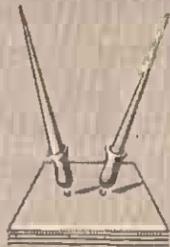




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



No. 199

APRIL, 1962

17

## OEIU Charters Two Unions in Puerto Rico

The Office Employees International Union, AFL-CIO has chartered its first two Locals in Puerto Rico. These are the first white collar Locals to be chartered as part of the OEIU organizing campaign which began four months ago.

Recipients of the charters included approximately 100 workers in the steamship industry and 165 in miscellaneous clerical trades. Included among the employers of the new OEIU members are Banco Obrero, the Waterman Steamship Lines, Sea-Land Service and PRIDCO, internationally known as Formento.

Special charter presentation ceremonies took place in the meeting hall of the International Ladies Garment Workers Union in San Juan where the new officers of the two Locals—Nos. 392 and 395—met with Howard Coughlin, President of the Office Employees International Union.

Instrumental in achieving the break through on the white collar worker front in Puerto Rico was the AFL-CIO Island Regional Office headed by Agustin Benitez who was formerly attached to the New York AFL-CIO Regional Director's office in charge of organizing Spanish speaking workers in New York City.

Howard Coughlin remarked: "Our success could not have been achieved without Agustin Benitez. He has made and is making an important contribution to the cause of free trade unionism in Puerto Rico."

Benitez is currently continuing his intensive campaign to bring the benefits of OEIU membership to the Island's white collar workers.

Together with OEIU International Representative Heriberto Ortiz, Benitez is engaged in a promising organizational campaign among the office employees at the South Puerto Rico Sugar Corp.

Clerical employees of the Colgate Palmolive Company have also demonstrated an enthusiastic response to an invitation extended by Benitez and Ortiz to be effectively represented by the OEIU in their dealings with management.

### Retroactive Raise Won

An hourly wage increase of 5¢ retroactive to February 15th, 1962 has been negotiated by Local 33, Pittsburgh, Pennsylvania, pursuant to a wage reopener clause in their contract with the Labor Standards Association.

## OEIU Remains Leader In White Collar Field

Once again, the Office Employees International Union has led all AFL-CIO affiliated Unions in organizing white collar employees according to the 1961 summary of NLRB elections published by the Bureau of National Affairs.

The annual report covering NLRB elections during 1961 indicates that the OEIU won a total of 22 NLRB elections in which 2,200 white collar employees were in the bargaining units designating the OEIU as collective bargaining agent. No other AFL-CIO or independent union was able to come close to winning the endorsement of as many white collar workers.

### Puerto Rico Charters



International President Howard Coughlin presented the first charters to OEIU Local Unions in Puerto Rico, at installation ceremonies held in the ILGWU meeting hall in San Juan. Receiving the charters from Coughlin on behalf of the new OEIU Local Unions were the officials of the respective Locals, left to right, above, for Local 392, Treasurer Milton Carillo; Executive Board Member Joaquin Molinary; President Manlio Muniz; and, Secretary Miguel Gereda Pecunia. Receiving the Local 395 charter from Coughlin are, left to right, below, Secretary Mary M. Cuadra; President Enrique Coto; Treasurer Abad Ramos; and, Executive Board Member Mariano Maeso.



### Sign Salesmen In New Haven

Representative Bud Manning announces the successful conclusion of a short, whirlwind campaign to organize the salesmen of the Sterling Beverage Corp. in New Haven, Conn. Following two meetings with the salesmen of this distributor Manning approached the employer and apprised him of the fact that the salesmen signed 100% to OEIU authorization cards. Thereafter a card check was agreed to, following which a stipulation of recognition was signed by the employer. The Sterling Beverage Corporation is the New Haven County distributor for Pabst Blue Ribbon beer and Cott beverages.

#### Wide Interest

This victory in New Haven, combined with a recent success at Monarch Distributors Inc. in Hartford, Conn. makes it appear, according to Manning, that beverage salesmen in Connecticut are becoming increasingly interested in organization and such interest is being manifested in the OEIU rather than in other AFL-CIO organizations.

The New Haven success also points up the fact that organization of beverage salesmen calls for patience and timing inasmuch as Manning had heretofore been trying to obtain a foothold in the beverage industry for several months without much success until the opportune moment arrived when a transfer in ownership motivated the salesmen to the realization that their only real security was in the protection of Union representation.

This year, as in each of the four previous years, in which B.N.A. has tabulated and reported the annual summary of election results in their weekly publication "White Collar Report," the OEIU has led the field among AFL-CIO affiliates in successfully unionizing white collar workers.

The pre-eminence of the OEIU was again re-established by the B.N.A. report for 1961 in spite of the fact that the report does not include three OEIU 1961 organizational victories which were tardily reported by NLRB Regional Offices and thereby excluded from the B.N.A. summary.

