500 Clericals Organized in New York Steamship Lines

One of the most informative Northeastern Organizational Conference meetings was held on the week-end of October 29 and 30 in the Hamilton Hotel in Washington, D. C. The Conference was attended by approximately 79 delegates representing OEU 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 purpose 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 automatic equipment in the white collar field was discussed from the floor with much enthusiasm.

Delegate Al Addo 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 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.

Three Settlements Reached in Oakland

Local 29 in Oakland, California, has reported the successful organization of the employees of Kiddie Korral which is operated by the Consumers Cooperative in Berkeley, California. Local 29 obtained recognition as bargaining agent for the 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, OEU International Representative.

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 raises after one year ranging from $7.20 to $8.25. 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 employee 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 for each employee. Any unused sick leave is to be returned to the employee in the form of additional 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 Wallace reports that settlement has been reached with the Scott Paper Company in Watervale, 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 50 cents per hour.

Fringe benefit improvements included double time pay for all shift-down holidays and guaranteed pay for four (4) hours in the event an employee 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 all been improved.

Representing the employees in Local 260 in these negotiations were Wilbur Taylor, President, Jeanine DeRoby, Marcia Spalding, and E. Powers, assisted by Vice President Leo Wallace.

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 membership companies are the American Export Lines, Sun-Land Service, Inc., and the Venezuelan Lines.

All three of these organizational campaigns were brought to a successful conclusion by the concentrated efforts of Local 153 and OEU 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 weeks earlier, they were not in any way deter from their continuing efforts to organize this company. Professionals who were backed by Business Representatives James J. Hayes and John Kelly, and International Representative Joseph Powell with individuals and small groups over a period of three months.

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

As the campaign progressed and more employees evidenced interest, a larger number of Local 153 staff members were added to the campaign. A steamship clerical information center was opened in a store room nearby and the walls of the company and Local 153 representatives made themselves available for purposes of discussion and question-answer sessions. Existing agreements between membership companies were made available for the inspection of American Export employees. Large wall charts were prepared which dramatically represented, in graph form, the tremendous wage increases gained by the office employees 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 employees of six foreign flag steamship companies. The American Export Line drove 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 outsiders who would have little to do with employees only in the due to be collected from the outside jobs. They used the insidious method of casting aspersions at the back-ground of the Office Employees International Union. Their letters to the employees (Continued on Page 4)
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 labor and management disputes. The survey was conducted 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 is not restricted to a narrow universal function of labor management contracts. Ninety-nine per cent of the contracts provided for a grievance procedure. Arbitration clauses are contained in 84 per cent of the contracts studied.

In regard to grievance procedures, 81 per cent of the states a state that a grievance must be filed within a specified period of time. This period of time ranges from one day to as long as one year. These significant concentration ranges 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 employment grievances and non-union grievances are required in 40 per cent of the contracts.

Most grievances 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 employees 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 sit or add to the contract. In selecting an arbitrator, to settle disputes, more than four-fifths of the contracts provide that the arbitrator shall be selected by the parties.

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. More than two-thirds of the 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-eight provides for the arbitrator to select 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 remaining majority of the contracts, the parties themselves attempt to select an arbitrator. In some instances, they turn to an impartial agency to make the selection.

In those contracts dealing with the expenses of arbitration, 25 per cent provide for a sharing between the parties of the expenses. The remaining few contracts require that the union pay for the entire expense of the proceeding.

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 Frondial 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 commits a sizable sum of money or submits a proposal. In addition, the senior citizens must prove that they are in financial need even to the extent of signing over property or income to the state government.

The most ridiculous argument was advanced by Senator Barry Goldwater during the campaign when he argued against any proposed legislation. He said: "I don't care for children. If I had it in my power, I would abandon them as soon as I can."

As a result of Mr. Goldwater's statements, many people are saying: "Should we invest our tax money in public schools or future hospitals?""This is an issue which is certainly the responsibility of the American public.

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 in the payroll and industry accounting 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 them to stop and try to push it down. This instinctive reaction, the machine drastically reduces the length and difficulty of the learning period.

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

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

New Worthington Agreement Negotiated
Emil Stroh, Business Representative of Local 212 announced the conclusion of pre-conference sessions between the Worthington Corporation and Buffalo, New York Local 212.

The negotiations which will run for three years retroactive to August 15, 1959 and expire August 15, 1962.

The optical Code reader is a fully transistorized unit which controls the picket of punched cards and provides output signals representing each code.

The Code reader will operate at the rate of 100 cards per minute. This eliminates the need for manual key-punching.

