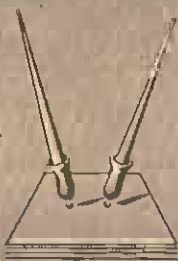




WHITE

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Office Employees International Union



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NOVEMBER, 1960

17

500 Clericals Organized in New York Steamship Lines



A. C. Knoebber, sales manager of National Cash Register Co., as he addressed Northeast Conference in Washington, D. C.

70 Attend Northeast Conference

One of the most informative Northeastern Organizational Conference meetings was held on the week-end of October 29 and 30 at the Hamilton Hotel in Washington, D. C. The Conference was attended by approximately 70 delegates representing OEIU Locals from the northeastern area of the United States.

Among the guests attending was a representative from the Clerical and Administrative Workers of the British Trade Unions, Mr. Richard Leonard, Deputy Secretary. Mr. Leonard reported on the activities among the organizational clerical employees of the United Kingdom.

Among other educational sessions was an enlightening discussion led by Mr. Morris Weisz, Assistant Administrative Director of the Bureau of Labor Management Reports of the Department of Labor. Mr. Weisz explained the purposes of his Bureau as outlined in the Landrum-Griffin Bill. He spoke concerning the responsibilities of Local Unions in complying with this newly enacted legislation.

The delegates attending convened into units of six or seven and continued the discussion of the reporting requirements of the Landrum-Griffin Bill. Questions were then submitted to Mr. Weisz who clarified many of the uncertainties existing among the various Local Unions represented at the Conference.

A discussion was presented by Mr. Seymour Brandwein, Economist of the AFL-CIO. Mr. Brandwein spoke of the need for careful preparation prior to collective bargaining negotiations. He suggested various sources of information which would assist Union representatives in bargaining with management representatives. Various negotiating techniques and tactics were analyzed with the advantages

and disadvantages presented to the listening audience. The delegates presented a number of concrete problems facing their Local Unions and recommendations were made by Mr. Brandwein.

An entire session was devoted to consideration of developments in the field of automation. A representative of the National Cash Register Corporation gave a verbal presentation as well as a demonstration of equipment produced by his company in the field of automation. The impact of automative equipment in the white collar field

was discussed from the floor with much enthusiasm.

Delegate Al Addeo of Local 153 suggested a number of benefits and protections which could be gained through collective bargaining for white collar workers faced with the threat of the introduction of office automation.

The delegates adjourned after expressing their appreciation to host Local 2 of Washington, D. C., for the hospitality extended to them and to the International staff for their efforts in preparing this informative two-day Conference.

Sign With Shoe Company in L. A.

Negotiations for Local 30 in Los Angeles, California, have successfully concluded with Brasley-Cole Shoe Company, Ltd.

The new agreement has a two year duration and provides for minimum wage rates after one year ranging from \$74.50 to \$84.25. Effective April 1, 1961, a \$2.00 weekly increase across-the-board will go into effect.

All regular employees of the company are guaranteed a full week's pay. In the event any employe is called back to work, he will be guaranteed a minimum of four hour's pay. Employees working on a job on a temporary basis are to be paid the wage rate of the temporary job if that is a higher rate.

A minimum of five days of sick leave is provided each year for all employees. Any unused sick leave is to be returned to the employe in the form of added vacation days or pay in lieu thereof.

Any of the contract holidays falling on a Saturday will be observed on the following Monday.

Reach Agreement With Scott Paper

International Representative Leo J. Wallace reports that settlement has been reached with the Scott Paper Company in Waterville, Maine and Local 260.

The one year contract provides for a general wage increase of four per cent retroactive to May 30, 1960, with a minimum increase of 8 cents per hour.

Fringe benefit improvements included double time pay for all shut-down holidays and guaranteed pay for four (4) hours in the event an employe is called back to his job. The period for temporary pay rate in any job has been reduced from 90 days to 60 days. Employees absent on Military Reserve leave will have their regular pay provided up to a maximum of 40 hours. Office working conditions have also been improved.

Representing the employes in Local 260 in these negotiations were Wilbur Taylor, President, Jeanine DeRosby, Marcia Spaulding, and E. Powers, assisted by Vice President Leo Wallace.

