In the meantime, a negotiating team headed by Secretary-Treasurer Ben J. Cohan, Business Representative John Kelly and International Representative Joseph Powell were in constant meetings with officials of the American Export Lines.

### Long Session

Until the evening of the third day, little or no progress had been made. However, as a result of negotiations which lasted 19½ hours, a tentative agreement, subject to the ratification by the employees of American Export Lines, was agreed to.

The agreement provides for a stipulation that the American Export Lines would pay a 8 1/3 per cent bonus, in addition to a 7½ per cent wage increase across-the-board. A union shop, job security, promotional clauses and improved vacation provisions were also attained.

This agreement was reached on Thanksgiving Day morning at the conclusion of round-the-clock negotiations. Picket lines were with-

(Continued on page 2)

## OEIU Members On TV Series

The AFL-CIO Publicity Department, headed by Al Zack, has agreed to film the activities of the OEIU members employed by the New York Stock Exchange as part of its "Americans at Work" series.

The employees of the New York Stock Exchange are members of OEIU Local 205. Walter Shultze, President of Local 205 and Keith Funstan, Chairman of the New York Stock Exchange, have agreed to allow AFL-CIO camera men to begin shooting the film in the N. Y. Stock Exchange on Monday, December 5th.

The film will be carried as a public service by 170 television stations throughout the United States.

## Executive Board Members as They Met in Washington



Serious consideration of the impact of automation on the office and clerical workers of the United States was given by the OEIU Executive Board at its meeting this month in Washington, D. C.

Transistorized computers, now replacing the giant electronic machines, are having a much greater effect in the office and clerical field, it was emphasized. Rented by small and medium sized firms, the transistor computers are eliminating a large number of clerical occupations.

The Board meeting, presided over by President Howard Cough-

lin, emphasized its concern with the permanent abolition of occupations which have been traditional in offices.

At the conclusion of the meeting, the Board called upon the Congress and President-elect Kennedy to establish a national commission to study the effects of automation in the office. Stating that the commission should be composed of representatives of white collar unions, industry and government, the Executive Board said it "should have for its responsibility a study of the impact of automation in the office and to make rec-

ommendations to alleviate this tremendous impact."

It suggested that the commission should include a recommendation that training centers be subsidized by the Federal government and the respective states through the unemployment insurance program "whereby clerical workers will have an opportunity to be educated and trained in the use of all automatic devices in operation or to be used in office operations."

Noting that office automation was having the same effect in Canada as it was in the United States, the Executive Board similarly called

on the Federal government and Prime Minister Deifenbaker to establish the same type of commission for Canada.

The Board also called for earlier retirement for women under the Social Security system. It called attention to the fact that 24 million women are in the U. S. work force today, and that most of these are employed in office occupations.

Finally, in order to insure full employment, the Board called for a shorter workweek. "Increased production resulting from the use of electronic data processing machines will more than compensate the employer for the reduced workweek," the Board concluded.

## WHITE COLLAR

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

HOWARD COUGHLIN  
President

J. HOWARD HICKS  
Secretary-Treasurer

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

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



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Subscription Price \$1 a Year

## Unemployment Increase?

Dr. Daniel B. Suits of the University of Michigan, Department of Economics, forecast that unemployment will increase in 1961 even in the face of the modest improvement in the economy. A consensus of experts attending the University's Eighth Annual Conference on the Economic Outlook felt that the average unemployment next year will approximate 4.2 million.

The contributing factors include a lack of increase in consumer buying, particularly in automobiles, and continuing declines in inventories. The Economists also cited a decline in new housing starts.

It would appear that President-elect Kennedy will face a modest economic recession in taking office on January 20.

\* \* \*

## Needs of Elderly

The Department of Health, Education and Welfare recently released a survey which indicated that 77 per cent of all persons over 65 years have chronic ailments. Persons 65 and over visit a doctor approximately seven times per year. Forty-two per cent of the people in this category have chronic ailments which limit their physical activity.

Despite the apparent needs of the Nation's aged population, it is estimated that only one-tenth of these people will receive any benefits from the federal program recently enacted during any one year.

