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 violators.”

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. Demingston.

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 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 talc.

The contract changes reflect a total cost increase of approximately 8½ cents per hour. Wages were increased 1½ per cent. The remaining costs are to be expanded 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 at time worked for overtime pay purposes. Employees are now entitled to four weeks’ vacation after 23 years of service.

Representing Local 80 were Lewis R. Bruner, W. E. Battles, Jr., and T. F. Whitman, assisted by International Vice President J. O. Bloodworth.

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 clause illegal under its right-to-work law. The U. S. Supreme Court ruled (Continued on page 3)

Area Meetings Continue:

NORTHWEST CONFERENCE

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

NORTH CENTRAL CONFERENCE


SOUTHEASTERN CONFERENCE

Meetings of the Southeastern Conference were held in Memphis, Tenn.
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, therefore, legalizes 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 Representative 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.
Quebec labour is going to put up with Bill 77 until the new Labour Code. Even Quebec Minister Rene Hamel has told the Quebec Federation of Labour. Mr. Hamel said that changes in the Labour Act amendments, which his government will pass, will be considered. The labour min-
ister was replying to protests from the QFL.
The 235,000-member labour fed-
eration complained at the speed with which the bill was rushed through the Quebec legislature, "depriving interested parties of the possibility
of having their views and com-
plaints heard."
The QFL has said the recent amendments seriously jeopardize arbitration as a means of settling disputes, and they urge Quebec workers of the right to strike.

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AMA, Take Note

Ninety-three per cent of the members of the Canadian Medical Association are in favor of nego-
tiating an "acceptable" pension for a national health insurance plan. The C.M.A., has announced. And 83 per cent of the Canadian doctors say they consider a tax-supported medical plan either probable, in-
evitable 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. For the industrialist, the standard of living will be in-
crease the coming years and the work week will fall to
5 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 boun-
newspaper and salar

The income leaders for 1959 (latest year for detailed information) are planners and drug firms, $15,773; engineers and architects, $14,982; lawyers and notaries, $14,123; dentists, $11,605; and, accountants, $11,033.
The top average income cities were St. Louis, St. Marie, $4,755; Sar-
dria, $4,600; Calgary, $4,525; Sud-
ol, $4,333; Vancouver, $4,373; Hamilton, $4,405; Pittsburgh, $4,391; Oshawa, $4,350; and On-

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**New Haven**

A signal honor was recently conferred upon OEIU in New Haven when Mayor Richard C. Lee named Representative Bud Manning as one of five labor members to a newly organized Commission 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 E. Robert Ricci, and State Education Commissioner William Sanders will also participate in the group devised by New Haven's Mayor.

The function of the group will be to determine the extent to which the New Haven labor market to determine the number of skilled jobs open, the number of persons interested in acquiring these skills, 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 Rouke, New Haven Central Labor Council President Vincent Sirabella, and Representative Louis Lewandowski of the International Association of Machinists.

**Wisconsin Rapids**

International Representative Art Lewandowski reports the settlement of a long outstanding contract with the Central Wisconsin Motor Transport Company of Wisconsin Rapids, Wis., was reached in the past three weeks.

The agreement covers approximately 45 office employees at the office of the newly certified union, the American Federation of State, County and Municipal Employees, who believe Sears, Roebuck & Co. is "an immoveable barrier to all who believe in the principles of trade unionism." The Clerks have initiated a world-wide boycott against Sears stores.

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**Short Successful Strike**

WATERBURY, Conn.—Hard on the heels of a successful NLRB election in which 18 factory clerical employees employed by the Vickers Inc. Division of the Sperry Rand Corporation voted overwhelmingly to affiliate with OEIU, this group conducted a one day strike against the company and succeeded in conclusively shutting down operations by virtue of the fact that approximately 350 production workers who are members of Lodge 1335 of the IAM resisted the thin but determined picket line which was manned by these newly organized clerical employees.

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 but swift face off by the company in withdrawing their objection to meeting with Manning. On the line has a satisfactory solution with reference to the company action was effected.

Representative Manning reports that only four production workers out of more than fifty succeeded in gaining access to the plant and he also noted that the Teamsters Union in Waterbury wholeheartedly supported the OEIU action as evidenced from the fact that no less than twenty-seven vehicles refused to cross the OEIU picket line 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 OEIU 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-straining and covering 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 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 OEIU; 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 OEIU Local 130 and the E. St. Louis and Interurban Water Company after a two week strike.

OEIU members received a wage increase of 10½ cents per hour retroactive to August 21, 1961, with an additional 8½ cents per hour effective March 1, 1963.

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

Herbert S. Wilhelm, Secretary of the Central Labor Council Greater E. St. Louis, Ill., assisted OEIU Local 130 in these negotiations, which were initiated by OEIU Council Secretary-Treasurer Howard C. Leano.

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