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During the 1962-1964 period the rate of pay for the operators was $10 per hour. This higher rate of pay could be doubled in 1962.


5. A clause protecting Local 212 members from being the subject of technological changes.

The Negotiating Committee consists of Local 212 members, Chairman, Arthur J. O'Connell, David L. Dumas, Jr., Frank J. Kochan, Donald P. Facer, Doris Wright, and Theodore Zalk, assisted by Business Representative Emil Stroh.

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During the 1962-1964 period the rate of pay for the operators was $10 per hour. This higher rate of pay could be doubled in 1962.
The 1960 Canadian Organizational Conference was 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 and registration was efficient and the social portion of the Conference was wonderful. 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 Effective Conciliation Proceedings” and “It is Necessary to Continue to Organize Office Workers,” “Methods and Means of Establishing Local White Collar Workers in Local Unions” and “Preparation of Negotiations and Conciliation Procedures.” These were all topical and made an important mark by the many able leaders who were Howard Counihan, International President; Marcel Francœur, President of the Conference; Russell Harvey, International Representative and Roméo Corbeil, International Secretary-Treasurer.

Our International President reported on our organizational gains for this year and I think 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
Wm. Lowson, Trois Rivieres, Quebec
La Patrie Publications, Montreal
Concertina Paper Products, Ltd., Montreal
Parity Committee (Printing Industry), 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 have been advantageous to spend the Sunday morning discussing our own Canadian Conference and ways it can be improved, and the elections of officers and selections 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 portion of this Sunday morning to education.

If you agree or disagree with this way about talking about it in our Canadian Conferences of White Collar workers, the way to agree is simply to keep in touch with another one so let's make it effective. You write the letters— we will publish the different views point.

The Conference elected three officers and I am happy to say that two of those officers were Canadian. I am proud to say that one of them was Canadian Editor of Whitle 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 Francœur was elected by acclamation. Our new secretary is Louis Berthiaume from Local 165, Hawkesbury, and our new Assistant Secretary-Treasurer is Whitle Collar, Oliver Chetzer, 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 even have a couple of ideas on how we can get to know each other a little better.

May I think you have the opportunity to do this if I find it extremely difficult to remember what local is in what company 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, its representatives, and the arbitrator is responsible to work out a procedure. The grievance machinery and arbitration in all organizations in addition to 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 for a period of time was emphasized as well as preparation for presentation of the case and preparation of witnesses.

Brother Francœur, in discussion, questioned each delegate as to his opinion as to how the Grievance machinery, arbitral and secretarial work should be handled. The regularized way of dealing with management were the key answers.

Brothers Harvey and Corbeil stressed the need for greater negotiation and consultation. Arbitration costs and time spent on grievance machinery was reduced significantly. In the past the grievance machinery was reduced significantly in the past but now must be curtailed to the open

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

In Professor Gerjouy's discussion, he stressed the need for examination of the grievance machinery and the organized system to be organized before a final decision is made. He stated that the procedure and arrangements for the handling of grievances were subject to the procedures and arrangements for the handling of grievances which was to be handled by the employer and the grievance machinery.

Brother John Richards and George Firth were elected as President and Secretary-Treasurer of the Conference.

During the course of the Conference, an arbitration case was presented to the delegates by Jerome Gross. The case was chosen as the best at the final decision.

Mr. Gross, who is widely known in arbitration circles in the Ohio area and a member of the American Arbitrators Association, pointed out the failings he found with the procedure of the Union's case and admonished delegates for the need of greater preparation and preparation of witnesses prior to arbitration. It was pointed out that it is difficult to overcome the previous objections of arbitrators before the selection of an arbitrator.

So I thought that maybe a good way to know each other would be to ask for a picture of each of the Executives of the Canadian Organizational Conference and to tell us a little story on each one. I hope your local will cooperate, I will tell you a more or less story about your local very shortly about this but if, in the meantime, you have any questions, you may take future of your Executive Board to much the better.

And, if you want to write an article about some of your local problems or victories, please send the Tribune your Conference that we will provide the means, Whitle Collar will print it. Let's take advantage of this offer.

In the next issue of Whitle Collar I hope to introduce you to the representatives and executive officers of the next Conference both by picture and locale. I think we should have to work on that.

I hope to introduce you to the representatives and executive officers of the next Conference both by picture and locale. I think we should have to work on that. ABOUT GETTING EACH OTHER.

Montreal Stresses Basics

Grievance machinery, arbitration, organizational techniques, and preparation for negotiations were stressed by International President Marcel Francœur, Special Chairman, Russell Harvey, and International Representative Roméo Corbeil.