Representatives of the major political parties recognize that the action taken during the recent session of Congress is not the answer to the problems of the Aged. The Social Security approach as advanced by Representative Aime Forand and Senator Anderson would provide true medical care for America's senior citizens.

We believe that President-elect Kennedy will give this goal top priority in 1961. It is long overdue.

\* \* \*

## Enforcing Pension Payments

The United States Supreme Court at Cincinnati recently ruled that a Union may sue a company to force a company to resume payment of premiums to finance an employee pension plan.

In the instant case, the Union had a five year contract with a manufacturer under which the company paid premiums to an insurance company to purchase annuities for its workers.

In a previous decision, the United States Supreme Court had ruled that a Union may not sue, under Section 301 of the Taft-Hartley Act, to enforce the "uniquely personal" contract rights of workers. The Court of Appeals looked on the matter differently and affirmed the Union's right to sue for continuation of payments.

The Court, in effect, said that contractual obligations did not involve "uniquely personal" rights of workers.

## Southeastern Locals Meet in Chattanooga

A most interesting two-day session of the Southeastern Organizational Conference was held at Chattanooga on November 19 and 20.

Conference President Mattie Henry Hale and Secretary-Treasurer J. O. Bloodworth prepared an excellent education program which was conducted by AFL-CIO Regional Director Paul Christopher and Commissioner of Mediation and Conciliation C. C. Peck. Chattanooga Mayor P. R. Olgiati welcomed the delegates at the Saturday morning session.

After a presentation of the activities of the Office Employees International Union by International President Howard Coughlin, the remainder of both sessions was exclusively devoted to organizational techniques, conduct of Union meetings, and National Labor Relations Board procedures.

Brother Paul Christopher conducted a group discussion program on organizational techniques which resulted in emphasis on the following points:

- Our Union should select a sizable company engaged in interstate commerce where other organizations have already organized workers of other crafts.

- The financial position of the company should be investigated and information relative to personnel policies and wage rates should be studied. Comparisons of wage rates to companies in the same industry and area should be made for purposes of an intelligent approach to the unionization of the firm in question.

- All methods of contact, including house calls, telephone calls and group meetings should be utilized in order to get the campaign under way. Key people, such as leaders in respective departments, should be persuaded to work with the Union.

- Care should be taken not to exaggerate proposals. However, the delegates felt that a summary sheet containing a program of those changes desired by the people themselves should be given wide circulation.

- The delegates felt that secrecy should be utilized in the initial stages of the campaign. After a key committee had been established, it was recommended that the campaign be publicized.

- It was agreed by all that employees should be warned of the usual employer counter-attacks, such as threats of dismissal or promises of wages increases or promotions.

- The delegates agreed that it was a waste of time to ask the employer for recognition. It was further agreed that in line with Board procedures, we should ask the employer for recognition only after forwarding a petition for recognition to the National Labor Relations Board.

- While the delegates assembled felt that prospective members should be sold prior to the establishment of the date for election, it was unanimously agreed that any

type of crash program, which called for numerous handbills, group meetings and mass meetings, should be planned for several weeks prior to the actual election.

Aaron Dickson, NLRB Attorney, gave an interesting description of ways and means of presenting unfair labor practice charges and representation cases. He cited numerous aspects of the law which should guide the OEIU representatives in the future.

C. C. Peck, Commissioner of the Mediation and Conciliation, led a group discussion on arbitration procedures. The various groups agreed that before selecting an arbitration:

1. The International Union should be contacted for purposes of finding out what the prospective arbitrator's record has been on similar cases. In addition, the delegates were cautioned to request an arbitrator whose charges will be in line with the Local Union's ability to pay.

2. In preparing for an arbitration, it was emphasized that all pertinent information should be obtained. It was also agreed that in addition to the preparation of witnesses, a dry run on the arbitration should be held by the Union leadership.

3. In presenting material to the arbitrator, along with the submission prior to the arbitration itself, Local Unions were cautioned to forward a copy of the agreement,

a statement of the clause involved which was violated, all information relative to the grievance, including the grievance forms, and correspondence dealing with the subject.

4. Locals were warned to pay attention to detail and to present its case in a most sincere manner. The presentation should be orderly and the Union representative should insure the fact that he does not cross-examine company witnesses on matters on which he is not certain of all information requested.