Three Settlements Reached in Oakland

Local 29 in Oakland, California has reported the successful organization of the employes of Kiddie Koral which is operated by the Consumers Cooperative in Berkeley. Local 29 obtained recognition as bargaining agent for this unit after a card check was conducted by a representative of the California State Conciliation Service.

Assisting Local 29 in organizing this unit was Pat Perry, OEIU International Representative.

Two new settlements were also accomplished by Local 29 negotiators.

Fifty members employed by the California Life Insurance Company are the beneficiaries of a 5 per cent across-the-board increase effective as of October 1. The new agreement was unanimously accepted by the members.

Agreement was also reached with Interstate and Universal Utilities which is a door to door sales firm.

A two year contract has been signed by the company and the Union providing for a \$3.00 weekly wage increase retroactive to May 1, 1960. An additional \$3.00 per week increase will go into effect on May 1, 1961.

Approximately 500 clerical employees were added to the ranks of the Office Employees International Union in New York City during the past month. The newly organized steamship companies are the American Export Lines, Sea-Land Service, Inc., and the Venezuelan Lines.

All three of these organizational campaigns were brought to a successful conclusion through the concentrated efforts of Local 153 and OEIU International Representative Joseph Powell.

Despite the fact that Local 153 lost an election conducted by the National Labor Relations Board at the American Export Lines some two years ago, this setback did not in any way deter their continuing efforts to organize this company. Meetings were conducted by Business Representatives James J. Hayes and John Kelly, and International Representative Joseph Powell with individuals and small groups over a period of these two years.

The employes of American Export Lines who had received numerous assurances and promises from the management just prior to the last election soon found out that these promises were nothing more than "campaign oratory."

As the campaign progressed and more employes evidenced interest, a larger number of Local 153 staff members were assigned to the campaign. A steamship clerical information center was opened in a store near the administrative offices of the company and Local 153 representatives made themselves available for purposes of discussion and question-answer sessions. Existing agreements with other steamship companies were made available for the inspection of American Export employes. Large wall charts were prepared which dramatically represented, in graph form, the tremendous wage increases gained by the office employes in other steamship companies.

It will be remembered that Local 153 had previously gained recognition or had won NLRB elections for the office and clerical employes of six foreign flag steamship companies. The American Export Line drive represents a campaign involving an American company. The outcome of the election was being closely watched by the entire Maritime Industry in the Port of New York.

Prior to the NLRB election, the company waged the usual anti-Union campaign. They referred to the Union as a group of outside professionals who were interested only in the dues to be collected from American Export clericals. They used the innuendo method of casting aspersions at the background of the leadership of the Office Employees International Union. Their letters to the employes (Continued on Page 4)

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WHITE COLLAR

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

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Social Security Vs. Pauper's Oath

As a result of the recent political debates, we believe the public was made aware of the differences which exist between the bill recently enacted which provides for charitable care of the aged as opposed to the proposal sponsored by Senator Anderson and Representative Aime Forand which called for hospitalization benefits and nursing care for those over 65 years of age through the Social Security system.

The Administration bill, which is now the law cannot be effectuated unless each individual state agrees to commit millions of dollars for this program. In addition, the senior citizens must prove that they are in financial need even to the extent of signing over insurance or property to the state government. The most ridiculous argument was advanced by Senator Barry Goldwater during the campaign when he argued against any kind of medical care for the aged.

The "Wall Street Journal" of October 4, 1960, quoted him as saying: "If my kids don't care for me when I am old, I'll whale the tar out of them." Mr. Goldwater is, of course, wealthy and does not have the same problems as those not so fortunate. He completely disregards those senior citizens who do not have children or whose children cannot afford the cost of hospital care.

We are certain that the American public fully understood the difference between one program and the other as a result of the explanations given by the candidates and their fellow campaigners.

Automation Teaches Automation

A new automatic training machine, developed by USI Robodyne, a division of U.S. Industries, Inc., is now being used to train people who are themselves being displaced by automation.

This machine, which contains keyboards similar to those required to operate office and industry automation equipment, speeds up an individual's reflexes for purposes of learning new skills. It makes use of a simple human reaction. When a person's finger is pushed up, reflex action will automatically cause him to try to push his finger down again. By reinforcing this instinctive action, the machine drastically reduces the length and difficulty of the learning period.

