



WHITE COLLAR

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17

OEIU Wins At Pittsburgh

In a combined campaign with the Retail Clerks International Union, Local 1407, Office Employees International Union, Local 33 was selected as the collective bargaining representative for 50 clerical employees of National Mills, Inc., known as the Pittsburgh Mercantile Company. National Mills, Inc. is a retail outlet located in Pittsburgh.

The organizational lead for the entire company was received by the Office Employees International Union. Meetings were held immediately with the Retail Clerks for purposes of formulating a plan to organize the entire outlet. The Retail Clerks and OEIU Local 33 agreed on all aspects of the campaign.

Numerous meetings of various groups were held each day of the week. A final mass meeting was held the night before the election in conjunction with a supper.

George Firth, International Vice President, Martin McDermott, Business Representative, Frank Broderick, President, Margaret Graper and Rose Cohen, Executive Board members, participated in all phases of the campaign and the final meeting.

In a National Labor Relations Board election conducted on May

Hilliker Is Vice Pres. For Region 7

The Executive Board of the Office Employees International Union has unanimously selected Donald Hilliker as Vice President for Region VII as a replacement for the late Arthur Fritz. Region VII is composed of ten Midwestern states.

Hilliker is a former Business Representative of Local 12, Minneapolis, and he will also succeed the late Arthur Fritz as Business Manager of that local. Vice President Hilliker is a veteran member of the OEIU and is a former International Representative.

He is a native of Minneapolis, who was educated in that city. He is married and the father of two children.

Brother Fritz had been vice president of the OEIU for the past six years. He died unexpectedly last April 10.

5th, our Unions were designated as the collective bargaining agents by a vote of 108 to 49 with 22 challenged votes.

Martin McDermott, Business Representative, has announced that negotiations with National Mills, Inc. will begin promptly.

OEIU Counsel Testifies At Probe of N.L.R.B.

OEIU General Counsel Joseph Finley proposed a new rule of law to insure absolute fairness in National Labor Relations Board representation elections. Finley called the new rule "The Rule of Absolute Equality." He made his proposals in recent hearings before a Sub-

committee of the House Labor and Education Committee, set up to investigate the National Labor Relations Board and its administration of the Taft-Hartley Act. His appearance before the Committee was at the express request of OEIU International President Howard Coughlin.

Finley noted a gross imbalance in NLRB procedures favoring employers. He cited case after case where the Office Employees International Union's organizational efforts were throttled by unfair employer tactics which were tolerated and thereby encouraged by the NLRB in recent past years. Though the express policy of our National Labor Relations Act is to encourage the organization of unorganized labor, the United States is woefully behind other industrial nations in the proportion of organized workers as compared to unorganized workers.

Finley pointed out to the Subcommittee that in the United States only approximately 25% of employed persons belong to unions, while in European countries, such as Great Britain, 42% are members of unions and in Scandinavian countries more than 90% of industrial working men belong to unions.

In the area of white collar employees, the proportion of organized workers is far lower. Counsel Finley attributed a great deal of the responsibility for this lack of



OEIU General Counsel Joseph Finley and Secretary-Treasurer J. Howard Hicks confer during testimony before the sub-committee of the House Labor and Education Committee investigating the NLRB

organizational success to employers being able to intimidate and coerce their employees under the guise of the banner of "free speech". He pointed out that it was extremely important that the NLRB insure fair representation elections, free of any unfair employer practices.

He charged that the NLRB was not fulfilling this responsibility in representation elections since it handed down the infamous Liv-

ingston Shirt rule and the cases following in which the Board applied the same rule. This rule allows employers to hold captive audience meetings on their premises without giving the union an opportunity for equal time to reply. These anti-union captive audience meetings give overwhelming advantages to employers to make unionization more difficult.

(Continued on page 3)

FRENCH LINE WEEK-LONG STRIKE SETTLED

After a week's strike of 106 members of Local 153, employed at the French Line in New York City, an outstanding agreement was reached.

The agreement provides for—

- A 15 per cent wage increase payable over a three year period in the following manner: 7 per cent to be paid effective April 1, 1961; 5 per cent on the first anniversary date of the agreement; and, an additional 3 per cent on the second anniversary date of the agreement. Automatic increments which will be granted during the life of the agreement, in addition to those outlined above, represent an additional 3½ per cent of payroll.

