



WHITE

Official Publication of the



COLLAR

Office Employees International Union



NLRB Considers Penalties for "Bad" Firm

NLRB Chairman Frank W. McCulloch, in a speech before the Federal Bar Association in Washington, D. C., stated that the Board is giving serious study to proposals for stringent court action to halt illegal techniques used by employers to destroy the majority status of a union during an organizational campaign.

Chairman McCulloch stated that the Board was specifically considering a plan to seek federal court injunctions to force bad faith employers to recognize a union for 12 months, to guarantee existing conditions for this period by written contract, and to make reasonable counter-proposals to reasonable union demands.

Mr. McCulloch further stated that some employers and some unions have repeatedly violated the law with the knowledge they are doing so. This, he told the audience, requires the Board to possess a bigger stick.

As it stands now, an employer who violates the law is generally asked to sign a "cease and desist" order. The employer is generally willing to agree to such a light penalty if it assures him of an operation free from unionism.

Chairman McCulloch stated that "administrative enforcement of the Federal law guaranteeing free organization and collective bargaining compels consideration of more ingenious remedies against violations."

Union Asks Dime Each

The AFL-CIO has pledged to raise \$1 million during November for presentation to the Eleanor Roosevelt Cancer Foundation.

Each union member will be asked to contribute a dime to the fund, through his local union. November has been designated as "Labor's March on Cancer Month."

All costs of the campaign will be borne by the unions and the AFL-CIO itself, so every cent contributed will reach the foundation intact.

The drive was authorized by unanimous vote of the AFL-CIO Executive Council. AFL-CIO President George Meany has asked each national and international union to take responsibility for meeting its quota of 10 cents a member. Central bodies and trade departments have been urged to assist.

All receipts from the campaign will be presented to Mrs. Roosevelt and to Gen. Omar N. Bradley, chairman of the foundation's board, at the AFL-CIO convention, which opens Dec. 7 in Miami.

In a letter to the presidents of affiliated unions, Meany said the campaign "should have the most moving appeal to everyone in our ranks."

13c Increase in Springfield, Mo.

Frisco Transportation has signed an agreement with Local 185, Springfield, Mo., after the Federal Mediation and Conciliation Service was asked to intervene in extended negotiations by International Representative Fred W. Dennington.

The improvements gained were a 13 cent hourly base increase for all employees. The over-all wage package was distributed, however, to provide greater increases for the more complex jobs in order to eliminate inequities. The increases ranged from \$8.00 to \$36.80 per month.

Among new features in this renewal agreement was the addition of a guaranteed 40-hour week. Call-in pay of four hours at time and one-half was also guaranteed.

Supervisors are now prohibited from performing bargaining unit work. The company agreed not to subcontract work performed by employees covered by the agreement. Three jobs were also added to the existing bargaining unit.

Sign With Chemical Co.

Agreement has been reached between Arizona Chemical Company and Local 80, Panama City, Fla., on a one year agreement. The company is engaged in the processing of crude talloil.

The contract changes reflect a total cost increase of approximately 8 1/4 cents per hour. Wages were increased 1 1/2 per cent. The remaining costs are to be expended to improve the retirement plan, life insurance and hospitalization program. Top rate in this contract is now \$701 per month.

New clauses include a severance pay plan and agreement to compute holidays as time worked for overtime pay purposes. Employees are now entitled to four weeks' vacation after 23 years of service.

Representing Local 80 were Lewis D. Brubaker, W. E. Coyle, Jr. and T. F. Whitman, assisted by International Vice President J. O. Bloodworth.

Portland, Oreg.

Members of Local 11, Portland, Oregon, employed by the Oregon Humane Society have ratified a new three-year agreement with this animal-keeping establishment.

This new agreement means a general wage increase of 10 per cent for all employees as of August 1, 1961, with additional 5 per cent increases in 1962 and 1963.

Full medical coverage will now be provided for each employee and members of his family. Four hours call-in pay is also guaranteed.

High Court Rules On Agency Shop

Important decisions concerning the legality of union security clauses have recently been handed down by the United States Supreme Court and the National Labor Relations Board. The decisions involved agency shop clauses in right-to-work states.

Under an agency shop clause a non-member employee is required to pay a service fee to the union in return for representation by the union as exclusive bargaining

agent for all the employees. An estimated 6 per cent of all collective bargaining agreements contain such clauses.

The issue of the legality of a state law prohibiting the agency shop came before the U. S. Supreme Court after the Supreme Court of Kansas declared such a clause illegal under its right-to-work law. The U. S. Supreme Court re-

(Continued on page 3)

Area Meetings Continue:

NORTHWEST CONFERENCE



The Pacific Northwest Conference meetings were held in Tacoma, Wash.