The machine, known as Digiflex, is bringing changes in working techniques to numerous American employes in offices, shops, factories and government agencies.

Digiflex is, in effect, an example of automation being used to teach individuals in the use of automated devices.

NLRB Favors Scabs

A National Labor Relations Board examiner recently rules that a company which grants super seniority for strike breakers is not in violation of the Taft-Hartley Act.

In the particular case involved, a company gave a 20-year seniority premium to permanent replacements hired in place of strikers and to those employes who abandoned picket lines.

The examiner ruled that, in view of the fact that the company's sole objective was merely to keep the plant open, this added inducement to strike breaking was legal. While the examiner's ruling in this instance is subject to review by the Board, his findings would seem to be a long way from the preamble to the Taft-Hartley Act which states, in effect, that it is designed to foster and encourage collective bargaining.

Pass This Along to an
Unorganized Clerical

Of 400 Contracts Reviewed, 99% Set Grievance Machinery

The Bureau of National Affairs recently completed a survey of 400 representative collective bargaining agreements. This study was undertaken in view of the increased importance of arbitration in settling labor and management disputes. The necessity for this study was based on the broad view of arbitrability taken by the U. S. Supreme Court in three decisions in June of this year.

The study indicates that arbitration clauses have become an almost universal feature of labor management contracts. Ninety-nine per cent of the contracts provide for a grievance procedure. Arbitration clauses are contained in 94 per cent of the contracts studied.

In regard to grievance procedures, 81 per cent of the contracts state that a grievance must be initiated within a stipulated period of time. This period of time ranges from one day to as long as one year. There are significant concentrations ranging between a stipulated period of five days up to 30 days.

Written grievances are required

in more than one-third of the contracts at the first appeal step. Seventy-five per cent of the contracts require a written grievance at some stage of the grievance procedure. Written employer replies to grievances are required in 40 per cent of the contracts.

Most grievance procedures are outlined in more than one step. Three and four step grievance procedures are found in the majority of the contracts.

There are indications that it is becoming more common for employes functioning as Union representatives while presenting, investigating and processing grievances to be paid, for time spent, by their employer.

Restrictions on the arbitrator appear in more than three-fifths of the arbitration clauses. The most common restriction on the arbitrator is that he shall not alter or add to the contract. In selecting an arbitration to settle disputes, more than four-fifths of the contracts provide that the arbitrator shall be called on a case by case basis. This is sometimes referred

to as "ad hoc" selection. In only one out of eight cases is a single arbitrator designated to hear all complaints reaching the arbitration stage during the term of the contract. Only a very few contracts name two or three permanent arbitrators to serve in rotation. This latter arrangement is found in only 1 per cent of the contracts surveyed.

Where the arbitrator is selected on a case to case basis, approximately one-eighth provide for the selection of the arbitrator by the parties themselves. One-fifth of the contracts designate an impartial agency to provide a list of names from which a selection can be made by the parties. In the majority of the contracts, the parties themselves attempt to select an arbitrator but upon failure to reach agreement, they turn to an impartial agency to make the selection.

In those contracts dealing with the expenses of arbitration, 90 per cent provide for a sharing between the parties of the expenses. The remaining few contracts require that the loser of the arbitration bear the entire expense of the proceeding.

Automation Announcements

Addressograph-Multigraph, a company under contract to the Office Employees International Union, announced that they have a new machine known as the Addressograph Optical Code Scanner which eliminates manual keypunching by automatically processing input data for machine accounting systems.

It also eliminates subsequent manual or machine processing operations by the simultaneous accumulation of data punched. In addition, the machine has optional features, such as the following:

- Electronic accumulator which adds imprinted amounts on item cards and provides out-put signals representing batch totals.
- Batch balancing unit which compares stored total from accumu-

lator to pre-determined control total on batch control card.

The Optical Code reader, known as Class 9500 electronically reads, punches, verifies and totals numerical information imprinted on tabulating cards with addressograph data recorders. Cards are punched at the rate of 180 per minute. This eliminates the need for manual keypunching.

The Optical Code reader is a fully transistorized unit which accepts a wide range of impression quality and punches up to 27 of the machines' 40 digit capacity from scanned information.