Sample rate ranges in the third year of the contract include:

| | | |
|--|----------|----------|
| Messenger driver, shipping stock clerk I, file clerk I .. | \$ 80.50 | \$ 92.00 |
| Bi-lingual | 86.25 | 97.75 |
| Receptionist, telephone opr., typist I, booking clerk I, sales clerk I | 86.25 | 103.50 |
| Bi-lingual | 92.00 | 109.25 |
| Custom entry clerk, steno-typist, typist II | 92.00 | 109.25 |
| Bi-lingual | 97.75 | 115.00 |
| Cashier, acct. mach. opr., steno clerk II | 103.50 | 126.50 |
| Bi-lingual | 109.25 | 132.25 |
| Secretary | 109.25 | 132.25 |
| Bi-lingual | 115.00 | 138.00 |
| Clerk III | 120.75 | 149.50 |
| Bi-lingual | 126.50 | 155.25 |
| Chief Clerk | 143.75 | 172.50 |
| Bi-lingual | 149.50 | 178.25 |

- Three weeks' vacation after three years of service and four weeks' vacation after eight years of service.
- Union Shop.
- Local 153 Welfare Plan which provides \$4,000 life insurance, \$4,000 death and dismemberment insurance, accident and sickness payments up to 26 weeks, in addition to the regular sick leave allowance provided under the agreement, and Dental Insurance for each member.

In addition, each individual member and his family will receive full payment for doctor visits either in the home or at the doctor's office, in addition to complete surgical, medical and hospitalization coverage.

After the negotiations broke

(Continued on page 3)

At Gatlinburg Conclave



Reeder Carson, Business Agent of the Tennessee Valley Salary Policy Council, AFL-CIO, is pictured above with OEIU President Howard Coughlin during a recess in the recent labor-management conference of the TVA at Gatlinburg.

Brother Carson will be remembered as a former OEIU Vice President and one of the founders of the Office Employees International Union.

President Coughlin addressed the closing session of the Conference.

RCIA President Goes On Asian Tour With U. S. Vice President

James A. Suffridge, President of the Retail Clerks International Association and AFL-CIO Vice President, has returned after accompanying the party of Vice President Lyndon Johnson on its Asian tour as a representative of United States organized labor.

President Suffridge is an Executive Board member of the International Confederation of Commercial, Clerical & Technical Employees and was chosen to accompany Vice President Johnson because of his deep interest and experience in foreign affairs.

The Vice President's party visited the Philippines, South Viet Nam, Formosa and other points in the Far and Middle East. It covered 29,000 miles in two weeks of intensive travel and meetings. Mr. Suffridge met with top labor leaders in all the nations visited. The return trip was over the Atlantic Ocean, thus going completely around the world.

WHITE COLLAR

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

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Minimum Wage Passes

The passage of the new minimum wage bill in the United States was hailed as a social achievement long overdue. James A. Suffridge, President of the Retail Clerks International Union, AFL-CIO, representing a Union most concerned with the coverage of the new bill, congratulated Congress and the Administration on the successful culmination of five years of intensive campaigning for this measure.

The new law, which will eventually bring the minimum wage in 1963 to \$1.25 per hour, will help to eliminate competition based on human exploitation.

The Office Employees International Union, AFL-CIO joins with organized labor in congratulating Congress and President Kennedy on their determination to obtain fair play for underpaid Americans.

* * *

Income In "Right To Work" States

Most people are unaware of the effects of "right to work" laws. Most of the misguided feel that any law which allows them to work without joining a Union, regardless of the terms of the Union agreement, is good.

Organized labor has often pointed out the falacies of this position. The following is an example of the things that the AFL-CIO has been stressing.

In 18 of the 19 "right to work" states, personal income was below the national average of \$2,242.00. The income per person for every man, woman and child in each of the 19 "right to work" states is as follows: Alabama, \$1,478; Arizona, \$1,983; Arkansas, \$1,369; Florida, \$1,949; Georgia \$1,622; Indiana, \$2,198; Iowa, \$1,982; Kansas \$2,066 Mississippi, \$1,190; Nebraska, \$2,113; Nevada, \$2,854; North Carolina, \$1,584; North Dakota, \$1,826; South Carolina, \$1,403; South Dakota, \$1,919; Tennessee, \$1,565; Texas, \$1,943; Utah, \$1,936; Virginia, \$1,868.

