Southwestern Conference in Ft. Worth Meet

The delegates to the Southwestern Organizational Conference elected Florence Calvin of Local 320, Kansas City, Mo., as Secretary-Treasurer of the Conference to fill the unexpired term of Edel Gunn.

During the meeting, the three discussion sessions, directed by International Representative Arthur Lewandowski, included "A Clinic on How to Run a Group Participation Meeting," moderated by Conference President Doris Gates of Local 277, Fort Worth, and panel on "Union Meetings and What Workers Can Do to Improve Them," moderated by J. O. Walker of Port Arthur, Texas Local 66, and J. B. Moss of Local 277 moderated the panel on arbitrations. During each of the sessions, all of the delegates present participated.

The Conference also held an organizational report on OEIU activity throughout the United States and Canada by OEIU Director of Organization H. B. Douglas. OEIU Vice President Frank Morton also gave a report to the delegates on the activities in Region B. The delegates decided to hold the next Conference meeting in Albuquerque, N. Mex.

Arbitrator Rules For Local 180

In a recent case involving Office Employees International Union, Local 180, and the Aluminum Corporation of America at Massena, N. Y., Arbitrator Joseph Shister ruled (1) that the matter of classification was arbitrable and (2) that unilateral changes made in classifications by the company violated the agreement.

In the instant case the arbitrator held that certain changes in the job duties of Shipping Clerks did not automatically change the classification to that of Advanced Typist. The Union contended successfully that the factors of complexity and experience were still those of a Shipping Clerk.

The Union's case was prepared and presented by International Representative Leo J. Wallace and Office Employees International Union, Local 180, President Joseph Elliott, Fred Dona, Robert Stark and Mr. DuBray.

Panel Hears Dispute at Sandia


The panel assumed jurisdiction after negotiations between the parties failed to result in a collective bargaining agreement. Cyrus S. Ching, Chairman of the Atomic Energy Labor Management Relations Panel requested all parties to continue operations without interruption. During the time the cases were pending before the panel all Unions involved agreed to desist from strike action until the panel has made its findings and recommendations.

Major issues in the dispute between OEIU Local 251 and the Sandia Corporation are as follows: the company has offered a six and one-fourth cents hourly increase in a three-year contract. The OEIU has asked for 14 cents per hour over the next two years.

The company has rejected the Union's demand for a new job evaluation system. The company has proposed to increase its present medical insurance payment from $2.50 monthly payment to $3.55. The Union is asking that the company pay the $9 monthly which represents 75 percent of the total premium.

The company has also rejected the Union's demand for a Union Shop.

After the Atomic Energy Labor Management Relations Panel announced that they had assumed jurisdiction over this dispute, the Sandia Corporation proceeded to file a representation petition before the National Labor Relations Board.

General Counsel Joseph Finley and International Vice President Frank Morton will represent the OEIU at this proceeding.

Sign With Hellenic Lines After Strike

OEIU Local 173 consummated its settlement agreement with the Hellenic Lines in New York City after a four-day strike.

While the agreement that Local 173 was certified as the collective bargaining agent for 72 office and clerical employees on the Hellenic Lines on May 5, 1961, was unable to secure an agreement with the company consistent with those signed with many other companies in the Port of New York.

Numerous meetings were held at the offices of the Federal Conciliation Service before a strike was called. When it became apparent that a mutually acceptable contract was not in the offing, a strike was called on July 13th.

Thereafter, as a result of a series of negotiating sessions led by Business Representative Warren Muligan and International Representative Joseph Powell, a contract was tentatively agreed to, providing:

- A 35-hour week, instead of the previously existing 37½-hour work week;
- An agreement to pay a yearly bonus of one month's pay and a vacation bonus of $120 for each individual with an vested vacation;
- The Local 153 Welfare Plan, or the company's guarantee to provide the same or similar benefits for the employees;
- The Union Shop provision;
- A $55 weekly minimum wage; and

Resounding Win In Chattanooga

Renew With Toledo Edison

A settlement has been reached with the Toledo Edison Company by OEIU Local 19 in Ohio.

The two-year agreement covering 325 OEIU members raises salaries an average of 8.87 percent. The first installment of this increase is retroactive to June 5, with the balance to be paid in three steps. The employees of the utility company will continue to receive eight (8) paid holidays. However, the holiday provision was modified to substitute Washington's Birthday for a floating holiday.

Carry-Over Provision

The vacation schedule called for two weeks' vacation after one year; three weeks' after 10 years; and four weeks after 25 years. Employees are now entitled to carry one week of vacation over to the following year if they are so qualified for the third or fourth week of vacation.

The company retirement plan was modified to give employees with at least 10 years of service, vesting rights after reaching 40 years of age.

