OEIU Wins At Pittsburgh

In a combined campaign with the Retail Clerks International Union, Local 1407, Office Employes 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 Employes 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, and Donald McDermott, Business Representative, Frank Broderick, President, Margaret Grapet and Bill Coban, Executive Board members, participated in all phases of the campaign and the final meeting.

In a National Labor Relations Board election conducted on May 17, 1961, the OEIU was voted in as the bargaining agent for the entire company.

The agreement provides for:

- Three weeks' vacation after three years of service and four weeks' vacation after eight years of service.
- Union Shop.
- Local 133 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)

**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, a mutually-acceptable agreement was reached.

The agreement provides for:

- A $1.00 per hour wage increase payable over a three year period in the following manner: 7% per cent by 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 3 1/3% per cent of payroll.

Sample rates in the third year of the contract include:

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Messenger driver, steering stock clerk I, file clerk I</td>
<td>$8.00</td>
</tr>
<tr>
<td>Bi-lingual</td>
<td>$8.62</td>
</tr>
<tr>
<td>Receptionist, telephone opr., typist I, booking clerk I</td>
<td>$8.25</td>
</tr>
<tr>
<td>Bi-lingual</td>
<td>$9.20</td>
</tr>
<tr>
<td>Custom entry clerk, steno-typist II</td>
<td>$9.00</td>
</tr>
<tr>
<td>Bi-lingual</td>
<td>$9.00</td>
</tr>
<tr>
<td>Cashier, acct. mach. opr., steno clerk II</td>
<td>$10.00</td>
</tr>
<tr>
<td>Bi-lingual</td>
<td>$10.25</td>
</tr>
<tr>
<td>Secretary</td>
<td>$9.75</td>
</tr>
<tr>
<td>Bi-lingual</td>
<td>$11.00</td>
</tr>
<tr>
<td>Clerk III</td>
<td>$12.00</td>
</tr>
<tr>
<td>Bi-lingual</td>
<td>$12.50</td>
</tr>
<tr>
<td>Chief Clerk</td>
<td>$14.20</td>
</tr>
<tr>
<td>Bi-lingual</td>
<td>$17.50</td>
</tr>
</tbody>
</table>

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 Subcommittee 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 Employes International Union's organizational efforts were thwarted by unfair employer tactics which were tolerated and thereby encouraged by the NLRB in recent past years. Though the present 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 that the Sub-committee 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. 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 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 Livingston 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)

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

At Gallinburg Conclave

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

James A. Surriff, 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 Surriff 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. Surriff met with top labor leaders in all the nations visited. The return trip was over the Atlantic Ocean, thus going completely around the world.

Reeder Carson, Business Agent of the Tennessee Valley 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 Gallinburg.

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

President Coughlin addressed the closing session of the Conference.
Regional Directors Get New Authority

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

(1) Whether or not a question of representation exists.
(2) To determine the appropriate 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 advise the Board as bargaining agent if it wins the election.
(5) To make findings and issue rules and regulations for the conduct of elections, so as to prevent the elections and challenge them as necessary.

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

The new powers delegated to Regional Directors will provide the Board with the flexibility to make local decisions that are in the best interests of the employees and the labor unions representing them.

And Our Employers Complain!

A government committee in Tokyo recommended newly holidays to the 9 already in effect. The idea that the 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 OEU

Arbitrator Vernon H. Jensen held that the Curtiss-Wright Corporation's refusal to pay office and clerical employees, members of OEU Local 279 in Paterson, New Jersey, for sick leave that was incurred during the time of a heavy snow storm, was a contract violation. Many of the employees were unable to work that 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 several employees reported that they could not work due to being sent home. The employees were unequivocally absent were a violation of the collective bargaining agreement.

The company argued, on the other hand, that "sick leave pay should not serve to pay a person who is on sick leave in any better position than other employees." Arbitrator Jensen found that the company was wrong and that the employees who were absent during the snow storm were entitled to sick leave. The company paid the employees the sick leave that they were denied.

The decision in this case is an important reminder of the importance of collective bargaining agreements and the role of arbitrators in resolving disputes.

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

What is one of the greatest forces leading toward prepaid medical service? According to a doctor honored by the American Medical Association, it is the "socialized medicine" of the United Auto Workers, Local 153, in Los Angeles.

"I don't want it and I don't think the people want it," Dr. Cohn said. "If the government is going to spend all this money, the people who are going to get the money, or at least the benefit, should be the ones who work in the field." Dr. Cohn said he has seen many cases where people could not afford to pay for medical care because of the high fees charged by doctors.

Unless the medical profession changes, Dr. Cohn believes, the insurance companies will continue to be "socialized medicine" in 10 to 15 years.

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Federal Judge Rules Against Subcontracting

Federal Judge Patrick T. Stone ruled that the Weber Electric Company of Racine, Wisconsin, could not subcontract for antitrust services and deprive workers of their jobs at the plant's site.