It is no accident that "right to work" laws create a situation where one has the "right to work" for low wages as compared to the higher wages paid in organized states.

* * *

Expenses Account Society

In its present fights to push through a more liberalized minimum wage law and amendments to the social security legislation, which will provide medical and hospitalization assistance to the aged, we find Secretary of Treasury Douglas Dillon, in an appearance before the House Ways and Means Committee making numerous references to the many evasions of tax payments by individuals and corporations through expense accounts.

These expenses include corporation-owned yachts used for entertaining customers and prospective customers, trips to Las Vegas and Havana, company-owned planes and hunting lodges, and a wide variety of entertainment, vacation, travel and food and beverage expenses which are paid by firms and deducted as business expenses.

Secretary Dillon estimates that \$250,000,000 a year is siphoned away from the Treasury.

The Administration is calling for the complete disallowance of most of these tax evasion schemes. Secretary Dillon says the slogan "it's deductible" should pass from the scene.

Most workers living on weekly wages will say "Amen" to that.

Regional Directors Get New Authority

Effective May 15, 1961, National Labor Relations Board's Regional Directors will have the authority in representation cases to decide:

- (1) Whether or not a question of representation exists.
- (2) To determine the appropriate collective bargaining unit.
- (3) To direct an election to establish whether or not the employees wish to be represented by a particular labor union for collective bargaining.
- (4) To certify the Union as bargaining agent if it wins the election.
- (5) To make findings and issue rules on supplemental matters raised from elections, such as objections to the elections and challenged ballots.

While the National Labor Relations Board has delegated these powers to the Regional Directors, certain matters may be reviewed by the Board in Washington on restricted grounds.

The new powers delegated to Regional Directors not only cover petitions for representation, but also decertification petitions and petitions of rescinding union security authorizations.

In an effort to further increase the efficiency of the Board, President John F. Kennedy has submitted a reorganization plan to Congress to speed up final decisions of the National Labor Relations Board.

The plan calls for decentralization of authority in the NLRB to make the five man Board a Supreme Court for unusual labor-management disputes.

The decision-making authority of the Board would be delegated to lower level officials. The full Board would only bring up a decision for review upon the vote of any two members.

If Congress does not reject this plan for increased efficiency within sixty days, it will become final.

Local 29, Oakland, Signs Two Contracts

Two contracts were signed by Local 29 in Oakland, California providing for substantial wage increases.

Local 29 members employed at the National Can Company are to receive an increase of \$7.33 per month as of April 1, 1961. A similar increase will go into effect on the same date in 1962. The salary range after three months will be \$346.67 for a Junior Clerk to \$414.27 for a Senior Clerk during the first year of the agreement.

* * *

Agreement was also reached with General Mills in Vallejo, California.

Local 29 members voted unanimously to accept a \$15.00 monthly increase effective April 16th of this year. In addition, the two year contract has an improved vacation schedule and is subject to renegotiation of wages in 1962.

* * *

Local 29 was favorably represented in public debates. Business Representative Ann Hollingsworth who presented the OEIU's position before a seminar of office managers. The seminar was jointly sponsored by the Central California Employment Agencies Association and the Institute of Industrial Relations of Fresno State College.

* * *

Business Representative John Kinnick also spoke to a University of California group debating with a management attorney on the affects of collective bargaining on personnel administration.

OEIU Wins at Blue Cross

The enrollment and sales representatives of Associated Hospital Service, New York City's Blue Cross plan, on Tuesday, May 16th, in an election conducted by the New York State Labor Relations Board, chose Office Employees International Union, Local 153 as their collective bargaining agent.

This successful election climaxed a campaign which had been in progress for more than one year.

J. Douglas Colman, President of Blue Cross, and Ben J. Cohan, Secretary-Treasurer of Local 153, in a joint statement said that they are confident that the relationship between Blue Cross and the Union will be based on mutual respect, a full and frank exchange of views, and collective bargaining in good faith.

Mr. Colman and Mr. Cohan

agreed that a major factor in the decision of the Blue Cross enrollment representatives was "their desire for Union protection against the numerous recent politically inspired attacks on the wage increments paid by Blue Cross to its employees".