The employees share of the cost of group life insurance was reduced and major medical coverage was added to the existing Blue Cross-Blue Shield coverage. Employees and the company share equally the added cost of the major medical coverage.

Coughlin Appears on "Beck and Call"

President Howard Coughlin was a recent guest of Betty Furness on her television program "At Your Beck and Call." In this impromptu telecast, President Coughlin answered questions submitted via the telephone from the listening audience.

Most of the questions dealt with the subject of automation in the office and its future effects on office personnel.

Other guests on the same program were Gare Vidal, author of the play, "The Best Man;" Dr. Luther Terry, Surgeon-General of the United States; and author Robert S. Kane.

At West Berlin Meeting

In an election conducted by the National Labor Relations Board on Thursday, July 20, OEIU Local 179 in West Berlin, Germany, was overwhelmingly chosen by the office and clerical employees of the Mueller Company as their collective bargaining agent.

Of the approximate 25 workers in this plant clerical unit, only one vote was cast against the Union. The Steelworkers, who had intervened after the Office Employees International Union had petitioned the NLRB for an election, did not receive any votes.

Kenneth Ballard, Vice President of OEIU Local 179 led the organizational campaign at Mueller. Ballard was assisted by Local 179 President Mattie Henry Hale and an Organizing Committee of Local 179. OEIU Vice President J. O. Bloodworth and Reeder Carson, Business Agent of the TVA Council, also assisted in the campaign.

A Committee of Mueller Company employees working with Ballard and Vice President Bloodworth are in the process of drawing up contract proposals.

In the meantime, Brother Ballard is initiating a campaign to organize 70 office clericals of the same company in Chattanooga.
White collar

Local 2 Renews Gas Company Agreement

The above photo shows President Cahill, of Local 2, and the signatory of the Light Gas Light Company, as the signing ceremony, covering 570 employes of the Gas Company, on Friday, June 9, 1961. On the contract is signed, from left to right: Tom Rogers and R. Murphy, members of the Negotiating Committee; Carroll Pike, Company Compromiser; Roy Ellis and B. Francis Clark, Chief Stewards; Otis Retenue, Senior Vice President of the Company; Herman L. Hazle, First Vice President of the Union; Oscar C. O. Company Vice President; John F. Reed Larson, Executive Secretary of the Washington Gas Light Company; Francis Clarke, Chief Stewards; and Richard Bussard, Company Vice President.

This is a two-year agreement, extending from June 1, 1961 to June 1, 1963. It provided a 5 cents per wage increase this year and a 3½ cents per wage increase on June 1, 1962. This brings the new rates to $365.40 in the lowest labor grade and $595.55 in the highest this year; it will be increased to $378 and $610 in the next year.

In addition, those employees who use their automobile for business will receive 12 cents per mile for the first 300 miles and 6 cents per mile thereafter. The old rate was 10 cents for the first 200 and 6 cents thereafter.

In addition, the plant and board was increased from $15 per day to $19; the company paying the cost for the increase. Shift bonuses were increased from 10 cents per hour to 12 cents and 18 cents per hour. A meal allowance of $1.50 was also increased for those who are required to work more than 11 hours in any one day—this is in addition to the normal time and one-half after eight hours.

The company also agreed to modify the hospitalization policy to the extent that employees on maternity leave will continue their personal coverage, with the employer paying the same ratio as when the employee was working.

The average straight-time weekly wage prior to the increase was $108.14.

Long Strike at A.O. Smith Ends

An agreement was reached with the A. O. Smith Company at Kenosha, III., after a lengthy strike of 10 weeks. A two-year agreement, providing wage increases equal to 3 per cent of all labor grade maximums in the first year and 2 per cent in the second year. Three (3) weeks' vacation after 10 years of service. Improved layoff and recall clauses; additional notice of layoff; Maternity leave.

A representative of the UAW who represented the Gemmer Manufacturing Company, a division of Ross & Toll Co. an obligation to be commended for the speed with which the amendments were passed.

No Choice But to Move

A representative of the UAW who represented the Gemmer employment, stated that a majority intended to exercise their rights to jobs at the new location in Lebanon, Tennessee. The average age of the employees is 48 and it is felt that most would not be able to find new jobs and have no choice but to move.

This company had been located in Detroit since 1907 and despite the fact that their employees averaged 20 years in seniority, the company refused to offer transfer to its employees. In this instance, the company had made commitments to hire only from the new location at Lebanon, Tennessee.

It is hoped that this humane ruling by a Federal District Judge will serve to deter firms from moving to the South at the behest of local Southern communities for purposes of gaining the benefits of cheap labor.
Borden Signs 

With OEIU

Office employees of the Ottawa Dairy Division of the Borden Company have gained a 20 per cent increase ranging from $15.20 to $22.50 monthly, in a one-year renewal of the contract between the company and Office Employees International Union, Local 225. Monthly salaries now range from $212.50 for a junior clerk to $349.50 for the office manager.