After making his report on behalf of the Office Managers Inter-Union, President Coughlin, a group discussion proceeded involving grievance machinery and arbitration in all organizations in the Sunday morning to education. At the conclusion of the group discussion, President Coughlin made the statement that Local Unions should be particularly careful to add the time limits imposed in the union's jurisdiction in the grievance machinery. When the results of grievances are reduced to writing care should be executed to ensure the facts that the grievance is correctly stated. Delegates agreed

The cost of the present paper, as it is published, is $1.00 per annum.

Sign for 2.8% Increase in Pay

A 2.8 per cent increase effective as of January 1, 1963, has been negotiated by Local 186 in Warren, Pennsylvania on behalf of employes of The Westinghouse Electric and Manufacturing Co. The 2.8 per cent wage increase will mean hourly wage increases ranging from 4 cents to 64 cents.

The Union signed a 2 year agreement with the Company in December 1961. Improved procedures in the form of on-the-job training and an additional 10 cents for the wage increase was the result. The Company and the Union in a letter to the employees stated that the agreement will improve the employees' standard of living.

The time for negotiation was limited to 24 hours and the agreement was ratified by a majority vote of the members of Local 186.

During the conference the Union members were asked to vote on whether or not the agreement was in their best interests. The vote was 82 per cent for acceptance of the agreement and 18 per cent against it.

The agreement is effective as of January 1, 1963, and the members of Local 186 will receive their first increase on February 15.

The Union members were also negotiating with the Company for higher wages in the future and are expected to receive a 5 per cent increase as well as full medical and dental benefits. The Union and the Company are also discussing the possibility of a 2% increase in pay for the first year and a 1% increase in the second year.

The Union members are also negotiating for a 3% increase in pay and the possibility of a higher rate of pay for all members of the Union. The Union members are also negotiating for a 4% increase in pay and the possibility of a higher rate of pay for all members of the Union. The Union members are also negotiating for a 5% increase in pay and the possibility of a higher rate of pay for all members of the Union.
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 required 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 drive a wedge between management and labor.

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 locating union representatives.

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 to their members. More than 60 per cent had 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 of 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 dismissed as not actionable.

The Landrum-Griffin debate, television viewers were given the opportunity to balance the arguments: that the law has improved the union representation machinery and that the law has not.

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 of the period the wage increase will go into effect.

The agreement provides for the opening of wage negotiations on August 1, 1962. Non-wage benefits include a providing of the employer agrees to pay for any increase in the cost of providing presently existing medical benefits. The grievance machinery was all improved. The employer has agreed to collaborate with the Union to prevent any dislocation that might occur due to administrative errors in technological equipment.

500 Clericals Organized in N.Y.

(Continued from Page 1)

contained both misleading statements and half truths.

Just prior to the NLRB election, OEU International President Howard Coughlin, ILA President William J. Coughlin and ILA General Organizer Teddy Gleason addressed mass meetings of the American Export Line's clerical employees in both Hoboken, New Jersey and New York City.

On Thursday, October 6th, the American Export Lines claimed the vote overwhelmingly to be representative of the workers' wishes. This of course became the first organizational victory for white collar employees in an American flag carrier company.

Immediately after the election, the clericals involved elected shop stewards, set up 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 went voting, the NLRB election for representation by the OEU, meetings were being held with officials of the Sea-Land Service, Inc, formerly the Pan Atlantic Steamship Line.

During these meetings, OEU representatives, headed by OEU 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 this company. This organizational campaign had been conducted by International Representative Joseph Powell.

Many of the employees of this growing company, which recently had been acclaimed for its efficiency and speed of travel, for which it received the Merchant Marine Award in 1958, insisted that the OEU file a petition with the National Labor Relations Board.

Immediately thereafter, the Office Employees International Union, through International Representative Joseph Powell and the Local 153 staff, headed by Secretary-Treasurer Ben J. Cohen launched a campaign to organize the entire OEU 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 was conducted 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 the office and clerical employees.

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

Inoue, Sponsors Two-Day Session

Recently, in Portland, Oregon, Director of Organization for the UMWA held a meeting of all 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 Executive Board meeting in Washington, D.C., there will be held another of this type meetings for full time employees of Local Unions and International Representatives in the Southeastern and Northwestern 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 1962. This meeting will encompass those representatives in the North Central, Erie and Northwestern Organizational Conference areas.

It is believed of the 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

Clarke: What do you do about women customers who insist on talking about low prices of the good stuff?

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