It is anticipated that the O.E.I.U., based on this successful election involving approximately 100 field representatives, will launch a campaign to organize approximately 2,000 office and clerical employees of Blue Cross-Blue Shield in the same city.

This successful campaign adds New York Blue Cross to the ranks of the organized of the Office Employees International Union which already represents Blue Cross employees in other cities throughout the United States and Canada.

And Our Employers Complain!

A government committee in Tokyo recommended adding 17 new holidays to the 9 already in effect contending that the extra rest would be helpful to Japanese workers and would boost production.

We can imagine the reaction of American employers if United States workers sought 26 holidays.

Curtiss-Wright Sick Leave Dispute Won by OEIU

Arbitrator Vernon H. Jensen held that the Curtiss-Wright Corporation's refusal to pay office and clerical employees, members of OEIU Local 279 in Paterson, New Jersey, for sick leave which occurred during the time of a heavy snow storm, was a contract violation.

Many of the employees were unable to get to work on Monday, December 12th because of a heavy snow storm which began the day before. The company was forced to close the plant at noon after a few employees who did report to work were sent home. The employees who were unavoidably absent were not paid.

The Union did not contend that these employees should be paid but questioned the company's refusal to compensate for employees who reported in sick. The contract provides for sick leave to employees who so notify the company.

The company argued, on the other hand, that "sick leave pay should not serve to put a person who is on sick leave in any better position than other employees".

Arbitrator Jensen found that the company was wrong and awarded sick leave pay to those employees who were ill during the snow storm.

Federal Judge Rules Against Subcontracting

Federal Judge Patrick T. Stone recently ruled that the Webster Electric Company of Racine, Wisconsin, could not subcontract for janitorial services and deprive three members of the United Auto Workers at the plant of their jobs.

The interesting point about Judge Stone's decision revolved around the fact that he prohibited subcontracting in the absence of a labor contract which contained a specific clause prohibiting this activity.

Judge Stone reasoned that the Union was the bargaining agent for the plant and that the company, if it were allowed to subcontract for any of the jobs done by the members of the bargaining unit, could proceed to subcontract for all the jobs and eventually destroy the Union.

Egged On by Local 11, Chicken Producers Sign!

Secretary-Treasurer James N. Beyer of OEIU Local 11 in Portland, Oregon, has reported a one year settlement with the Oregon Egg Producers covering 25 members.

The new agreement calls for a \$15.00 across-the-board monthly increase effective April 1, 1961, with wages subject to further negotiation as of October 1, 1961.

The contract with this poultry producing firm now calls for a full Union Shop and an added holiday. Employment seniority was improved by seniority provisions to be implemented in the event of a reduction in the work force. The company sick leave policy was also incorporated in the contract.

High Fees Leading To "Socialized Medicine" Says Doctor Cited By AMA

What is one of the greatest forces leading toward prepaid medical insurance? It's the medical profession itself, according to a doctor honored by the American Medical Association.

The AMA, which has fought Forand-type medical insurance on the grounds it is "socialized medicine", honored Dr. Lonnie Coffin some time ago as "General Practitioner of the Year." Dr. Coffin, of Farmington, Iowa, may not be as popular with the powerful professional group now as he once was.

Dr. Coffin, who has been practicing medicine for more than 40 years, is seriously concerned about the high cost of seeing a doctor.

Unless the medical profession changes, Dr. Coffin believes, the country will have what he calls "socialized medicine" in 10 to 15 years.

"I don't want it and I don't think the people want it," Dr. Coffin stated. "But it's going to come unless we do one thing to stop it: if the medical profession will go and see sick people and charge them a decent fee, you'll never hear any more about socialized medicine. That's all it takes—go and see the sick people and charge them a decent fee."

Dr. Coffin's fee schedule is \$3 for office calls, including medicine, \$4 for house calls, \$5 on night calls.



CANADIAN FILE

Marx Might Have Been Different!

President Kennedy, in an address to the American Newspapers Publishers' Association in New York, recently stated that the New York Herald Tribune had an obscure foreign correspondent in 1851 by the name of Karl Marx, a founder of modern Communism.

Karl Marx had asked this paper for a small increase in salary to

help ease the plight of his family. The New York Herald Tribune turned down this request.