5. The delegates assembled agreed that a brief should be filed if the company insists on its right to filing a brief. If a brief is not filed, the Union should insure the fact that the arbitrator is in full possession of all of the information that the Union has relative to the violation of the contract.

A. C. Kamin, Vice President of the Chattanooga Labor Council, led a discussion on the right and wrong way of conducting a Union meeting at the Saturday session. Brother Kamin also showed a 45-minute film prepared by the International Association of Machinists which dealt with the same subject.

Delegates in attendance were unanimous in their opinion that the Conference was both constructive and informative.

The next meeting of the Southeastern Organizational Conference will be held in Lexington, Ky.

## Settlement Follows Brief Picketing

During numerous collective bargaining sessions with the Navajo Freight Lines, Inc., Local 251 officials were unable to consummate a satisfactory agreement.

As a result, the membership of Navajo Freight Lines voted unanimously in favor of a strike against that company. On November 9, 1960, picket lines were established at 8:15 p. m. At approximately 9:15 p. m., a committee representing the union, comprised of Edsel L. Gunn, president of Local 251; N. Valdez; Ed Somerville, and International Representative Fred Dennington, met with the company.

In short order, the company agreed to pay the entire cost of the insurance and hospitalization plan and granted an additional holiday for a total of eight holidays. The employees of Navajo also received additional sick leave, 12c per hour to be added to the wage schedule as of November 1, 1960, and an additional 12c per hour to be added to the wage schedule on November 1, 1961.

## Sign in Elmira

Elmira, N. Y.—The Moore Business Forms Division of Local 137 announces the signing of a new two year agreement with their employer which includes the following: wage increases averaging 19

cents per hour over the next two years which adjusts the rate ranges from the lowest grade at \$64.20 to the highest grade at \$111.40. The average wage for a 37½-hour week will now be \$87.75. As a condition of employment all employees shall be required to join Local 137 after 30 days.

Vacation schedule includes 1 week after 6 months, 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 25 years. The company has agreed to continue the present Pension Plan, the present Comprehensive Health Insurance Plan and, additionally, has agreed to furnish pensioned employees with \$1,200 Life Insurance at no cost to the retired employees. Eight paid holidays including one "Floating Holiday," continuation of seniority for employees out on maternity leave, leaves of absence for union work, sick leave pay of one week for each year of employment up to a maximum of 10 weeks per year, and a clause which states that no employee shall be required to cross any picket specifically recognized by Office Employees International Union. This is deemed particularly important in view of the fact that there are five production unions operating in the Moore Business Forms plant in Elmira.

The Local 137 committee included Clara Dobrowski, Ed Evans, Regina Kalec, Joseph Durkin, and Dorothy Samchisen. They were assisted by International Representative Bud Manning.

## Port Strike Won

(Continued from page one)

drawn so that the company could arrange an immediate sailing date for the liner *Independence*.

This contract is the first obtained from an American shipping company. It will be the forerunner of additional agreement to be attained as a result of organizational plans of the Office Employees International Union in the Port of New York.

Negotiations are now proceeding at the Sea-Lands Company, the second American company organized.



Delegates to Southeast Conference, which met in Chattanooga November 19 and 20.

# News and Views of the Canadian Scene

## Meet Your Canadian Officers: Romeo Corbeil

### Calls Unorganized Office Workers a Threat

"I strongly believe in organizing white collar workers as unorganized office employees are a threat to working conditions and wages negotiated for O.E.I.U. members." This was the opinion expressed recently by Romeo Corbeil, international representative for the Office Employees International Union in the province of Quebec.

Mr. Corbeil has been organizing for the O.E.I.U. since 1956 and now has 15 companies organized. Most of these locals are in "La Belle Province de Quebec" with the exceptions of those in Ottawa, Hawkesbury and Dalhousie. There are some 40 collective agreements negotiated by these locals. Before joining the staff of the O.E.I.U. Brother Corbeil was an organizer with the International Chemical Workers Union AFL-CIO between the years 1952 to 1956.



