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 Bausper
J. O. Bloodworth
J. E. Corum
John T. Finastery

George P. Firth
A. J. Fritz
Nicholas Julliano
John J. Kinnick
Max J. Krug
Edward P. Springston
Lee J. Wallace
Frank E. Morton
William A. Lowe

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 225 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, promulgation from within, and job security. It was apparent that the negotiations entered into by the Union to bind faith, were getting no where fast.

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

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 lines 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. Colvin, registered its protest against the licencing of unregistered personnel with the Waterfront Commission. As a result, the Waterfront Commission on Wednesday, November 22nd, forbade the use of these personnel in the loading of ships.

In the meantime, a negotiating team headed by UE President John A. Dunn of OEIU Local 205 and complaining by the executive seaman Ben J. Cahoun, Business Representative John Kelly of 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 19 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 4 1/2 per cent bonus, in addition to a 3/4 per cent wage increase across-the-board. A union shop, promotional clauses and improved vacation provisions were also included.

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 Picket lines were withdrawn.

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Unemployment Increase?

Dr. Daniel B. Suits of the University of Michigan, Department of Economics, forecast that unemployment will increase in the economy 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 the last 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 appeal as advanced by Representative John Metro of New York 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 has 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 has 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.

A most interesting two-day session of the Southeastern Local Union Conference was held at Chattanooga on November 19 and 20. The Conference was attended by Henry Hall, Secretary-Treasurer of the Tennessee AFL-CIO, Senator Anderson, President of the Chattanooga Labor Council, and Chairman of the Conference, and Congressman Matthew R. Quayle, who was scheduled to attend the Saturday morning session.

Both the Conference and the General Convention of the International Union were sessions which have been organized to meet the problems of the recent campaign. The delegates were urged to cooperate to the advancement of their organizations.

The Conference stated that the delegates assembled felt that prospective members should be told prior to the establishment of the date for election, that it was unanimously agreed by all present that any type of crash program which called for numerous meetings and mass meetings should be planned for several weeks prior to the actual election.

Aaron Dickson, NLRRB Attorney, gave an interesting description of the problems involved in fair labor practice charges and representation cases. He dealt with various aspects of the law which should guide the OEU representatives in the future.

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

1. The International Union should be informed of proposals for finding out who the present 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, if pertinent information should be obtained. It was generally agreed that additional to the preparation of witnesses, a dry run of the arbitration proceedings should be held by the Union.

3. In presenting material to the arbitrator, an appeal might be made to the conference which accompanied the arbitration itself, Local Unions were continued to forward a copy of the agreement.

Settlement Follows Brief Picketing

During numerous collective bargaining sessions with the Navajo Freight Lines, Inc., Local 251 of the International Brotherhood of Teamsters, no concerted action was taken to restrain any picketing.

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 a.m. The next meeting was held at 9:15 p.m., a committee representing the union, comprised of Edsel C., Quinn, 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, 12 per hour to be added to the wage schedule of November 1, 1960, and an additional 12 per hour to be added to the wage schedule on November 1, 1961.

Signs in Elmiru

Elmiru, N.M.—The Moore Business Forms Division of Local 137 in Elmiru announced 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. The contract adjusts the rates range from the lowest grade at $1.98 per hour to the highest grade at $11.40. The present average wage for this Division will now be $8.75. As a condition of employment all employees shall be expected to work 40 hours per week within 30 days.

A 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 Group Health Insurance, and, in addition, has agreed to furnish all employees with an Employee Life Insurance policy for 20 times the employee's gross weekly pay. The Life Insurance is at no cost to the retired employees. Eight paid holidays are provided, including Good Friday, a continuation of seniority for employees on layoff, service after 1 year, and, newly, a continuation of seniority for employees on layoff. A change in the method of paying for the five production unions operating in the Moore Business Forms plant in Elmiru.

The committee included Clara Debrovski, Ed Evans, Regina Kaine, Joseph Durkin, and Richard Lemmon. The committee is assisted by International Representative Bud Manning.

Port Strike Won

(Continued from page one)
developed the company's ability to carry on its business to the full satisfaction of its customers and clients.

This contract is the first obtained from an American shipping company. It will be the foremost of additional agreements to be achieved as a result of the International Maritime Union's new major role in the Port of New York.