Addressograph - Multigraph has also announced a new accounting function which mechanically takes care of charge purchases, accounts receivable, cash remittances, sales

audits and accounts payable.

I.B.M. has introduced a new transistorized electronic data processing system to increase the range of its "intermediate family" of computers. The new 1410 system has about two and a half times the computing speed and capacity for data storage than the older 1401 system.

Transition from the smaller to the larger computer can be made with a minimum of systems development costs.

Rentals for the 1410 system range from \$5,365 to \$18,105 a month. The purchase prices range from \$244,550 to \$722,300. The company noted that it had already received more than 3,500 orders for 1401, which may be bought for between \$125,600 and \$183,150.

New Worthington Agreement Negotiated

Emil Steck, Business Representative of Local 212 announced the completion of negotiations between the Worthington Corporation and Buffalo, New York Local 212.

The new agreement, which will run for three years retroactive to August 15, 1959 and expire August 15, 1962, includes a wage increase totalling 29 cents per hour. Employes will receive 9 cents per hour effective August 15, 1959; 8.2 cents per hour on December 1, 1960;

2.6 cents per hour for pension improvements on August 15, 1961; and, 9.2 cents on January 15, 1962.

In addition to wage gains, the following non-economic improvements were also attained:

1. A full Union Shop.
2. Changes in the grievance procedure to provide for more expeditious processing of grievances.
3. Improvements in the job posting procedure.

4. Arbitration of any grievances involving job evaluation.

5. A clause protecting Local 212 members in the event of technological changes.

The Negotiating Committee consisted of Anthony Giammarise, Chairman, Arthur J. O'Connell, David L. Dempsey, Max J. Kochanski, Donald F. Pacer, Doris Wrightson and Theodore Zak, assisted by Business Representative Emil Steck.

Joint Conference Held in Portland

Local 11 of Portland, Oregon, was host to a joint Conference meeting held in the early part of October at the Sheridan Portland Hotel in Portland.

The delegates to the Conference were very enthusiastic in their praise of this joint endeavor.

The meeting enjoyed the capable assistance of Roy Brookbank, Director of Training of the B. C. Electric Company in Vancouver. Brother Brookbank assisted in the planning of the Conference as well as the actual handling of some of the discussion sessions.

The Agenda included "The Organizing Process" (discussion of a basic guide which Local Unions

can use in their organizing efforts with consideration given to the direct application of the processes discussed by Local Unions in their home areas).

Another session dealt with the fear factor in organization. This factor had been identified in previous conferences as a major stumbling block to white collar organization. During the discussion, the various types of fear, their causes, and possible methods of elimination, were discussed by the Conference.

On the second day of the Conference, effective use of group meetings was not only discussed but practiced with the actual conduct of small group meetings, developing individual leadership in each group and outlining the workability of interchanging of ideas from one group to another in order to obtain

the objectives of the meeting as a whole.

Another discussion session was directed towards the examination of "The OEIU Philosophy." During this session the delegates learned the answers to many of the philosophical questions about the major objectives of the OEIU and its place in the total labor movement.

At the close of the meeting, the general discussion among the delegates ran to the theme that "we belong to the greatest Union in the United States and Canada—the Office Employees International Union."

Be Union—
Buy Label

CANADIAN CORNER

Canadian Conference Has Stimulating Agenda

By Olive Chester

The 1960 Canadian Organizational Conference is over and I think it's a good idea to have a look back and see how we did.

First of all it was a well run Conference and a good deal of the credit for this goes to Local 57, Montreal. They provided a good background for a good Conference; registration was efficient and the social portion of the Conference was excellent. We enjoyed a good dinner in pleasant surroundings followed by a successful dance. I am sure I speak for all delegates to the Conference when I say "thank you, Local 57."

The Executive Board is also to be congratulated for the information provided for the delegates. We were given a copy of the by-laws, an agenda, Report of the Secretary-Treasurer and a number of information leaflets. I might say that Local 57 provided some very excellent folders for each delegate to keep all this information together.