The interesting point is that the judge based the decision around the fact that he prohibited subcontracting in the absence of a collective bargaining agreement that contained a specific clause prohibiting this activity.

Federal Judge authorized the judge to order the plant, if the company was found guilty of violating antitrust laws, to proceed to complete the work for the company.

Egged On by Local 11, Chicken Producers Sign!

Secretary-Treasurer James N. Benjamin, Jr., Local 11 in Portland, Oregon, has added a new year to the collective bargaining agreement with wages subject to further negotiation as of October 1, 1961.

This contract with this poultry packing firm now calls for a Union Shop and an added holiday. Employment services was improved by seniority provisions to be implemented in the event of a strike. The new contract also provides for the inclusion of wages policy and was incorporated in the contract.

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 wage, 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 into $1.19, 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 fallacies of this position. The following is an example of the things that the AFL-CIO has been stressing.

In 19 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; Minnesota, $1,190; Nebraska, $2,113; Nevada, $2,854; North Carolina, $1,581; North Dakota, $1,826; South Carolina, $1,403; South Dakota, $1,915; New Jersey, $1,565; Texas, $1,943; Utah, $1,956; 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 fight 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 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.
President Kennedy, in an address to the American Newspapers Publishers' Association in New Orleans, recently stated that the New York Herald Tribune had an obscure foreign correspondent named Karl Marx, 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 his request. President Kennedy stated with a smile: "If only this capitalist newspaper, in order to suit him more kindly and if Karl Marx were a foreign correspondent, history might have been different."

OLEU Signs With Silver Fleet Motors

Al Ciek, Business Representa-
tive of OLEU Local 388 in Cincin-
нат, Ohio, and representatives of a new contract between that Local, Union and Silver Fleet Motors, Inc.

The employees of Silver Fleet, who recently negotiated their first contract as their collective bargaining agent in a National Labor Relations Board election, achieved a package of $45 per hour. These OLEU Local 388 members, who earn $45 per hour, effective May 16, 1961, for a term of four years, may look forward to a raise in wage, if the slides permitted. A Labor Board decision lifting the contract’s restrictions for a period of two years, is expected within two weeks. The board has not yet expressed an opinion on the question of a raise at the end of the first year of the contract. The present $45 per hour package includes a 2c raise for the first two years of the agreement and a 2c raise for the third and fourth years.

OLC Votes to Suspend Lithos

The executive council of the Ca-

ceral Union of Light and Printing, a representative of the Brotherhood of Light and Printing, has voted to suspend an agitator for a period of two years. The action was taken by the council after a meeting with the agitator. The union has announced that it will not pay any money to the agitator during the suspension period.

A number of issues were discussed at the meeting. The council agreed to pay the agitator the full amount due him during the suspension period. The union also announced that it will continue to support the agitator during the suspension period.

Clarence Testifies At Probe of NLRB

(Continued from page 1)

Employees whose collective econ-

Autonomy Hits Local 378 !

The B. C. Electric plans to re- place its W.M. distribution with a new machine in January 1963. The negotiations will result in disappearance of about 35 to 40 jobs for our members. Prior to the introduction of the new machine, some temporary increase in Tabu-

ating staff will be required. Sec-


cifically described as a new type,

By automation, we mean the use of computers to process data. In this sense, the term "automation" describes a process where a computer is used to perform tasks that were previously done by humans.

The next stage of the research project will examine the employment effects of electronic data processing. It is hoped that the department is running into some difficulty in getting informa-

doing research, but the results are not yet available.

French Line Strike\n\n\n(Continued from page 1)

The company then attempted to have certain of their ships unloaded at other ports. It was, therefore, necessary for the union to negotiate a new agreement with the company. The new agreement provided for a 2c raise for the first two years of the agreement and a 2c raise for the third and fourth years.

sent a representative to the Labour Board and the company to the British Government. The British Government has agreed to make a decision on the matter, and the Labour Board has asked the company to make a decision on the matter.

The company has stated that it will not pay any money to the agitator during the suspension period. The union has announced that it will continue to support the agitator during the suspension period.

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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 ship stocks 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 Fund.

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 Cohran 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.

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**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 Chicopeee 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.

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**Delegates To North Central Organizational Conference**

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 brainstorming 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 Con, Stan Wright, Ruth Koehl, Bob Fisher, Bill Xander, Donna Johnson, Pat Freeman, Karen Fosing, Bill Blanchette and Elaine Nicholson led the Local Union’s activities.

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**Rose Is Elected Southeastern Conference President**

Etelie “Sisie” Rose, President of OEIU Local 215, Lexington, Ky., was 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 Secretary-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 discussion. 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.

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**Invest In Your Future ... Contribute To Voice Of The Electorate**

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