NORTH CENTRAL CONFERENCE



The North Central Conference met in Chicago, Ill., Sept. 30-Oct. 1.

SOUTHEASTERN CONFERENCE



Meetings of the Southeastern Conference were held in Memphis, Tenn.

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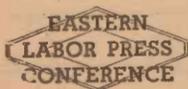
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NAM Withdraws From ILO

The National Association of Manufacturers, complaining that the supporters of free enterprise are outnumbered in the 100 nation ILO, stated that it will no longer join with the U. S. Chamber of Commerce in nominating employer delegates to the International Labor Organization. The NAM also boycotted the last ILO general session. The Chamber of Commerce, however, reaffirmed its support of the ILO.

AFL-CIO President George Meany accused the NAM of running away from the fight against communism.

It is difficult to see how business can sell our way of living to other nations of the world if it refuses to sit down and participate in matters which are of direct interest to all segments of our economy.

* * *

It Pays To Be a Union Member

The United States Department of Labor's Bureau of Labor Statistics recently published figures which show that wage increases last year went to 87 per cent of production workers covered by union contracts, as compared to only 59 per cent of those in non-union companies.

The figures also show that 41 per cent of the workers in unorganized companies received no wage increases at all. The average increase gained was between 9 and 10.9 cents per hour. Thirty per cent of the organized workers received this average increase, as compared to only 8.9 per cent of the unorganized.

One cannot question the facts. It pays to belong to a union. Failure to join is costly.

* * *

The Agency Shop—Legal

The National Labor Relations Board, by a 4 to 1 vote, reconsidered and reversed a previous 3 to 2 decision, and thereby declared that the Agency Shop is a lawful form of a union security contract under the Labor-Management Relations Act of 1947.

The Agency Shop, in effect, states that non-union members are required to pay a service fee equal to fees and dues paid by union members. This is consistent with the law which states that any certified union is the sole collective bargaining agent for all of the employees covered.

The Supreme Court, in a later case, refused to review a decision by the Kansas Supreme Court which ruled that Agency Shop agreements are illegal in that state.

It would appear, therefore, that the Court is, in effect, allowing "right to work" states which have prohibitions against Agency Shops to continue such prohibitions.

The Agency Shop, where legal, eliminates the possibility of non-union members accepting benefits obtained by a union without payment of a fair share of the costs involved.

* * *

Retraining Stalled

The Manpower Development and Training Act drawn up by the Subcommittee on Unemployment and the Impact of Automation, headed by Representative Elmer J. Holland (D-Pa.), was stalled in the Rules Committee due primarily to the failure of a single Republican to report this bill out.

It is unfortunate that a majority of the Rules Committee did not recognize the needs of the economy in the face of unemployment caused by automation. Training and retraining programs are a must.

It is hoped that the Bill can gain a majority vote in the Rules Committee at the next session of Congress so that the House of Representatives, as a whole, will have an opportunity to vote on this important measure.

Extend Contracts in Chattanooga

Negotiations have been completed and new contracts signed between Local 179, Chattanooga, Tennessee, and two employers, McKesson-Robbins Drug Co., and the U. S. Pipe and Foundry Company.

Members employed by McKesson-Robbins will receive a 6-cent hourly wage increase as of September 27, 1961, and again in 1962. An additional 5-cent hourly increase will go into effect on September 27, 1963, for the third and final year of the contract.

Local 179 Vice President Kenneth Ballard assisted a negotiating committee made up of Nadine Eslinger, Betty Gilereth, James Birley, and International Vice President J. Oscar Bloodworth.

Members of Local 179 at the Chattanooga Plant of U. S. Pipe and Foundry renewed their agreement for 18 months. Effective October 2, 1961, all salaries were increased 4.5 per cent. The minimum rate is now \$1.99 per hour and the average hourly rate is \$2.28 for this group of 25 OEIU members.

Other improvements included a vacation allowance of four (4) weeks after 20 years, a liberalized insurance program paid for entirely by the company, and a retirement plan.

The bargaining committee handling the negotiations was headed by Kenneth Ballard, Charlie Ivie and B. F. Gennoe.

Sign With American Stock Exchange

OEIU Local 205, United Financial Employees, has signed a new two-year agreement with the American Stock Exchange covering 280 employees of this securities exchange.

As a result of this newly negotiated contract, wages for the bargaining unit were increased 7.9 per cent. The maximum wage rate increase was 11.4 per cent. Additional wage income will also be provided by an improved bonus clause which will now provide up to a maximum bonus of 25 per cent of salary.

In the area of non-wage benefits, the group insurance coverage was increased to one and one-half times the employees annual salary. Major medical insurance coverage was also increased from \$10,000 to \$15,000. Retiring employees will also be covered up to \$2,500.