Other gains include three days' bereavement leave and a reduction in the length of vacations from six weeks to five weeks for those who qualify for three weeks' vacation, from 15 years to 11 years.

The negotiations committing committee was composed of Reginald Boyles, president of the OEIU; Gail Therrien and Gilbert Levine.

Local 267 Signs with St. Lawrence Corp.

D. S. Climen, President of OEIU Local 267, Red Rock, Ontario, reported the successful negotiations with the St. Lawrence Corporation Ltd., Red Rock Division.

A general wage increase of $5.00 a month plus three-quarters of 1% of all present salaries was granted. The minimum of all rate ranges are to be increased by the same amount. Average increase vary from $7.00 to $11.00 monthly.

The OEIU has also agreed to increase its contributions to welfare benefits by an additional 0.40 per cent of all earnings made in the schedule of coverage. This benefit has recently been purchased by the Dominion Tar & Chemical Company.

Kenneth Clark Is Chosen to UCS Post

A former president of Office Employes, Local, Milwaukee, and an employee of the International Harvester Co., Kenneth D. Clark, has been chosen as assistant director of Milwaukee's Community Services labor participation department.

Clark was selected from 20 applicants. Each candidate was screened by a Council committee which made their recommendations being approved by Jack Pierce, New York, field activities coordinator of the OEIU services committee.

Local 678 of the UCS labor participation department in Chicago conducting union counsel training is expected to continue union participation in the annual United Fund campaign, informing labor about agencies serving it.

Clark is president of the West Michigan Junior College Education unit and a member of the board of directors of the International Organization of United Union.

He has served for 15 years on Local 9's bargaining and grievance rooms.

Labour Day Message

By Claude Jodoin

President, Canadian Labour Congress

Labour Day is traditionally a time of stocktaking for the labour movement. While it is natural that we should look back on the months since we last observed this holiday, it is even more important that we look to the future.

Organization has, through the years, established itself in our society; today the role we have to play is more important than ever. We are, indeed, living in challenging times.

The wages struggle that has resulted from unemployment in the past year has been stark evidence of our failure to meet the economic needs of our people. This imposed idleness of workers who would, and should, be producing if the national forest products were not resulting from several causes. Some of these are conditions which we have experienced in the past; others come from changes which are taking place in our economy. Regardless of the cause the price is the same.

We are now nearing the time of year when jobs become increasingly scarce. There should be no hesitation in applying for casual or imaginary to this, the most important of the problems we face in our own communities. We have achieved knowledge and ability which can provide jobs and better life for all. We must extend availability to the community in a social hazard.

The Canadian Labour Congress has advanced programs and suggestions and has repeatedly called on governments at all levels, and most particularly on the federal government, to provide new leadership in combating unemployment.

While we have directed our comments to the government, we clearly recognize that in this, as in so many other matters, there is great need for better understanding and cooperation between the sections of our society. Those who work in factories, those who labor on farms, those who hold management responsibilities, those who follow the professions, and all Canadians share a citizenship in which we can take pride. We only fulfill our responsibilities as Canadian citizens if we work together toward common aims.

Locals 300 and 376

Considering Merge

Merger negotiations are in progress between OEIU Locals 300 and 376. Local 300 is located in Victoria and Local 376 in Van
couver. Both of these Local unions represent employee of the Canadian Rubber Company and the Rubber. This new agreement is for a period of two years. The 75 members, consider-
ing the existing competitive condi-
tions in the footwear industry, agreed to the merger.

The settlement provides for in-
crease on the employees' anniver-
sary wage date which will allow em-
ployees to reach the maximum au-
tomatically. During the first year of the agreement, the increases range from $10 to $18 per month and additional increments in the second year on the renewal of the agreement with who have not reached the maximum.

Also included in this new col-
lective bargaining agreement are:

-Dues check-off; improvement in the grievances procedure; a paid holiday for temporary employees after one month of employment; and three (3) weeks' vacation after 10 years of service.

The settlement provides was im-
proved to provide an added period of sick leave at half pay equal to the period of sick leave provided at full pay. For example, an em-
ployee with 12 years of service will now have 12 weeks' paid time off instead of the new provision, 12 weeks' half salary.

A major medical plan at a cost of $1 per single employee and $3 for married employees was also in-
cluded in the agreement.

The Negotiating Committee of Local 300, headed by V. O. Rad
cay Ajotte, President, Miss Denise Dora, Gaston Valiquette, Roland Dorais, and Romeo Corbeil, International Representative.