Negotiations are now proceeding at the Sea-Lands Company, the 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 Corbel

Romeo Corbel

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 short-term, stop-gap measures—just a patching up of the gravy with the gunk on the side will not make a dent in the problem. The office worker of today is on the same plane with the skilled worker of yesterday. We must meet the challenge, not turn our backs on it."

Job Crisis, Archer Warns

Toronto—Unemployment mounting to new heights as a result of a major depression reminiscent of the 1930's, David Archer, president of the Ontario Federation of Labor, warned a recent OPL convention. The officials said that millions are sold repeatedly that current fiscal instruments and welfare programs form a bulwark against another depression. "It is an unwarranted acceptance that the national income will be automatically increased if a depression of this magnitude occurs, mainly because there are no unemployment insurance provisions in place for those who lose their jobs."

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

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

Mrs. Walker New President of Hamilton Credit Union Local

Mrs. Ferrel Walker was recently elected president of O.E.L.U. Local 390. This organization embraces the employees of the Canadian Head quarters for the credit union movement—the Credit Union National Association, the CUNA Mutual Insurance Society, CUNA Supply Cooperative and the CUNA (Hamilton) Credit Union at Hamilton.

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 membership interest in the Union by publicizing its activities.

Jodoin Pledges Support

We in the Congress are keenly aware of the important role the O.E.L.U. has to play in the Canadian labour movement. The field in which you and your members work represents one of the largest areas of potential membership. This has been the consistent message that we have been sending out and it has reached a stage in our industrial development that will bring about a sharp increase in the group of common community "white collar" workers."

If organized labour is to hold its place in society and fulfill its function we must unite our ranks those other office workers and people in similar occupations, and work together to win union work and to maintain it."

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

There are vital areas 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 determine to a great extent the degree on how effective we are as a labour movement.

This is a time in which the colour of a person's shirt makes no difference. White collar workers need allies who will share the prosperity of our country when times are good, and they likewise need representation when times are bad."

Organization in the jurisdiction of the O.E.L.U. is not an easy task. This is due, to some degree at least, to the fact that union officials, when they attempt to realize the extent to which they, though not union members, benefit from the social legislation that is in effect in the present. Work and working conditions of people outside labour's ranks make it difficult for them to fully appreciate the extent to which these social improvements in this type of legislation again depends on the growth of our movement."

Efforts have recently been made by some people to depict the labour movement as being too big and too strong. As long as we move forward to our present objectives without 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 Employes International Union are so important to the Canadian labour movement. I appreciate this opportunity of extending, through this Canadian section of the United States, greetings on the occasion of the Canadian Labour Congress to all Canadian office workers, and with those greetings go assurance of our fullest cooperation in the efforts of our Canadian brothers to meet the heavy responsibilities and opportunities which you face.

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

1. (Latest agreement booklet, "Our Constitution and bylaws booklet.

2. Memo containing pictures of president so we can never forget his name and a number of councillor in new workers who remember the name of the date of the next new membership meeting and mention that the council is calling on him before the meeting.

Send all Canadian news to the Canadian editor, Mrs. Olive Clouston, 129 Green 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 make-up 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 reconstitute 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 failing to pay excessive fines. 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 hung a cloud over any 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 demanded that the clericals not unionize. Mr. Rothman has indicated an existing of collective bargaining agreement.

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

**North Central Organizational Conference**

Local 9 was host to 55 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 board reports of organization from Henderson B. Douglas, director of organization of our International Union; and from mid-west International Union organizers, Art Le- wandowski, Don Miller and Eugene Dyer.

The theme of the conference was "grievance procedures under union contracts." Saturday's session, con- ducted by Emory Via, Professor of Labor Education, School for Work- ers, University of Wisconsin, was a general discussion of grievances and procedure for processing them.

Sunday's session was conducted by Professor Irving Breslow, also of the School of Workers, took a spe- cial session regarding a merit increase and carried it through the signs 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 case for the employee and the union. Bill Adams of Local 511, Kankakee, Ill., played the part of the supervisor.

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

**New Benefits in Arms Co. Contract**

Wage increases and fringe ben- efits have been included in a one year agreement between Local 288 of Cicero Falls, Mass., and the Savage Arms Company. The wage increase negotiated calls for a 79-cent hourly increase, or $3.16 per week, retroactive to November 1st.