President Kennedy stated with a smile: "If only this capitalistic New York newspaper had treated him more kindly and if Karl Marx had remained a foreign correspondent, history might have been different."

OEIU Signs With Silver Fleet Motors

Al Cisek, Business Representative of OEIU Local 388 in Cincinnati, Ohio, announced the signing of a new contract between that Local Union and Silver Fleet Motors, Inc.

The employees of Silver Fleet, who recently designated our Union as their collective bargaining agent in a National Labor Relations Board election, achieved a package of 45¢ per hour increase. These OEIU members will receive 25¢ per hour, effective May 16, 1961; 10¢ per hour on May 16, 1962; and, an additional 10¢ on May 16, 1963. This represents 10¢ more per hour than the International Brotherhood of Teamsters achieved for the employees of Commercial Motor Freight, Inc. in Ohio.

The employees of Silver Fleet also gained three weeks' vacation after 12 years of service and four weeks' after 20 years.

Paid sick leave and dependent coverage for hospital and surgical benefits were also some of the new features incorporated in this initial signed agreement.

Ruth Scherer, Tom Gregory and Chuck Gregory, in addition to Business Representative Al Cisek, negotiated this excellent agreement on behalf of the office and clerical employees of Silver Fleet Motors, Inc.

Counsel Testifies At Probe of NLRB

(Continued from page 1)

Employees whose complete economic dependence is founded on the livelihood they earn in their jobs are alertly responsive to the slightest suggestion of their employer under such circumstances. While such a tactic may be innocuous between economic equals, it is most effective when invoked on the employer's premises by the employer.

To make more difficult the Union's task, the NLRB has permitted this employer tactic without requiring that Union spokesmen be given an equal opportunity to address the employees. The Board contends that the Union is given an equal opportunity through the use of its Union hall. Counsel Finley said, "This is utter and complete nonsense, unworthy of an administrative agency supposedly possessed of the most expert knowledge of the facts of labor life in America today. Such an attitude has led only to employer domination and employer defeat of legitimate hopes and aspirations of employees who seek to bargain collectively through representatives of their own choosing."

He then cited as an example the successful frustration of the OEIU's campaign to organize the employees of the May Department Store in Cleveland. In this campaign, the employees were repeatedly marched into the company dining room where their employer

CLC Votes to Suspend Lithos

The executive council of the Canadian Labor Congress has voted to suspend the Amalgamated Lithographers of America from membership, CLC Pres. Claude Jodoin has announced.

The union withdrew from the AFL-CIO in 1958 rather than accept decisions of the AFL-CIO Executive Council and impartial umpires under the no-raiding agreement with regard to jurisdictional disputes.

It was a jurisdictional dispute that was responsible for the CLC suspension, Jodoin said. The action was based on charges by the Pressmen that the ALA had raided their membership.

launched vicious attacks at the Office Employees International Union and hurled half truths and accusations by innuendo. OEIU representatives were denied access to company premises in order to pass handbills to the May Company employees. The Union had no mailing list and was unable to effectively communicate their side of the story to the employees.

In all fairness, Finley asked shouldn't the Union be given an equal opportunity to communicate with the employees. If the Union is not given this opportunity, should not the employer be denied this unfair advantage?

Finley concluded "We ought to compel him to remove the horse shoe from his boxing glove."

Finley also criticized the N.L.R.B. General Counsel for its reluctance in issuing unfair labor practice complaints when petitioned by unions. He specifically described cases where employees were discharged for seeking Union representation and the General Counsel of the National Labor Relations Board chose to look the other way. He urged that some supervisory authority be created to review arbitrary decisions by the General Counsel.

Counsel Finley concluded his testimony by calling for radical changes in NLRB policies determining appropriate units for representation. The Board has consistently acceded to employer designations of appropriate units for representation elections. Employers have been able to carve out a unit for a Board conducted election in which they felt they had their best opportunity to defeat the Union. He pointed to cases where the Board refused to permit plant clericals to vote with the office clericals when the OEIU petitioned to represent both units, even when the clericals involved evidenced a desire to be in the same unit and there existed an obvious community of interest.

Finley called for immediate action to assure the implementation of our declared national policy to encourage the organization of the unorganized workers.

Automation Hits Local 378!!