The Union negotiators were Arthur Martinetti, Catherine O'Berg, Joan Burns, Gordon Russell, Thomas Trautman, Nicholas Pasziatore, Pres. Walter C. Schulze, Vice Pres. Frank R. Schmidt, and J. Vincent Blessing. Director of Organization H. B. Douglas acted as advisor to the Committee.

Many Contracts Signed In Oakland

Negotiators of Local 29, Oakland, Calif., have been hard at work successfully concluding contracts

with ten employers in their area. The new contracts will mean substantial wage increases and improved fringe benefits for all concerned.

Appointed

Mrs. Eva Grant, who has served Local 231, Longview, Wash., as Business Representative in past years, has been appointed Assistant Director of Women's Activities, Region 8, Office of Civil and Defense Mobilization headquartered in Everett, Wash. Officers of the International Union, who had sponsored the appointment, hailed her selection for the important post.

In addition to her long service in behalf of her own local union, Mrs. Grant served as President of the Washington State Council of Office Employees Unions and as Secretary of the successor Pacific Northwestern Organizational Conference. For three years, she was also Secretary of the Longview-Kelso (Washington) Central Labor Council.

She was appointed Director of Civil Defense for her home City of Long View in 1956 and County Director in 1957. She occupied the latter position at the time of her new appointment. During past years, she has held such positions as National Defense Chairman for the Washington State Federation of Women's Clubs, State Representative of the U. S. Civil Defense Council and Regional Director of Women's Activities for the Council and has served as President of the State Association of Civil Defense Directors.

Among the significant contracts settled was a first agreement with the Sun Garden Packing Company. Strike action in this newly organized company was necessary when the employer fired two active union members. Local 29 won bargaining rights after an NLRB election.

Under the leadership of Business Representative Ann Hollingsworth, this spirited group of new trade unionists were able to win reinstatement for the fired employees, \$52 monthly average increase for each employee under the cannery office contract.

Other improvements include: 2 weeks vacation after 1 year, 3 weeks after 5 years; 24 days' paid sick leave; 8½ paid holidays; no loss of pay for jury duty; maintenance of the company's health and profit sharing plans, and no loss of any existing benefits. The contract is retroactive to August 1, and runs until September 1, 1962.

Agreements have also been signed with the following Local 29 employers:

Pollock Paper Co.

This Santa Clara office agreed to increases ranging from \$8.67 to \$26 per month retroactive to May 6 this year, and further agreed to two reclassifications.

Skaggs Stone

The 65 members at Skaggs Stone won raises of \$15 per month on July 16 this year and another \$15 per month, effective the same date next year.

Effective in 1962, the contract provides that the company must either pay a day's pay for holidays occurring on Saturday or grant an

Texas Picket

HELPING HAND—When OEIU Local 45 needed an extra picket in Dallas, it got help from its sister Local 277 in Ft. Worth. Here Mrs. Tinnie Mark Orr is carrying a picket sign against Western Gillette Motor Transport, Inc., while regular pickets of Local 45 vote on the company's last offer. Incidentally, Mrs. Orr is a product of a labor home—she's the daughter of Assistant Secretary of Labor Jerry R. Holleman, who formerly was president of the Texas State AFL-CIO.

additional day off to each employee. It also provides a ninth paid holiday shall be granted in the contract, effective 1963.

Durkee Famous Foods

The new Durkee contract grants wage increases of \$17 per month, on the average, effective August 1, 1961; \$14 per month on the same date in 1962; and another \$14 per month on the anniversary date the following year.

Also in the package agreement were four weeks vacation after 20 years employment and a ninth paid holiday in 1963, plus an employer contribution of \$1.50 more per month towards the health and welfare plan.

Contadina Cannery

Our 40 members in San Jose won increases of from \$15 to \$25 monthly effective September 1, 1961, and three weeks vacation after 5 years employment instead of after 10 years.

Central Scientific

This Santa Clara employer agreed to a three-year contract for our 15 members, with a \$15.60 increase monthly on July 1, 1961, and \$15.60 next year, and \$17.33 on July 1, 1963. Additional fringe benefits were also part of the agreement.

Grand Auto Stores

A \$13.00 per month increase on August 1 and a like sum next year were won by the 15 members in Grand Auto Stores office. This contract also provides for \$1,000 life insurance, improved health insurance coverage and sick leave.

Consolidated Freightways

Fifty members in the San Leandro, San Jose and the Bulk Commodities Division of Consolidated Freightways have ratified a three-year agreement, with wage increases of 7 cents an hour retroactive to May 1, 1961; 3 cents an hour on January 1, 1962; 7 cents an hour on May 1, 1962; and 6 cents per hour on May 1, 1963.