ROMEO CORBEIL

He is strongly convinced of the need for more and quicker organizing of workers in the white-collar classifications. "I feel," he says, "that office workers can be organized but

all O.E.I.U. members and local unions must help in doing the job. More and more office workers need protection in case of automation, office reorganization and unemployment when it is much easier for a company to get rid of older workers not protected by a union contract."

Brother Corbeil is married, he is 36 years old and has two children, Lionel 15, Ginette 13.

When asked what he did for recreation when not busy with union organizing, Brother Corbeil replied that "I am always looking forward to spending some time with my family, specifically in the Laurentians, north of Montreal. I enjoy swimming, fishing and hunting when possible and I also like bowling with the kids," he said and added rather wistfully that his opportunities for outside activities not related to union work are very limited.

## National Job Crisis, Archer Warns

Toronto—Unemployment mounting year by year poses the spectre of a major Canadian depression reminiscent of the hungry 1930's, David Archer, president of the Ontario Federation of Labor, warned a record-size OFL convention.

Archer recalled that Canadians are told repeatedly that current fiscal instruments and welfare programs form a bulwark against another depression.

"But can we wholeheartedly accept this reassurance when we see unemployment mounting year by year?" he asked.

"Call it old-fashioned if you will, but I just can't think of an economy as healthy when one out of every ten workers is without a job. . . . More than 800 convention dele-

gates, alarmed by the national job crisis, adopted a five-part program to tackle unemployment:

- Organization of mass protests, petitions and lobbies to focus the spotlight on the problem for all levels of government.

- A vastly stepped-up program of investment in public works, low rental housing and other public enterprise.

- Stimulation of export trade.

- End to the time limit for payment of unemployment benefits.

- Adoption of the principles of democratic planning for the country's economic development.

In his presidential address, Archer agreed that the trade union movement would have to press for

short-term, stop-gap measures—more public works and welfare programs—with the country poised on the brink of another in the series of postwar recessions.

"But while we are bailing out and patching up the economic ship," he reminded the delegates, "someone had better do something about building a sounder and more durable vessel."

This was why labor emphasized the primary need for federal and provincial government planning for full employment, Archer said.

"The workers of this country know from bitter experience what can happen when the economy reaches a point at which no amount of patching or bailing will keep it afloat."

## Farm, Labour and Co-op Groups Petition Quebec Govt.

The Quebec Federation of Labour, the Confederation of National Trade Unions, the Catholic Farmers' Union, the Quebec Co-operative Council, the Federation of Family Unions and the National Association of Social Workers are submitting to the Quebec government their views on the hospital insurance plan which will be instituted at the beginning of next year.

It is already a movement of popular demand without precedent in the history of the province. Never before have so many representative associations joined together to pre-

sent unanimous demands to a provincial government. It is also the first time that the farm and cooperative movements have united in a common cause with the union movement.

The Quebec Federation of Labour has been working for some time to set up a cartel on public health. A request was made to the new minister of health to enlarge the mandate of the hospital insurance investigating commission so as to permit a study of the whole question of health insurance.

Though the law authorized such

a measure, the health minister replied by publicly announcing the abolition of the Favreau Commission which included QFL president Roger Provost. It was then that the interested organizations decided to submit their demands directly to the government.

In a recent message to the convention of the Catholic Farmers' Union, Brother Provost expressed the wish that the hospital insurance cartel might become a quasi-permanent institution which would continue to fight for the common good.

## Mrs. Walker New President of Hamilton Credit Union Local

Mrs. Ferreol Walker was recently elected president of O.E.I.U. Local 290. This organization embraces employees of the Canadian Headquarters for the credit union movement—the Credit Union National Association, the CUNA Mutual Insurance Society, CUNA Supply Co-operative and the CUNA (Hamilton) Credit Union at Hamilton.

Mrs. Walker is a charter member of the local union, served on the negotiating committee when the local was organized in 1952 and has also served on its job evaluation committee. She has been employed by CUNA since 1947 when, on the death of her husband, she returned to the business world. She is manager of the Group Accounting Department and last year was



MRS. WALKER

honoured by management at a "Recognition Dinner" for em-

ployees with ten or more year of service and was the recipient of a cash award in a suitably engraved wallet.