The B. C. Electric plans to replace its I.B.M. 650 with new equipment in January 1963. The new machines will result in disappearance of about 35 to 40 jobs for our members. Prior to the introduction of the new machines, some temporary increase in Tabulating staff will be required. Sections which will be affected by redundancies are:—CASHIERING, TABULATING, CUSTOMER ACCOUNTS, PREMISES RECORDS—MARKETING DIVISION.

It has been agreed that, to begin with, the following course will be followed:

1. The company will assess employees in Tabulating to determine those qualified to be trained for the temporary and permanent positions.
2. Supervisors in areas where redundancies will take place will meet with their staff and explain the proposed changes.
3. It was tentatively agreed that, where vacancies occur in jobs becoming redundant, new employees will be hired on a temporary basis.

The introduction of this new I.B.M. equipment will result in further changes probably in 1964 or possibly sooner. This depends on whether or not it is economical

Courting Trouble

Little did a young German typist realize she was courting trouble when she started going steady with a young man working on a Rhine boat operated by a rival company—not until one morning she was told she was fired for association with an employee of a competing firm.

The girl appealed to the Karlsruhe Labour Court who upheld the right of employees from rival firms to engage in courtship in their spare time. "It is a matter of common knowledge," said the court, "that young lovers do not usually discuss their employers' business affairs during their free time together."

French Line Strike Settled After Week

(Continued from page 1)

down, and a strike was necessitated, longshoremen and teamsters refused to cross the Local 153 picket lines.

The company then attempted to have certain of their ships unload at other ports. It was, therefore, necessary, for example, for Local 153 to dispatch pickets to Newport News, Virginia, where the French Line ship, the Winnipeg, was docked. These pickets were able, by virtue of the lines established, to stop the loading and unloading of the ship.

Business Representative John Kelly conducted the original negotiations and then directed all picket line operations. Brother Kelly led a team of pickets, composed of Jean Marie Hess, Bernard Strauch, Raymond Lussier and George Koch to Newport News for picket action.

Secretary-Treasurer Ben J. Cohan participated in the final negotiations which led to the settlement.

to program further work on the machines.

While automation is something we have talked about and read about during the past few years, it is now with us in fact, with all its problems. The clauses in our agreement covering automation will prove to be of real value to us as time goes by.

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

The E.D.P.'s Complex

Nearly 100 electronic computers were in operation in Canada at the beginning of 1960, according to a Department of Labour report.

The report entitled 'The Current Status of Electronic Data Processing (EDP) in Canada' contains information collected in a survey covering business firms, universities, and government agencies.

It is the 9th report in a series of studies carried out under the skilled Manpower Research Program of the Federal Department of Labour in co-operation with other interested federal and provincial departments, management and union organizations.

Seventy-two of the 89 EDP installations were found to be located in Ontario and Quebec. Manufacturing, with 30 EDP installations, had the largest number of computers. But Finance and Insurance with 3 large-scale computers was judged to have the greatest computer capacity of any of the major industry groups. Approximately 75 per cent of total computer capacity was found to be used for commercial data processing; 25 per cent for scientific and engineering applications.

Accounts receivable and customer billing, payroll, budget and cost accounting and inventory control accounted for approximately 75 per cent of computer time used for business data processing.

Electronic data processing was found to have created at least 1,216 new full-time jobs for administrators and planners, programmers, computer technicians and other personnel such as tape librarians and peripheral equipment operators.

The next stage of the research project will examine the employment effects of electronic data processing. It is understood that the department is running into some difficulty in getting information on displaced workers. The companies fear repercussions among staff employees yet to be hit by automation.

Did You Know That...

The Montreal local of the Office Employees International Union was chartered by New York headquarters July 1, 1950, but did not really get going until about six years later. Marcel Francq was elected the first president of Local 57.

Finally, Romeo Corbeil was hired as International Representative in Montreal and the local began to acquire a gradual, but solid, membership. Admittedly, the enlistment of office workers into the union has been slow in the Montreal district. White collar workers tend to show resistance to unionization, but union leaders be-

lieve that through education and persuasion this can be overcome.

Local 57 recently hired an organizer, but it would appear that this individual has plenty to do merely servicing the members, so that they have limited time to break new ground.

Total members in Quebec province are estimated at fewer than 3,000, with 1,500 being in the Montreal area.