Also part of the impressive list of gains were: an additional 5 cents per hour in the pension plan, effective January 1, 1962; a cost of living adjustment in 1962 and another in 1963; 27 cents an hour as a night shift differential instead of 25 cents; an addition of \$2,500 life insurance coverage (with the employer agreeing to pay up to \$16.50 per month for each employee into the health and welfare plan); four weeks vacation after 10 years employment; a ninth paid holiday (employee's birthday); sick leave cumulative to 15 days; and several upward reclassifications.



CANADIAN FILE

Quebec Federation Told Bill 78 Will Stand

Quebec labour is going to have to put up with Bill 78 until the new Labour Code is enacted, Labour Minister Rene Hamel has told the Quebec Federation of Labour.

Mr. Hamel said that no changes in the Labour Act amendments, which together make up Bill 78, will be considered. The labour minister was replying to protests from the QFL.

The 235,000-member labour federation complained at the speed with which the bill went through the Quebec legislature, "depriving interested parties of the possibility

of having their views and complaints heard."

The QFL has said the recent amendments seriously jeopardize arbitration as a means of settling grievances and in some cases deprive Quebec workers of the right to strike.

"What the Lesage government has given us with one hand—maintenance of bargaining certificates where an enterprise changes hands, reducing delays in conciliation, etc.—it takes away with the other hand by hitting at the right to strike," the QFL said.

Women in Canadian Labour Force

Since 1901, the number of women in the Canadian labour force increased seven-fold. They now number 1,675,000 and account for one-quarter of the total labour force. Twenty-eight per cent of all Canadian women over 14 years of age are regular wage earners, roughly one-half of whom are married. However, only about two out of 10 married women have paid jobs.

Dramatic changes in the composition of the female work force have taken place with increased employment of mature women, especially those 45 to 64 years of age. Marked increases have also occurred in the 35 to 45 age group. While the number of teen-agers has increased in the labour force, the percentage of female teen-agers decreased.

Although women fill a wide variety of occupations, they tend to concentrate in four broad occupational groups: 31 per cent are clerical workers; 23 per cent are in personal service jobs; 16 per cent are in professional service; and, 11 per cent in manufacturing. The num-

ber of women in clerical jobs ranked fourth in 1911, but now ranks first.

Three-quarters of the professional women are either teachers or nurses. About 45 per cent of all women teachers are married, as are 50 per cent of the nurses.

The female labour force has been growing at a faster pace during the last 10 years than the male labour force. This is due to the greater economic growth in the service industries, where women predominate, while the employment in the goods producing industries, where men predominate, has declined.

The number of women engaged in part-time work has increased in recent years so that 18 per cent of the working women today work less than 35 hours per week. Women part-time workers are particularly common in retail stores, restaurants, beauty parlours and laundries. Most part-time women workers are married, part-time work permitting them to maintain their home responsibilities.

Employers Try to Keep Unions Out of Offices

Vancouver—Rapid technological change such as we have been going through since the war has increased the proportion of white collar workers. From November 1951 to November 1960, professional, clerical, commercial and financial workers, taken together, rose 535,000, or 43.4 per cent. All other paid workers (excluding managerial) rose 514,000 or 21.5.

Many employers, recognizing the change that is taking place in the work force, are stepping up their campaign to keep the office employees out of unions. These employers know that by keeping their employees disorganized they are saving thousands and thousands of dollars a year.

The Vancouver Board of Trade's eleventh annual clerical salary survey, published February 1960, contains some evidence of the savings that are being made.

In this report the companies are broken down into various sizes ranging from those with one to five employees, to those with over 199 office workers. Results are given for 51 positions in the firms employing over 199 office employees. Compar-

ison of the 1959 rate to the 1958 rate shows that 28 of these job categories, or 55 percent, were paid less in 1959 than in 1958!

There were 2,907 office employees covered in the survey of offices with over 199 workers. The total of the monthly salaries for this group in 1959 was \$730,489 and in 1958, \$760,440. These figures show that each of the 2,907 employees received an average of \$123.60 less in 1959 than in 1958. This represents an annual saving of \$359,412 to the employers involved.

The way is open for office workers to correct this situation. They can improve their salaries and working conditions through collective bargaining.

"The Green Book"

The Department of National Revenue has just released their latest tax statistics' volume, popularly known as the Green Book. The figures indicate that more Canadians are making more money

as the Canadian middle income group grows.

The largest income gains in the 1949-59 decade were registered among the dentists, 102 per cent; entertainers and artists, 92 per cent;

Local 300 Merges With Local 378

At a meeting held in Victoria on Monday, October 16, the members of Local 300 employed by the B. C. Electric Company on Vancouver Island voted unanimously to complete their merger with Local 378. This second meeting completes the Constitutional requirement which provides that such a resolution must be passed at two consecutive meetings.