Until August 1959 Local 290 operated under one agreement with management of all four organizations. However, at that time separate contracts were negotiated. The local is the sole collective bargaining agent for employees of each of these organizations. Each of its contracts permits transfer of members from one organization to another without jeopardizing existing seniority, sick leave or vacation rights.

Since its organization in 1952 the local has enjoyed excellent employer-employee relations.

## Jodoin Pledges Support

We in the Congress are keenly aware of the important role the O.E.I.U. has to play in the Canadian labour movement. The field in which your union holds jurisdiction represents one of the largest areas of potential membership. This has long been recognized but we have now reached a stage in our industrial development that will bring about, and is in fact already bringing about, a sharp increase in the group commonly termed "white collar workers."

If organized labour is to hold its place in society and fulfill its function we must enlist into our ranks more office workers and people in similar occupations.

The Canadian labour force is constantly growing and we as a labour movement must grow with it.

These are vital days for Canadian workers. We are at a turning point in our economy and many important decisions will have to be made in the months immediately ahead. The extent to which these decisions are made in the interests of the ordinary men and women of our country will depend to no small degree on how effective we are as a labour movement.

This is a matter in which the colour of a person's shirt makes no difference. White collar workers and blue collar workers can share the prosperity of our country when times are good, and they likewise share the suffering when times are bad.

Organization in the jurisdiction of the O.E.I.U. is not an easy task. This is due, to some degree at least, to the fact that many people do not realize the extent to which they, though not union members, benefit from the efforts made by our unions in the past. Wages and working conditions of people outside labour's ranks are very largely determined by the standards set in collective agreements negotiated by unions. And beyond employment conditions the whole structure of social legislation which we have today is to a considerable extent the product of efforts made by organized labour.

We have made great strides with regard to such measures as pen-



Claude Jodoin, President of the Canadian Labour Congress

sions, workmen's compensation, unemployment insurance and now hospital insurance; but we still have far to go. How successful we will be in the future, and how soon Canadians will benefit from improvements in this type of legislation again depends on the growth and strength of our movement.

Efforts have recently been made by some people to depict the labour movement as being too big and too strong. So long as our movement remains dedicated to the interests of the people we can never be too big or too strong. We now have only about a third of the potential union members in our unions. If we could push this figure above the fifty per cent mark we would be in a much better position to gain the objectives which we are seeking not just on behalf of our members but on behalf of all Canadians.

This is why the activities of the Office Employees International Union are so important to the Canadian labour movement. I appreciate this opportunity of extending through this Canadian section of WHITE COLLAR, the greetings of the Canadian Labour Congress to members of the O.E.I.U.; and with those greetings go assurance of our fullest cooperation in the efforts of your union to meet the heavy responsibilities and opportunities which you face.

## Local 378 to Have Journal

Ronald Bone, publicity chairman of Local 378, reports that the local is preparing to publish its own magazine with the object of increasing members' interest in the Union by publicizing its activities.

The magazine will be issued free of charge to members and will carry each month an article by the local president, a report on business activities by the secretary, International news by the International vice-president, a "Who's Who" of executive officers or other prominent members, plus articles of immediate concern to the Union.

It is hoped that the eventual result will be a greater participation by members in the Union's work.

### Education

Ray Flynn, training committee chairman, reports that the local has organized a training programme for its members. It was decided that the first programme would be run for stewards only and after a series of meetings the committee came up with the following subjects for the first course—parliamentary procedure; the union and our position in it; stewards and their duties;

grievances and steps to settlement; job evaluation.

The first session ran for five weeks from early in October to the middle of November. The talks lasted for 45 minutes followed by an hour's discussion and question period.

Another session is planned for next February. The committee hopes to organize a long-term education campaign based on an evaluation of its present programme.

### New Members

Local 378 plans to present its new members with a folder of information on the Union comprising:

- (1) Latest agreement booklet;
- (2) Constitution and bylaws booklet;
- (3) Memo containing pictures of president and business manager and name of councillor in new member's area. It will give the date of the next new membership meeting and mention that the councillor will be calling on him before the meeting.

Send all Canadian news to the Canadian editor, Mrs. Olive Chester, 129 Gowan Avenue, Toronto 6, Ontario.

from the desk

of the

**PRESIDENT**

**HOWARD COUGHLIN**



The Office Employees International Union will be watching appointments made by President-elect Kennedy with great interest. We are particularly interested in the type of individual appointed to the Cabinet office of Secretary of Labor, NLRB General Counsel and the National Labor Relations Board.