The content of the Conference measured up too. We had group discussions on "The Art of Effectively Handling Grievances," "Why It Is Necessary to Continue to Organize Office Workers," "Methods and Procedures to Be Followed in the Organization of White Collar Workers," and "Preparation of Negotiations and Conciliation Procedures." These were all topical and made very interesting by the Group Leaders who were Howard Coughlin, International President; Marcel Francq, President of the Conference; Russell Harvey, International Representative, and Romeo Corbeil, International Representative.

Our International President reported on our organizational gains for this year and I thought you would be interested particularly in the Canadian additions which were:

Consolidated Freightways, Vancouver, B. C.

Canadian Westhouse Corp. Ltd., Vancouver.

Christie Co. Ltd., Montreal.

Wabbasso Cotton, Trois Rivieres, Quebec.

La Patrie Publications, Montreal.

Continental Paper Products, Ltd., Montreal.

Parity Committee (Printing Industries), Montreal.

Dunham-Bush, Toronto.

Brown Brothers, Ltd., Toronto.

I have only one criticism of the Conference and this may or may not be shared by other delegates. I think it would be advantageous to spend the Sunday morning discussing our own Canadian Conference and ways it can be improved, and the election of officers and suggestions for the next Conference. It seems a perfect way to split the Conference weekend, one day for education and one morning for a good discussion on the Conference itself. This Conference devoted one day to education and a good portion of the Sunday morning to education.

If you agree or disagree with this how about talking about it in our Canadian Corner of WHITE COLLAR? Letters from members could be a good way of coming up with some new ideas. The Conference is the major way we keep in touch with one another so let's make it effective. You write the letters—we will publish the different viewpoints.

The Conference elected three officers and I am happy to say that two of the offices were contested, the offices of Secretary and Canadian Editor of WHITE COLLAR. If people are fighting for positions there must be interest and if there's

interest that's a sign of a healthy organization.

The President, Marcel Francq, was elected by acclamation. Our new secretary is Louis Berthiaume, from Local 165, Hawkesbury, and your Canadian Editor of WHITE COLLAR, Olive Chester, Local 343, Toronto (that's me).

I decided there is no time like the present to say hello and to give you at least a glimpse of the Conference. And believe it or not I even have a couple of ideas on how we can get to know each other a little better.

I don't know if you have the same problem as I have or not but I find it extremely difficult to remember what local is in what com-

Montreal Stresses Basics

Grievance machinery, arbitration, organizational techniques, and preparation for negotiations were stressed by International President Howard Coughlin, Conference President Marcel Francq, Special Representative Russell Harvey and International Representative Romeo Corbeil.

After making his report on behalf of the Office Employees International Union, President Coughlin led a group discussion program involving grievance machinery and arbitration in which all delegates in attendance participated. At the conclusion of the group discussion, it was agreed that Local Unions should be particularly careful to adhere to the time limits imposed on the Local Unions in all steps of the grievance machinery. When grievances are reduced to writing, care should be exercised to insure the fact that the grievance is correctly stated. Delegates agreed

that minor grievances should be taken up orally and those of a major nature should be taken up in written form. It was also agreed that the Union should be as brief as possible in writing its grievance and should not present additional facts at further steps in the grievance machinery prior to the presentation of a case to an arbitrator.

The need to ascertain the cost of a particular arbitrator's services and the selection of the arbitrator was emphasized as well as preparation for presentation of the case and preparation of witnesses.

Brother Francq, in discussion, questioned each delegate as to his reason for joining a Union in the first place. Increased wages, conditions of employment, job security, lack of discrimination, and a regularized way of dealing with management were the key answers. Brothers Harvey and Corbeil

stressed publicity, personal contact, pride in union membership and organizational efforts at the Local Union level.

Brother Marcel Francq was re-elected as President of the Canadian Organizational Conference and Brother Louis Berthiaume of Local 165, was chosen as Secretary-Treasurer.

Ottawa Local 225 Renews With Borden

A one-year renewal of the contract between Office Employees' International Union, Local 225, Ottawa, and the Borden Company Limited was signed recently, covering approximately 20 office employees in the company's Ottawa Dairy Division.

A \$15 across-the-board monthly increase was gained, with time-and-a-half pay for overtime worked beyond the basic work week of 36¼ hours.

A new sickness and accident insurance plan was inaugurated, to which both employer and employees contribute.

The union gained the right to post notices on the company bulletin boards, and promotion procedure was improved.