The membership of Local 300 has already signed Local 378 enrollment cards and arrangements have been made to complete the transfer of assets from Local 300 to Local 378.

This merger will present a united front of the membership of the employees of the B. C. Electric Co. at Vancouver Island and the main land, particularly in the face of the Provincial Government's refusal at this time to grant collective bargaining rights to the employees of this company.

The British Columbia Provincial Government recently took over the B. C. Electric Company which previously had been privately owned.

Send all Canadian News to the Editor, White Collar, 265 West 14th Street, New York 11, New York.

AMA, Take Note

Ninety-three per cent of the members of the Canadian Medical Association are in favor of negotiating "an acceptable" plan for a national health service in Canada, the CMA has announced. And 83 per cent of the Canadian doctors say they consider a tax-supported medical plan either probable, inevitable or imminent.

The Six-Hour Week

The end of the long hard day at the office is in sight according to British sociologist Samuel Lilley. He predicts that due to automation, the standard of living will be increased many fold in the coming years and the workweek will fall to 25 hours by 1990, and to 6 hours by 2010.

The average dentist earns almost \$12,000 a year; more than twice the income of the average business proprietor and salesman.

The income leaders for 1959 (latest year for detailed information) were doctors and surgeons, \$15,737; engineers and architects \$14,982; lawyers and notaries, \$14,123; dentists, \$11,605; and, accountants, \$11,033.

The top average income cities were Sault Ste. Marie, \$4,755; Sarnia, \$4,660; Calgary, \$4,525; Sudbury, \$4,517; Vancouver, \$4,443; Hamilton, \$4,405; Peterborough, \$4,391; Oshawa, \$4,350; and Ottawa, \$4,345.

Other highlights of the Green Book figures: 495 Canadians earned \$100,000 and over during 1959, paying a total tax of \$33.9 million. They accounted for .01 per cent of the total number of taxpayers and 2.14 per cent of the total tax take.

General income tax and old age tax collected in the year to March 31, 1961, totalled \$1,940.6 million; corporation tax, \$1,380.1 million.

Ontario accounted for \$1,726.9 million or 49 per cent of the total take of \$3,493.7 million.

Changing Labour Force Reviewed

The current issue of *Canadian Labour*, the official journal of the C.L.C., takes a long hard look at the changing complexion of the Canadian labour force and business scene. It is devoted to the problem of the C.L.C. in maintaining itself as an effective voice in Canadian affairs in the face of the declining importance of blue collar workers, who make up the bulk of C.L.C. membership while the largely unorganized white-collar workers grow in importance and numbers.

In attempting to evaluate the future potential for organizing Canadian white collar workers, it is predicted that union organization should be easier than before by virtue of the sheer growth in numbers of white collar workers, which should eliminate the personal attachment formerly existing between the employer and his relatively few office employees

Mechanical innovations and automation have also made possible the performance of complex white collar tasks by unskilled and semi-

skilled workers thereby undermining the preoccupation with "status" which previously hampered unionization of white collar workers.

The narrowing of the economic gap between blue collar and white collar workers, especially regarding fringe benefits by blue collar unions has not been accomplished unnoticed by the white collar worker.

After noting the increased growth of women white collar workers, especially in the fast growing service industries, the C.L.C. challenges the contention that women workers are not organizable, but concedes that any organizational campaign must take stock of the new importance of the woman white collar worker and plan its strategy accordingly.

The C.L.C. does not take the position that developments in the fast changing Canadian work force will result in white collar workers flocking into the C.L.C. all at once, but "given the right approach, there are sound prospects for increasing union membership among them."

Organized Office Workers

	No. of employees	% Covered
Foods & beverages	25,879	2
Tobacco	913	*
Rubber	4,385	7
Leather	2,570	*
Textiles	7,933	*
Clothing	6,789	3
Wood products	8,883	1
Paper products	15,917	12
Printing & publishing	19,475	17
Iron & steel products	40,951	5
Transportation equipment	26,281	12
Non-ferrous metal products	10,196	6
Electrical appliances & supplies	26,648	20
Non-metallic mineral products	6,163	2
Petroleum & coal products	5,391	1
Chemical products	20,583	3
Miscellaneous Manufacturing	5,661	*
Total Manufacturing	234,618	8
Wholesale trade	47,133	4
Retail trade	34,740	2
Grain elevators	1,086	8
Storage & warehousing	497	1
Electric power, gas, water utilities	19,391	35
Telephones	22,290	49
Radio & television	6,406	33
Municipal public works	14,244	76
Banks	61,044	*
Life insurance	16,776	1
Non-life insurance	13,712	*
Investment & loan	19,166	*
Air transport	4,149	7
Railway transport	33,261	60
Urban & suburban passenger transport	3,953	52
Inter-urban bus & coach transport	848	23
Trucking	5,308	2
Services incidental to water transport	1,748	8

Source: Department of Labour Working Conditions in Canadian Industry, 1960.