Renewal Signed At Dominion Rubber

After 20 negotiating sessions, and the assistance of a Dept. of Labour Conciliator, the members of OEIU Local 338 in St. Jerome, Quebec, have reached an agreement with the Dominion Rub-

ber Company, which is a subsidi-
ary of U.S. Rubber. This new agreement is for a period of two years. The 75 members, consider-
ing the existing competitive condi-
tions in the footwear industry, agreed to the merger.

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Good and Bad in Bill 78

Bill 78, which amends the Lab-

hour Relations Act in Quebec as of June 10, 1961, provides many new features, some of which are good and some of which are ques-

tionable.

The Bill provides that any pur-
chaser of an existing establishment shall be bound by the certificate of the surviving collective bargaining agreement in existence.

It also provides that 60 days' negotiability notice must be given prior to the expiration date of the agreement.

In addition, very simi-
larly to the Taft-Hartley Act in the United States, notice of expira-

tion must also be sent to the Min-
ist of Labour when either party wishes to terminate this agreement.

In instances of a first agreement, the period will be 90 days. During this period, Unions will be forbidden to advise their members to strike and will be obliged to continue to work under the same conditions which prevailed prior to the negoti-

ations.

Any strike or lock out is pro-
hibited as long as the Union has not been recognized as representing the unit of employees concerned. In addition, Unions will be pro-
hibited from striking for 14 days after receipt by the Minister of Lab-
or a report of a Council from the Minister of Labour which establishes the fact that there is still a disagree-
ment or a new or renewed collec-
tive bargaining agreement.

Wages Not Reason

For Canadian High Costs

President Eric Kierans of the Montreal Stock Exchange in a re-
cent speech to the Chamber of Com-
merce of Montreal, stated, "Over-
administration and over manage-
ment by firms, chiefly "the visible", are responsible for the high cost of Can-
adian goods than are decent wages."

President Kierans further stated, "There is a growing tendency to blame the cost of labor for our

inability to compete successfully in world markets. In point of fact, a great deal of this criticism is un-
warranted, undercaption, "Over-
administration and over manage-
ment by firms, chiefly "the visible", are responsible for the high cost of Can-
adian goods than are decent wages."

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Steck Named to Automation Group

Buffalo Mayor Frank A. Sedita announced the appointment of 14 persons representing educational, labor and industrial leaders to serve as a committee on automation and vocational planning.

Emil Steck, Business Representation Officer, Employees International Union, Local 212, was named chairman of the committee. The committee will be charged with a task of determining the effects of automation through adjustment in the Buffalo district. It will also develop policies and facilities to bring about adequate developments of manpower resources.

Brother Steck's contributions will deal with problems created by the use of automative devices in offices.

Navy Pay System Is Protested

The Metal Trades Department of the International Union, as the OEIU is affiliated, has lodged a protest with the Chairman of the Wage Stabilization Board. The protest concerns a recommendation by the House Committee on the Navy to institute a bi-weekly pay system for collar workers.

The Metal Trades Department opposes this archaic method of pay which, it is pointed out, will bring widespread unemployment.

The bill also provides for a study and appraisal of the nation's manpower needs. Your President, in his testimony before the House Committee, recommended that our employment services be federalized and that a system be set up whereby it would be possible to provide manpower for vacancies wherever they exist throughout the nation. Thereafter, we also proposed the use of unemployment insurance benefits to be used to transport individuals into other communities. If the individual was accepted for the vacant position, moving expenses and transportation should be provided. We recommended that this was far more preferable than unlimited unemployment insurance payments.

This system has been used successfully in Sweden for a number of years.

The Committee's recommendations in Bill H.R. 7373 ask for a program to facilitate mobility for the unemployed seeking employment.

Title II of the proposed bill also requires the development of broad and diversified training programs, including on the job training, designed to qualify for employment the numerous persons who cannot hope to secure employment without such training. In the current field of employment, it is estimated that the Secretary of Labor will be responsible for the Secretary of Labor. The Secretary, however, will be required to give priority in placement for training to unemployed persons.

The bill also provides for the Secretary of Labor to make agreements with the individual states wherein weekly training allowances will be made to individuals selected for such training, in addition to transportation expenses when training facilities are not within commuting distance of the trainee's regular place of residence.

The bill anticipates close cooperation between the Secretary of Labor and the Secretary of Health, Education and Welfare relative to the vocational training program.

We do contend that automation generally and automation in the transportation field, in particular, is placing on our people, labor and the government.

We feel that in addition to earlier retirement for women, a shorter workweek is inevitable.

We believe, however, that Congressmen Holland's bill, if enacted, will provide many of the needed tools to meet tomorrow's automation problems.