There is a vast field for organizing white collar workers in the Montreal area where, it is estimated, eleven per cent of the work force is in offices.

The local's main contracts are with the Quebec Natural Gas Corporation, Continental Can, Christie Brown, Jourbert Dairy, Dominion Rubber at St. Jerome and Electrical Production at Buckingham.

The union has organized some of the offices of the pulp and paper companies and only recently Int'l Representative Corbeil passed an interim agreement linking up the office staff of the 130 office employees of the Quebec North Shore Paper Company at Baie Comeau.

The local has also organized the office staff of the Canadian British Aluminum in the same area.

Ritual Union Dance

TORONTO (CPA) — Canadian management, which has reaped a harvest of anti-labour legislation in the past three years, is being advised to turn the clock back a little farther.

In remarkably similar statements, Edward Benson, vice president of Pacific Press Ltd., and E. F. L. Henry, managing director of a leading management consultant firm, have suggested that companies are weak, careless, shortsighted and altogether too nice in their labour relations.

The impression has been created, Benson said, that management had won a great victory with B. C.'s Bill 42. He urged companies to freeze out workers on strike at other firms. He also suggested management probe a union's weakness as an association of individuals and attempt to establish links with its employees apart from the union framework.

Taking the same approach, Henry pressed companies to launch a fullscale drive against the union shop in their collective bargaining; that they harass unions with company-inspired grievances, and insist on discussing company demands at the bargaining table first.

He said that the time was ripe for management to take a "new" posture in bargaining and end "the merry ritual dance" to which unions had subjected companies in recent years.

This catalogue of suggestions, plus others of the same ilk, was no get-tough policy, Henry hastened to add; it was simply a "hard-headed, business-like approach of labour relations."

Leaflets Available for Job-Hunting Youngsters

A series of leaflets directed to teen-agers who hope to land suitable jobs this summer has been issued by the Labor Dept.'s Bureau of Labor Standards.

The leaflets are "Young Workers Under 18," "Summer Jobs for Students" and "Stay in School," and a related one, "Memo to Employers." Copies may be obtained from the Bureau of Labor Standards, U.S. Labor Dept., Washington 25, D. C.

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



The French Line Strike

The successful conclusion of the recent strike of the office employees of the French Line in New York City, members of OEIU Local 153, points up the economic strength of office employees in an economic dispute and the cooperation which can be obtained through a give and take policy of local unions of the Office Employees International Union.

The office and clerical employees of the French Line were one of the first groups originally organized in a separate local union of the International Longshoremen's Association. Thereafter, this group broke away from the ILA and established an independent organization. During this period prior to their affiliation with the OEIU, they were unable to secure a union shop, or a jointly administered health and welfare program. This evidenced a weakness which resulted from lack of confidence in their own economic power and their inability to obtain the full cooperation of other maritime crafts.

When William Bradley, President of the International Longshoremen's Association, and your President concluded negotiations which resulted in the transfer of organized office and clerical employees in the steamship industry from the ILA to the OEIU, President Bradley honestly said "Our Union is not geared to capably represent office and clerical employees."

Thereafter, the OEIU and the ILA worked harmoniously in close cooperation in the unionization of the unorganized. Officers of the ILA and other maritime unions assisted immeasurably in spreading the gospel of organization under the banner of the OEIU.

Affirmative results were noticed immediately by the rank and file of the ILA. In several strikes conducted by that organization, for the first time, they noted that baggage was not carried to and from the struck ships by organized office and clerical personnel, members of our Union. Thereafter, in several critical situations, when we were forced to call on the longshoremen to respect our picket lines, they did so willingly.

French Line employees quit their independent state and, with their fellow organized office and clerical employees in the steamship industry, joined the OEIU. They quickly picked up the militant spirit which pervades the ranks of organized steamship employees and, after a 9 day strike, achieved an excellent contract which includes a Union Shop and the Local 153 Welfare Plan.

It is interesting to note that the General Manager of the French Line, in working out a settlement with officials of Local 153, not only agreed to the above, but took due note of the Local's efforts to work with the Governor's Committee To Employ The Physically Handicapped, and agreed on the incorporation of a clause in the agreement wherein the French Line would work with the OEIU towards the goal of hiring the physically disabled.