* Less than 1%.

Agency Shop Ruling

(Continued from page one)

fused to review the Kansas decision thereby leaving it in effect.

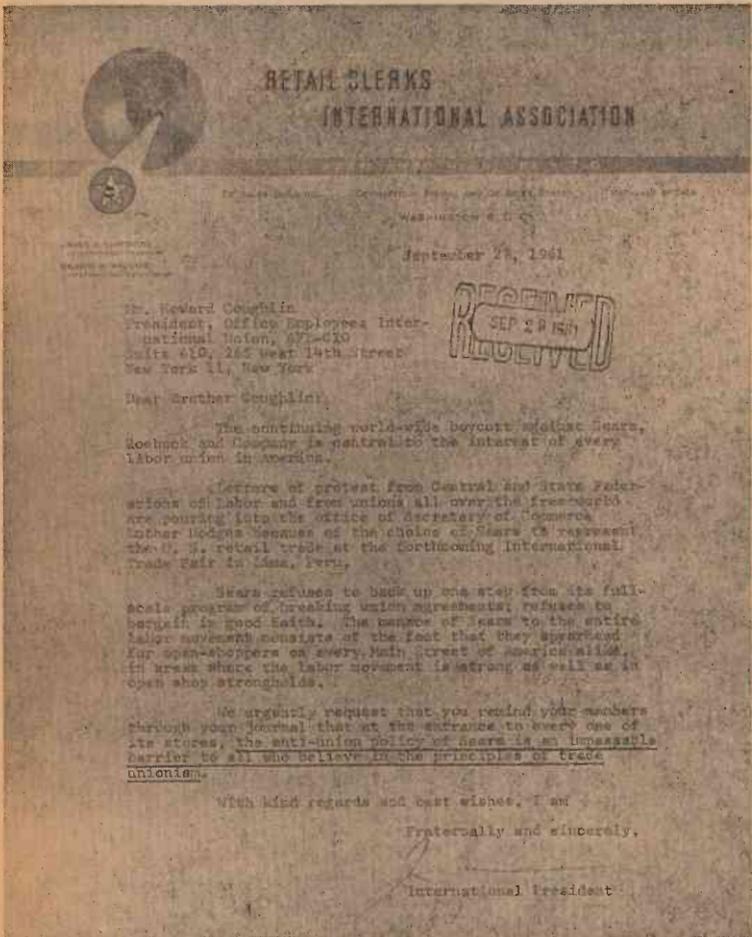
The consequence of this decision is to deny unions any means of reimbursement for their services to non-member employees in right-to-work states which have declared the agency shop illegal. In addition to Kansas these states are Utah, Nebraska, Iowa, Arkansas, Mississippi, Tennessee, Alabama, Georgia, Virginia, North Carolina and South Carolina.

The status of the agency shop in right-to-work states permitting such a clause came before the N.L.R.B. in another case. Reversing its

earlier decision reported in the April, 1961, issue of WHITE COLLAR, the N.L.R.B. held in an Indiana case, that in those states permitting the agency shop, nothing in the National Labor Relations Act would prohibit the negotiation of such a clause. Right-to-work states permitting the agency shop in addition to Indiana are Arizona, Nevada, North Dakota, South Dakota, Texas and Florida.

It should be noted, however, that with the exception of Indiana, that the agency shop in each of these states is under attack by the attorney general and in the state courts.

Regarding Sears Boycott



This letter from President James Suffridge of the Retail Clerks International Association to O.E.I.U. President Howard Coughlin reminds all union members that the anti-union policy of Sears, Roebuck & Co. is "an impassable barrier to all who believe in the principles of trade unionism." The Clerks have initiated a world-wide boycott against Sears stores.

Short Successful Strike

WATERBURY, Conn.—Hard on the heels of a successful NLRB election in which 18 factory clericals employed by the Vickers Inc. Division of the Sperry Rand Corporation voted overwhelmingly to affiliate with O.E.I.U., this group conducted a one day strike against the company and succeeded in completely shutting down operations by virtue of the fact that approximately 500 production workers who are members of Lodge 1335 of the IAM respected the thin but determined picket line which was manned by these newly organized clericals.

The work stoppage, which was sparked by the refusal of the management to meet with Representative Bud Manning to discuss disciplinary action taken against some members of the newly certified union, was quickly settled at the end of the first day following a quick about face by the company in withdrawing their objection to meeting with Manning. On the following day a satisfactory solution with reference to the company action was effectuated.