An employe temporarily required to perform work in a higher job classification for more than five days will now be entitled to pay at the higher rate.

Renewed provisions include two weeks' paid vacation after one year's service, with three weeks after 15 years; eight statutory holidays; Blue Cross and Physicians' Services Incorporated premiums shared equally by the employer and employe.

The union's negotiating committee was composed of Gilbert Levine, Connie Wilson, Gail Therrien, Therese Rousseau and William England.

Seek New Contract Covering Paper Co.

Local 361 has petitioned the Quebec Labour Relations Board for certification as the collective bargaining representative for the office workers of the Quebec North Shore Paper Company located in Baie Comeau, Quebec.

International Representative Romeo Corbeil filed a petition on behalf of Local 361. Approximately 140 employes are involved in the new unit.

Brother Corbeil was assisted in organizing these new members by officers of the Paper Makers and Sulphite Union.

OEUU members of the Canadian British Aluminum Company in Baie Comeau were also instrumental in this latest achievement.

Sign for 2.8% Increase in Pa.

A 2.8 per cent increase effective as of September 2, 1960, has been negotiated by Local 186 in Warren, Pennsylvania on behalf of members employed by the Struthers Wells Corporation. The 2.8 per cent wage increase will mean hourly wage increases ranging from 4 cents to 6½ cents.

The Union signed a 2 year agreement with the employer providing for this wage increase and an additional 3 per cent across-the-board increase effective September 2, 1961. Improved procedures in the company's merit increase policy will bring added wage increases to the members of Local 186.

Fringe benefits were also negotiated which will mean a full day holiday prior to Christmas. Formerly Christmas Eve was a half holiday.



The Erie Conference, meeting in Toledo, Ohio, on Oct. 22-23 attracted large number of delegates. Intl. President Howard Coughlin, seated in front row with Secretary-Treasurer Howard Hicks, addressed the conference. (Story below.)

Erie Conference Well Attended

Local Unions of the Erie Conference area were well represented at a meeting in the Secor Hotel in Toledo, Ohio on October 22 and 23.

A well prepared agenda by Conference officers John Richards and George Firth included preparation for arbitration which was led by Jack Gallon, Labor Attorney, and Jerome Gross, Executive Director of the Labor-Management Citizens Committee of Toledo, Ohio.

Dr. Herbert Gerjouy, Associate Professor of Psychology in the College of Arts and Sciences of the University of Toledo gave an interesting discourse on the approach to organizing problems.

The Conference also heard Dr. Karl O. Mann, Associate Professor of Personnel and Industrial Re-

lations, University of Toledo, give a report on the Landrum-Griffin bill after its one year of existence.

Jane Adams, Director of Women's Activities of the AFL-CIO in Ohio gave an interesting talk to the delegates assembled regarding the necessity for continued cooperation with COPE.

OEUU President Howard Coughlin addressed the Conference and outlined the activities of the International Union since the last meeting of the Erie Organizational Conference. He also stressed the need for attendance at meetings of International organizers and full-time representatives of OEUU Local Unions which are in the process of being held in Washington, D. C. and in Chicago, Illinois.

During the course of the Conference session, an arbitration case was presented to the delegates by Jerome Gross. Delegates assembled were asked to give their opinions as to the results of this arbitration. The delegates were equally divided as to the final decision.

Mr. Gross, who is widely known in arbitration circles in the Ohio area and is a member of the American Arbitration Association, pointed out the faults he found with the presentation of the Union's case and admonished delegates for the need of greater preparation and examination of witnesses prior to arbitration. It was pointed out that it is imperative to examine the previous decisions of arbitrators before the selection of an arbitrator.

The cost of arbitration services should also be taken into consideration.

In Professor Gerjouy's discourse, he stressed the need for examination of the structure of the organization to be organized before a final decision is made. He stated that employe hiring procedures, promotional and discharge procedures were subjects which should be known before leaflets are prepared and forwarded to the unorganized.

Brothers John Richards and George Firth retired as President and Secretary-Treasurer of the Erie Organizational Conference. They were replaced by Emil Steck, Business Representative of Local 212 in Buffalo and John Doganiero of Local 49 in Euclid, Ohio, as President and Secretary-Treasurer respectively.