While we are vitally interested in passage of a minimum wage of \$1.25 an hour, medical care and hospitalization for the aged through Social Security, aid to education, and numerous other issues which affect the welfare of the United States, we are specifically concerned with much needed changes in the makeup of the National Labor Relations Board.

It is our firm opinion that the outgoing Administration, through its appointments to the National Labor Relations Board and the General Counsel, was well on the way towards crippling the collective bargaining powers of the organized labor movement. One shining exception in the Eisenhower Administration is Secretary of Labor James P. Mitchell.

We believe that the vast majority of Unions have felt that Mr. Mitchell has been as fair to organized labor as the language of the Landrum-Griffin Act would allow. We also feel that Mr. Mitchell was not quite sympathetic with all of the aims and objectives of that law unlike numerous other spokesmen of the national Administration.

Mr. Mitchell has also made it plain that he did not agree with "right to work" laws.

President-elect John F. Kennedy has indicated that he will recommend a change in the Taft-Hartley Act to modify or eliminate Section 14 (b) which gives to the various States the right to make their own labor legislation. Some of these states have gone beyond "right to work" laws and have forced organizers to pay license fees and, in some cases, have jailed them for failure to pay excessive fees. We believe that it is imperative that 14 (b) of the Taft-Hartley Act be modified or eliminated.

The men who presently make up the National Labor Relations Board have consistently handed down decision after decision which have been most detrimental to the best interests of working men and women. Stuart Rothman, General Counsel, has not only agreed with these decisions, but in numerous instances has gone even further than the National Labor Relations Board.

A case in point is a recent ruling by Mr. Rothman which allowed a company to set up a new company operation three miles away from a plant where the clericals were unionized, and denied these organized employes the rights and privileges of an existing collective bargaining agreement.

Two recent NLRB decisions which point up the anti-Union attitude of the Board are:

1. An interpretation of the law which prohibits a Union from using a check-off authorization which provides that a revocation must be forwarded to both the company and the Union. The Board stated, in effect, that if such a check-off authorization provided for notification to the Union, it rendered the contract illegal. (This decision is now under appeal by 11 International Unions.)

2. An interim ruling that an employer had the right to offer superseniority to scabs and strike breakers.

It is our fond hope, therefore, that the year 1961 will find organized labor dealing with a General Counsel who has the interests of true collective bargaining at heart and a National Labor Relations Board composed of members who are committed to policies which "foster and encourage collective bargaining."

We of the Office Employees International Union, faced with a tremendous job of organizing the great mass of unorganized office and clerical employes, do not want a pro-labor NLRB. All we want is a "fair shake."

## New Benefits in Arms Co. Contract

Wage increases and fringe benefits have been included in a one year agreement between Local 228 of Chicopee Falls, Mass., and the Savage Arms Company. The wage increase negotiated calls for a 79-cent hourly increase, or \$3 across-the-board, retroactive to November 1st.

The regularly scheduled hours per day have been reduced to 7½ hours. Employes with a perfect attendance record for a period of one month are entitled to four hours' time off or pay in lieu thereof. The union security clause was improved to provide that bargaining unit work is to be performed exclusively by members within the bargaining unit. Saturday holiday pay must now be paid to all employes who have worked or earned one day's pay during that week. The vacation clause in the new agreement has been improved to provide for pro-rated vacation allowances.

Other fringe benefits include an increase in the employer's payment of hospitalization insurance premiums amounting to 11 cents per member. The grievance procedure now calls for time limitations for each step unless the parties mutually agree to extend the time limit.

The Local 228 negotiating committee was composed of the following members: Eileen Hough, president, George Dawson, Lillian Benoit, Adele Rohan and Ethel Clouatre. The negotiators were assisted by International Vice President Leo Wallace.

## Toledo Credit Bureau Signs

Lengthy negotiations with the Credit Bureau of Toledo have been completed by Local 19. The contract will cover 34 regular employes and five part-time employes.