Mutual respect was obtained as a result of the signed agreement. A ceremony was arranged onboard the French ship, the Liberté, during which city and state officials watched Secretary-Treasurer Ben Cohan of Local 153 and Guy de Berc, President of the French Line, sign the collective bargaining agreement.

In order to obtain the wonderful cooperation of the maritime trades in the unionization of office and clerical employees, the OEIU advocated a give and take attitude. We were only too glad to support our fellow unionists when they were in trouble. We found that this support paid dividends when we required the assistance of our fellow maritime workers.

We have initiated campaigns, with the assistance of organized maritime workers, in the Eastern and Gulf ports of the United States and Canada. We have already achieved some success in Baltimore, Philadelphia, Galveston and Houston.

We believe the pattern set in New York City will serve to bring about the complete unionization of office and clerical employees in steamship companies in all of the port cities on the Eastern and Gulf coasts.

Northeastern Conference Is Held at Boston

The Spring meeting of the Northeastern Organizational Conference was held at the Hotel Bradford in Boston, Mass. on May 20th and 21st.

After a report by OEIU President Howard Coughlin, International Representative Arthur Lewandowski and Vice President George Firth led the educational sessions.

Brother Lewandowski conducted a two hour program on "How To Improve Membership Meetings". This phase of the program dealt with buzz-sessions conducted by groups of nine at seven tables located throughout the meeting room. Each table was allowed approximately 20 minutes to discuss criticisms of membership meetings and suggestions to improve these meetings.

Thereafter, Vice President Firth, using groups of ten, demonstrated ways and means of holding "Group Participation Meetings". Firth called for criticism from the floor of each of the groups in their

respective sessions.

On Sunday, Art Lewandowski conducted "A Clinic On Arbitration Cases".

Charles Dawson of Chicopee Falls, Massachusetts Local 228,

was elected President to succeed Harold Jensen of OEIU Local 91 who declined renomination. Edward Springman was re-elected Secretary-Treasurer of the Conference.



Above two scenes show delegates at Northeastern luncheon.

Delegates To North Central Organizational Conference



This was scene as North Central Conference met in Kankakee, Ill.

Approximately 65 delegates assembled at the Kankakee Hotel in Kankakee, Illinois to attend the semi-annual meeting of the North Central Organizational Conference.

This Conference meeting, along with all other spring Conference meetings of the OEIU held group participation meetings on the subjects of "Union Meetings and What We Can Do To Improve Them," "How To Conduct a Group Participation Meeting", and "A Clinic On Problem Solving."

Arthur Lewandowski, International Representative, Bill Adams, Conference President, and Jack Sessions, AFL-CIO Department of Education Representative, conducted the "buzz" sessions. Mr. Sessions also led a brain-storming session on the subject of organizational techniques.

The two-day session produced active participation on the part of

all delegates assembled. All agreed that it was most productive.

Local 311 acted as host at an excellent luncheon on Saturday and a social hour and dance on Saturday evening.

The membership of Local 311 went all out and through its activity gave an indication to our delegates of its militant participation in the affairs of the Local Union.

Bill Adams, President, along with Bill Cox, Stan Wright, Ruth Roath, Bob Fisher, Bill Xander, Donna Johnson, Pat Freeman, Karen Posing, Bill Blanchette and

Elaine Nicholson led the Local Union's activities.

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Voice Of The Electorate

Rose Is Elected Southeastern Conference President

Ethel "Susie" Rose, President of OEIU Local 215, Lexington, Ky. has been elected President of the Southeastern Organizational Conference.

At a recent Conference meeting held at Lexington, delegates from the nine southeastern states selected Sister Rose as their President and re-elected J. O. Bloodworth of Local 46, Tampa, Florida as Sec-

retary-Treasurer of the Conference.

OEIU Vice President George P. Firth and delegates Bloodworth and Kenneth Ballard of Chattanooga, Local 179 conducted a course of study in the subjects "Union Meetings and What We Can Do To Improve Them", "Clinic on Problem Solving" & "How To Run A Group Participation Meeting". These courses were

enthusiastically received by the delegates who fully participated in the group discussions. Delegates expressed their pleasure with the program and many said it was their most inspiring Conference meeting.

Delegates selected Memphis, Tennessee as the site for the next Conference meeting to be held in the fall of 1961.



Group photo of those attending Southeastern Conference at Lexington, Ky.