The regularly scheduled hours per day have been reduced to 71 hours. Employees with a per- fect attendance record during a pe- riod of one month are entitled to four hours’ time off per day or pay in lieu thereof. The company and the union agreed that time was improved to provide that bar- gaining unit work is to be performed exclusively by members within the bargaining unit. Satur- day holiday pay must now be paid in full or earned one day’s pay during regular hours within the five day work week. The new agreement has been im- proved to provide for pro-rated raises.

Other fringe benefits include an increase in the employer’s payment of hospitalization insurance pre- miums amounting to 11 cents per member. The grievance procedure now calls for time limitations for each step unless the parties mutual- ly agree to extend the time. It is a question to be decided whether the grievance or the time for which the grievance is to be heard.

The Local 288 negotiating com- mittee was composed of the fol- lowing members: Local 288 president, August Adam; secretary-treasurer, Gene Dwyer; General Counsel, Stuart Rothman, General Coun- sel and the American Federation of Labor, Edward Sturgis, chairman.

The conference also approved the "free exchange" of representatives of the Local 1419 of the International Union.

**Toledo Credit Bureau Signs**

Lengthy negotiations with the Credit Bureau of Toledo have been completed by Local 19. The con- tract will cover 34 regular em- ployees and five part-time employees. Over the two-year period of the agreement, wages will be increased $3.00 per week after present rates. A $1.00 weekly increase was made effective as of March 15, 1960 with a $2.00 weekly increase effective October 1, 1961. A final increase of $3.00 per week will go into effect during the third 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. Loreta Gehr, Mrs. Cecelia Monz and Mrs. Barbara Verna.

**Oakland Settlements**

Substantial wage increases have been won for Local 29 members in Oakland. Two contracts are included in contracts with the Sacramento Milk Companies, the Kidde Korals, which are members of the Central Conference, held November 5 and 6, and the Retail Credit Bureau and the Jewish Welfare Federation.

The Sacramento Milk Company agreement covers Local 29 mem- bers employed at Bordens, Arco- nom, Carnation and Challego Milk Companies. The average increase amounts to $2.28 per month retro- aptive to September 1, 1960. Other benefits negotiated included an im- proved welfare payment and pen- sion plan.

The Kidde Korals, which are operated by the Consumers' Con- coerative of Berkeley, Calif., have agreed to $3.00 per month retro- aptive to September 1, 1960. This first contract also includes a employer paid welfare plan. The successful organization of this new employer was reported in the November issue of WITTER 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 agreement increases $8 per month effective October 1, 1961. A principal bone of contention in these negotiations was the establishment of a furlough day for the effective wage increases rather than deferring the increases until April of the following year.

The new contract with the Jew- ish Welfare Federation and Local 29 was the conclusion of a 19-day strike. This first agreement is the result of lengthy negotiations and a determination on the part of Local 29 members.

The two-year agreement provides $2.00 per month retro- aptive to July 1, 1960, with added wage increases to be effective in December of 1960 and July 1961. The overall increase is in the amount of $41. In ad- dition, the employer will assume the cost of the employees’ health plan.

The negotiations were the result of a conflict of labor. Most of these negotiations was the agreement as to which employees would be covered by the employer paid health plan after the agreement was reached when the employer and the union agreed to submit three of the positions to an arbit- rator for final determination.

**Ohio Settlement**

A new three-year contract has been negotiated between the New- mark Ohio Company and Local 173 covering 96 members employed by this company. The contract is quite broad.

The company manufactures elec- tric ranges and power movers.

Head negotiator for the company was Mr. Louis B. Clouse, who has been in the company's employ for seven years.

The contract was voted by the membership and will go into effect as of August 1, 1960, and an additional five cents per hour increase is to be included as a result of cost-of-living adjustments called for under the previous agreement. Eight cents an hour will be added in the second and third year of the contract.

As of January 2, 1961, the vaca- tion schedule will be four weeks after 25 years of employment and an additional two weeks' vacation will be added for each year of employ- ment above 25 years. All employees over 55 years of age are eligible for vacation. Sick leave provisions were improved so that employees will receive their pay for sick leave after three years of service instead of four years of service.

Details of this contract were re- ported by Local 173 President Julianne Rosen.