Representative Manning reports that only four production workers out of more than five hundred succeeded in gaining access to the plant and he also noted that the Teamsters Union in Waterbury wholeheartedly supported the O.E.I.U. action as evidenced from the fact that no less than twenty-seven vehicles refused to cross the O.E.I.U. picket lines during the brief stoppage.

Armed with this initial psychological victory these factory clericals are now in the process of negotiating an agreement to improve their wages and working conditions.

NLRB Charges Buckingham Freight Lines

As a result of charges brought by O.E.I.U. Local 5, Denver, Colo., the Buckingham Freight Lines has been found guilty of unfair labor practices. The company has been found guilty of interfering with, re-

Contract File

The Office Employees International Union Research Department is continuing its efforts to maintain a complete file of contracts negotiated by Local Unions.

Local Union officers are requested to make certain that two copies of all contracts negotiated are forwarded to the International Office. In order to facilitate publication and proper filing, contracts should be accompanied by O.E.I.U. Agreement Report, Form R-3. Supplies of Form R-3 are available on request to the O.E.I.U. Research Department.

Cooperation of all Local Unions is essential to enable the Research Department to render needed assistance to O.E.I.U. Local Unions.

straining and coercing its office employees in the exercise of rights guaranteed under Section 7 of the Labor-Management Relations Act of 1947 as amended.

The Board has, therefore, ordered the Buckingham Freight Lines to cease and desist from discouraging membership in the Office Employees International Union by discharging or refusing to reinstate employees; threatening employees with discharge or other economic reprisals if they joined the O.E.I.U.; or, in any other manner interfering with employees in the exercise of their rights to self-organization.

E. St. Louis Strike Settled

A settlement was reached between O.E.I.U. Local 130 and the E. St. Louis and Interurban Water Company after a two week strike.

O.E.I.U. members received a wage increase of 10½ cents per hour retroactive to August 21, 1961, with an additional 8 cents per hour effective March 1, 1963.

Additional fringe benefits effecting vacation, sick leave and jury duty pay were also attained.

Herbert S. Wilhelm, Secretary of the Central Labor Council of Greater E. St. Louis, Ill., assisted O.E.I.U. Local 130 in these negotiations. State and Federal conciliators also assisted during the strike period.

New Haven

A signal honor was recently conferred upon O.E.I.U. in New Haven when Mayor Richard C. Lee named Representative Bud Manning as one of five labor members to a newly organized Committee on Jobless Worker Retraining Program. The Committee, which is comprised of thirteen men, includes, in addition to labor representatives, leading figures in industrial or educational circles in New Haven. Connecticut Governor John N. Dempsey, Conn. Labor Commissioner Renato Ricciuti, and State Education Commissioner William Sanders will also participate in the program devised by New Haven's Mayor.

The function of the group will be to survey the New Haven labor market to determine the number of skilled jobs open, the number of persons available to fill them and then shape a retraining program for unskilled workers to meet the demand for skilled work.

Other labor members serving with Manning include former State Labor Council AFL-CIO President Mitchell Sviridoff, State Labor Council Secretary-Treasurer Joseph Rourke, New Haven Central Labor Council President Vincent Sirabella, and Representative Louis Oronzio of the International Association of Machinists.

Wisconsin Rapids

International Representative Art Lewandowski reports the settlement of a three-year contract with the Central Wisconsin Motor Transport Company of Wisconsin Rapids, Wis., and O.E.I.U. Local 95.

The agreement covers approximately 45 office employees at the company's home office. It will provide a 10 cents hourly increase for each of the three years, effective April 17, 1961.

Other provisions of this first contract include a Union Shop clause and dues checkoff. Vacations were improved in this contract to provide two weeks' vacation after one year, three weeks' after twelve years and four weeks' after twenty-five years. Other paid time off is provided by seven (7) paid holidays and ten (10) days' annual sick leave plus forty (40) hours paid time off per year for absences due to personal reasons.

Part time employees are to receive all negotiated benefits on a pro-rata basis. Job posting and promotions from within are also included.

This contract is the culmination

of an organizational campaign launched by International Representative Lewandowski and the officers of Local 95.

Reception for Brazilians



Shown at reception in Toledo, Ohio, are officials of Brazilian Commercial Workers Unions and members of O.E.I.U. host local 19.

Brazilians Entertained

A group of touring Brazilian White Collar labor officials were the objects of O.E.I.U. hospitality during a trip across the United States sponsored by the International Cooperation Administration. The visiting officials were members of the Commercial Workers of Brazil.

On their cross-country tour the Brazilians visited the San Francisco

Bay area, where they were hosted by Local 29, and in Toledo, Ohio they were the guests of Local 19.