Over the two-year period of the agreement, wages will be increased \$6.00 per week over present rates. A \$1.00 weekly increase was made effective as of March 15, 1960 with a \$2.00 weekly increase effective October 1, 1960. A final increase of \$3.00 per week will go into effect during the second year of the agreement effective March 15, 1961.

Negotiations on behalf of Local 19 were led by G. James Faber, Business Agent of Local 19, and a committee composed of Mrs. Loretta Gearhart, Mrs. Cecelia Hess and Mrs. Eunice Wertz.

## Oakland Settlements

Substantial wage increases have been won for Local 29 members in Oakland, Calif. The new wage rates are included in contracts with the Sacramento Milk Companies, the Kidde Korals, the Retail Credit Bureau and the Jewish Welfare Federation.

The Sacramento Milk Company agreement covers Local 29 members employed at Bordens, Ardens, Carnation and Challenge Milk Companies. The average increase

amounts to \$28 per month retroactive to September 1, 1960. Other benefits negotiated include an improved welfare payment and pension plan.

The Kidde Korals, which are operated by the Consumers' Cooperative of Berkeley, Calif., have agreed to \$35 per month increase. This first contract also includes an employer paid welfare plan. The successful organization of this new employer was reported in the November issue of WHITE COLLAR.

A last minute settlement at the Retail Credit Bureau was reached after the Local 29 members had issued a final proposal. The two-year pact provides for wage increases of \$8 per month as of November 1, 1960, and an additional \$8 per month increase as of October 1, 1961. A principal bone of contention in these negotiations was the establishment of a fall date for the effective wage increases rather than deferring the increases until April of the following year.

The new contract with the Jewish Welfare Federation and Local 29 was the culmination of a 19-day strike. This first agreement is the result of lengthy negotiations and a determined effort on the part of Local 29 members.

The two-year agreement provides for a wage increase of \$28 per month retroactive to July 1, 1960, with added wage increases to be effective in December of 1960 and in July 1961. The overall increase in wages amounts to \$48. In addition, the employer will assume the cost of the employes' health plan.

A principal issue in these negotiations was the agreement as to which employes would be covered by the contract. Final agreement was reached when the employer

and the union agreed to submit three of the positions to an arbitrator for final determination.

## Ohio Settlement

A new three-year contract has been negotiated between the Newark Ohio Company and Local 173 covering 96 members employed by this company in Newark, Ohio. The company manufactures electric ranges and power mowers.

Hourly wages were increased seven cents per hour effective August 1, 1960, and an additional five cents per hour increase is to be included as a result of cost-of-living increases called for under the previous agreement. Eight cents an hour will be added in both the second and third year of the contract.

As of January 2, 1961, the vacation schedule will be four weeks after 25 years of employment and as of December 31, 1962, only 12 years of employment will be required for a third week of vacation rather than 15 years as in the past. Sick leave provisions were improved so that employes will be eligible for 20 weeks sick leave after three years of service instead of four years of service.

Details of this contract were reported by Local 173 President Julianne Rieseck.

## North Central Organizational Conference



The North Central Conference, held November 5 and 6, attracted 56 delegates.

Local 9 was host to 56 delegates representing 15 local unions from 5 midwestern states at the semi-annual session of the North Central Organizational Conference on Saturday and Sunday, November 5 and 6.

The delegates to the two-day session held at the Schroeder Hotel heard reports of organization from Henderson B. Douglas, director of

organization of our International Union; and from mid-west International Union organizers, Art Lewandowski, Don Hilliker and Eugene Dwyer.

The theme of the conference was grievance procedures under union contracts. Saturday's session, conducted by Emory Via, Professor of Labor Education, School for Workers, University of Wisconsin, was

a general discussion of grievances and procedure for processing them.

Sunday's session conducted by Professor Irvin Brotslow, also of the School of Workers, took a specific grievance regarding a merit increase and carried it through the steps of the grievance procedure.

The highlight of the conference was a mock session between the union steward and the company

supervisor discussing the grievance. Ken Clark, as the union steward, did an excellent job of presenting the side for the employe and the union. Bill Adams of Local 311, Kankakee, Ill., played the part of the supervisor.

The conference elected Bill Adams as its new chairman and Helen Wise of Fort Wayne was re-elected secretary.