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



Unforeseen Effects of a Controversial Bill

JAMES MITCHELL, Secretary of the U. S. Department of Labor, recently published a report of the results of the first year of the Bureau of Labor-Management Reports. This report, covering the fiscal year of 1960, contained some interesting material.

For example, reports were filed by 52,278 unions. These unions were either national or international unions, known by the Bureau to be subject to the Act. The Act also requires reports from employers. At the end of the fiscal year of 1960, only 70 employers in all had filed the required reports. Only 56 reports were received from labor relations consultants.

If an unbiased person had listened to the arguments presented in the Congress of the United States by representatives of the National Association of Manufacturers and the Chambers of Commerce, one would think that labor organizations were constantly seeking to hide their methods of doing business.

On examining the results, it is found that employers are more recalcitrant in the filing of these required reports. The first year's report finds that locating employers and consultants who should file is a much more difficult task than the locating of non-filing unions.

The reports indicate that union dues are nominal and the most popular dues rate collected by Local Unions range from \$3 to \$3.99 per month. More than half of the Local Unions involved had dues schedules of less than \$4 per month. Eighty-eight per cent of the unions reporting, charged no fees whatever for work permits. More than 60 per cent have initiation fees of less than \$10.

One of the opposition arguments to the enactment of the Landrum-Griffin Bill by organized labor was that the bill required burdensome reporting to the extent that it would be difficult for smaller unions to find people willing to undertake these responsibilities.

The Bureau of Labor-Management Reports has found that since September 1959, many Local Union officers have resigned because reporting responsibilities are unduly burdensome. Still others are reported to believe that the risk of legal proceedings which might be instituted against them for mistakes they might make in their capacity of officers would outweigh the honor of holding office.

The report states: "It would be ironic indeed if a statute designed to create conditions favorable to democracy within unions had the effect of discouraging honest and capable union members from assuming leadership." There is no question in the minds of objective people that the numerous filings required under the law, in addition to the civil and criminal penalties imposed for "willful violation" is sufficient to discourage men and women from taking these chances. "Willful violation" can be applied to many of the numerous technical errors which can be made in these complex reports.

Of 2,041 complaints alleging violation of the first six titles of the new law, 80 per cent or 1,678 were filed by individuals. This represents less than one-hundredth of one per cent of the American labor movement. Over 576 of these complaints thus far have been found to be "not actionable."

During the Landrum-Griffin debate, television viewers would get the opinion that violence, bribery and extortion were common in labor management relations. One hundred twenty-five of these type charges were received by the Bureau. This represents less than six per cent of the total violations. Eighty-six of the 125 were closed out by the Bureau because there was no evidence to substantiate the charges. The remainder are still under investigation. The figure of 86 which represents those charges thrown out, may increase to a larger number before the investigation is completed. The only instance that we know of where the Secretary of Labor has filed suit to over turn an election is the instance of the National Maritime Union. In this case, complaint is based on a technicality. The Honest Ballot Association has conducted NMU elections for 20 years and the technical violation, if any, was committed not by the labor

Portland Settlements

A one-year agreement has been negotiated by Local 11 in Portland, Oregon, with the Raven Creamery Company in the same city. The employer is engaged in the retail milk distribution business.

Employees covered by the contract will receive a \$10 monthly wage increase across-the-board. Many other beneficial provisions are reflected in the agreement.

The Associated Food Distributors, Inc. has also reached a settlement with Local 11 in Portland, Oregon. This wholesale distributor of groceries has signed a three year agreement which includes a 5 per cent wage increase effective as of August 1, 1960. During the second year, an additional 5 per cent increase will go into effect.

The contract provides for a re-opening for wage negotiations on August 1, 1962. Non-wage benefits included a provision whereby the employer agrees to pay for any increase in the cost of providing presently existing medical benefits. The grievance machinery was al-

500 Clericals Organized in N.Y.

(Continued from Page 1)

contained both misleading statements and half truths.

Just prior to the NLRB election, OEIU International President Howard Coughlin, ILA President William Bradley and ILA General Organizer Teddy Gleason addressed mass meetings of the American Export clericals in both Hoboken and New York City.

On Thursday, October 6th, the American Export clerical employees voted overwhelmingly to be represented by Local 153. This became the first organizational victory for white collar employees in an American flag steamship company.