The visitors were taken on a tour of company facilities where O.E.I.U. members are employed. They expressed interest in O.E.I.U. negotiating methods and organizing techniques. In many respects they stated they faced similar problems in representing their members.

La Crosse, Wis.

Approximately 65 office employees of the Gateway Transportation Company will receive the benefits of a three-year contract negotiated by Local 44 at La Crosse, Wis., with the Gateway Transportation Company.

A general wage increase of 7 cents per hour was made retroactive to July 15, 1961. Additional wage increases of 5 cents per hour and 7 cents per hour are to become effective during the second and third years. Increases of 3 cents per hour are to be effective October 15, 1961 and October 15, 1962 as the result of classification increases. An additional 5 cents per hour wage increase will be effective October 15, 1961 as a result of merit adjustments; 8 cents per hour and 5 cents per hour merit increases will be effective during the second and third years.

A third week of vacation will be provided after ten years of service and a fourth week after eighteen years.

The paid sick leave schedule now provides 20 days' annual sick leave in addition to time off with pay for personal reasons.

Other improvements were made in the company hospitalization and welfare program and in overtime payments.

The Local 44 bargaining committee members were Betty Swartz, Mary Lou Larkin, Ron Wilhelm, assisted by International Representative Arthur Lewandowski.

East Stroudsburg

James P. Sheeley, Secretary-Treasurer of Local 201, East Stroudsburg, Pennsylvania, has reported the successful negotiation of a one-year agreement with Line Material Industries, McGraw-Edison Company, which calls for a 3 per cent across-the-board increase in wages. Among the more important other changes was an improved vacation schedule.

Representing Local 201 in these negotiations in addition to Brother Sheeley were Pres. Harold H. Smith, Carroll Doll, and Donald P. Murphy.

Erie Conference Elects Steck and Sabina Brown

The Erie Organizational Conference, at its recent meeting in Buffalo, re-elected Emil Steck of Buffalo Local 212 as President.

The Conference selected Sabina Brown of O.E.I.U. Local 352, Franklin, Pa., as Secretary-Treasurer. Sister Brown succeeds John Doganiero who declined renomination.

Local 30 Signs With L. A. Trade Union Movement

The membership of O.E.I.U. Local 30 in Los Angeles, Calif., recently signed a new agreement with the trade union movement in that city.

Among the improvements in the new agreement are:

- A \$5.00 per week increase retroactive to June 1, 1961.
- \$4.00 per week effective January 1, 1962 for a pension-retirement plan.
- A \$3.00 per week increase effective June 1, 1962.

This newly negotiated agreement will expire on June 1, 1963.

Salt Lake City

Three-year contracts have been negotiated between Local 31 and the Pacific Inter-Mountain Express Company and the Consolidated Freightways covering 42 O.E.I.U. members in Salt Lake City, Utah.

As a result of these negotiations, wages will be increased 45 cents per hour. The employers will also pay 5 cents hourly into a proposed pension plan. An additional wage increase will be effected by a one-cent hourly contribution to the health and welfare program.

STATEMENT REQUIRED BY THE ACT OF AUGUST 24, 1912, AS AMENDED BY THE ACTS OF MARCH 3, 1933, JULY 2, 1946 AND JUNE 11, 1960 (74 STAT. 208) SHOWING THE OWNERSHIP, MANAGEMENT, AND CIRCULATION OF WHITE COLLAR, published monthly at Washington, D. C., for November, 1961.

1. The names and addresses of the publisher, editor, and business managers are: Publisher, Office Employees International Union, Washington, D. C.; Editor, Howard Coughlin, 265 West 14th St., New York, N. Y.; Business manager, J. Howard Hicks, 1012-14th St., N.W., Washington, D. C.
2. The owner is: (If owned by a corporation, its name and address must be stated and also immediately thereunder the names and addresses of stockholders owning or holding 1 percent or more of total amount of stock. If not owned by a corporation, the names and addresses of the individual owners must be given. If owned by a partnership or other unincorporated firm, its name and address, as well as that of each individual member, must be given.) Office Employees International Union, Washington, D. C.
3. The known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages, or other securities are: (If there are none, so state.) None.
4. Paragraphs 2 and 3 include, in cases where the stockholders or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting; also the statements in the two paragraphs show the affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner.
5. The average number of copies of each issue of this publication sold or distributed, through the mails or otherwise, to paid subscribers during 12 months preceding the date shown above was: (This information is required by the act of June 11, 1960 to be included in all statements regardless of frequency of issue.) 70,557.

J. HOWARD HICKS, Business Manager.
Sworn to and subscribed before me this 25th day of September, 1961.
PERCY B. METTLER, Notary Public.
[Seal] (My commission expires Sept. 30, 1964.)