Immediately after the election, the clericals involved elected shop stewards and a Negotiating Committee, and drafted contract proposals.

Negotiations are currently underway for a collective bargaining agreement.

On the same day that the American Export Lines clericals were voting in the NLRB election for representation by the OEIU, meetings were being held with officials of the Sea-Land Service, Inc., formerly the Pan Atlantic Steamship Company.

During these meetings, OEIU representatives, headed by OEIU President Coughlin, were pressing for a card check in view of the fact that Local 153 had already secured a substantial majority of the 125 employees of that company. This organizational campaign had been conducted by International Representative Joseph Powell.

Management representatives of this growing company, which recently had been acclaimed for its development of a fleet of trailer ships for which it received the Merchant Marine Achievement Award in 1958, insisted that the OEIU file

union lawyers but by representatives of the Honest Ballot Association.

After studying the 88 page report published by the U. S. Department of Labor on the Bureau of Labor-Management Reports, we cannot help but come to the conclusion that the Landrum-Griffin Act has created a bureaucracy involving hundreds of additional jobs and millions of dollars in additional expense for which there existed little reason. In view of the failure of certain employers and management consultants to file reports we are wondering if the Act isn't penalizing the wrong partner in our industrial society.

Just A Gag!



James V. Logue, President of Local 352 in Franklin, Pennsylvania, pictured on the right above, recently lost his head while working on a community project. Pictured with Brother Logue is United Fund President Jack Harper. Logue was serving as Chairman of the Promotion Committee in a drive for the United Fund in Franklin, Pennsylvania. The above picture was used in local publications to attract attention to Jim's efforts in finalizing plans for the United Fund's drive and a parade in connection with the drive.

so improved. The employer has agreed to collaborate with the Union to prevent any dislocation due to the introduction of technological equipment.

Intl. Sponsors Two-Day Session

Recently, in Portland, Oregon, Director of Organization Douglas held a meeting of all full time Local Union representatives and International Representatives for the two days immediately preceding the joint meeting of the Western and Northwestern Organizational Conferences.

During these sessions, there was a re-examination of our current organizational procedures as well as discussion of recommendations for improvements by all of the participants.

Immediately preceding the International Union Executive Board meeting in Washington, D. C., there will be held another of these meetings for full time employees of Local Unions and International Representatives in the Southeastern and

a petition with the National Labor Relations Board.

When the management officials became aware, after contact with their various company supervisors, that an election would only serve to substantiate the majority position of Local 153, they decided to ask Mr. Burton Turkus, Impartial Arbitrator for the Maritime Industry in the Port of New York, to conduct a card check in order to determine whether or not Local 153 had achieved a majority of the employees in the appropriate bargaining unit. Immediately thereafter, Arbitrator Turkus conducted an investigation and certified Local 153 as the collective bargaining agent for the office and clerical employees of the Sea-Land Service, Inc.

Almost within a matter of hours, the Office Employees International Union had organized two of the foremost American steamship companies.

Immediately thereafter, the Office Employees International Union, through International Representative Joseph Powell and the Local 153 staff, headed by Secretary-Treasurer Ben J. Cohan launched a campaign to organize the office employees of the Venezuelan Lines, which conducts a steamship service for the South American trade.

The campaign was immediately successful and on October 27 a card check revealed that Local 153 had a substantial majority of this company signed up on enrollment cards.

The company thereafter agreed to recognize Local 153 as the collective bargaining agent for its office and clerical employees.

Negotiations are now being held between Local 153 and the Venezuelan Lines.

Northeastern Organizational Conference areas. This meeting will be held on November 27 and 28 at the Hamilton Hotel in Washington, D. C.

The International Union plans to hold a third meeting for the full time representatives of Local Unions and International Representatives in Chicago during January 1961. This meeting will encompass those representatives in the North Central, Erie and Southwestern Organizational Conference areas.

It is the belief of your International officers that more is accomplished in these regional meetings where individual campaigns can be discussed on an area basis rather than at national organizational conference meetings.

Stopped Cold

Clerk: "What can I do about women customers who insist on talking about low prices of the good old days?"

Floorwalker: "Just act surprised and tell them you didn't think they were old enough to remember back that far."