Though 32 other AFL-CIO affiliated Unions were involved in NLRB elections among white collar workers during 1961, the OEIU clearly finished as the overwhelming favorite choice of the voting white collar workers. The OEIU accounted for well over one-third of all white collar workers voting for representation by the AFL-CIO.

It is particularly noteworthy, public statements and press releases to the contrary, that the OEIU easily outdistanced the combined election successes of the three large industrial unions, the United Steelworkers, United Auto Workers and the International Union of Electrical Workers.

The combined efforts of the large well financed industrial union staffs won only 10 white collar elections while the OEIU was successful in 22 elections.

The B.N.A. report reflected the stepped up activities of several independent unions in the white collar field especially the International Brotherhood of Teamsters.

However, while the Teamsters engaged in a large num-

## OEIU Defeats Teamsters in Montana

In two separate elections involving office and clerical employees of Consolidated Freightways in Billings and in a Montana state-wide unit. In the resultant elections, the OEIU received 11 votes at Billings; neither union was accorded 1 vote; and the Teamsters did not receive any votes.

The Teamsters intervened in petitions filed by the OEIU on behalf of the office employees

employed at the terminals of the Consolidated Freightways in Billings and in a Montana state-wide unit.

In the resultant elections, the OEIU received 11 votes at Billings; neither union was accorded 1 vote; and the Teamsters did not receive any votes.

In the state-wide unit, the OEIU received 23 votes; the

Teamsters received 1 vote; and 5 votes were recorded for neither union.

International Representative Gene Corum and Jim Beyer, Secretary-Treasurer of OEIU Local 11 led these successful campaigns.

It is anticipated that contract negotiations will begin in the immediate future.

(Continued on page 4)

# CONVENTION CALL

## Office Employees International Union

American Federation of Labor and Congress of Industrial Organizations  
and  
Canadian Labour Congress

707 Continental Building  
Washington 5, D. C.

### Kansas City Convention Call

**GREETINGS:**

You are hereby notified that, as provided by the Constitution of the Office Employees International Union, the 1962 Convention of our International Union will be held at the Hotel Muehlebach, Kansas City 5, Missouri, beginning at 10 o'clock, Monday morning, June 11, 1962, and will continue in session from day to day until the business of the Convention shall have been completed. It is anticipated that the business of the Convention will have been concluded by late afternoon, Friday, June 15, 1962.

**REPRESENTATION:** With respect to representation, Article VI of the International Union Constitution provides as follows:

"Section 1. Each local union in good standing shall have one (1) vote in convention for each one hundred (100) members or major fraction thereof, on which per capita tax has been paid for the twelve (12) month period ending the March 31st preceding a regular convention . . . except that any local union having less than a major fraction of one hundred (100) shall, nevertheless, be entitled to one (1) vote.

"Sec. 2. No local union which has been chartered during the two (2) calendar months preceding the month of any regular . . . convention, or during the month of such convention, shall be entitled to representation at such convention.

"Sec. 3. Each local union shall be entitled to as many delegates as it has votes, except that no local union shall have more than five (5) delegates present at a convention. The delegate or delegates from each local union may cast the entire vote of the local union.

"Sec. 4. The voting strength and representation of a local union resulting from an amalgamation of two (2) or more local unions, shall be based on the total per capita tax payments made by the local unions forming such a local union.

"Sec. 5. No local union may be represented at any convention of the International Union by proxy, nor may it delegate its voting strength to any other local union, and no delegate to any convention shall represent more than one (1) local union.

"Sec. 6. Each delegate to a convention must have been in continuous good standing with the local union he represents for at least twelve (12) months prior to the convening of the convention, unless the local union has been functioning (the period when a local union shall be deemed to be 'functioning' shall be that commencing with the first month for which per capita tax payments are regularly made) for less than one(1) year, in which case such delegate must have been in good standing during the period that the local union has been so functioning. Each delegate shall be selected by vote of the local union."

Delegates must be selected by secret ballot unless the local union constitution provides that officers are delegates by virtue of their office.

**CREDENTIALS:** Credentials in duplicate are herewith forwarded to all local unions in accordance with the number of delegates to which they would be entitled under the Constitution of our International Union, based on per capita tax payments received to date. All local unions sending delegates shall fill out such credentials and place the seal of the local union thereon. Make sure that each delegate's full address is written on the back of both the original and duplicate of his credential form. The original of each completed credential should be returned to the Secretary-Treasurer of the International Union at least four (4) weeks prior to the opening of the Convention. The duplicate should be given to the delegate and presented by him to the Secretary-Treasurer of the International Union upon his arrival at the Convention. Delegates whose credentials are not received within the time limit prescribed may be seated by action of the delegates seated at the Convention.

**RESOLUTIONS—TIME LIMIT:** All resolutions, petitions, memorials or appeals to be considered by the Convention, shall be written and submitted in duplicate signed copies to the Secretary-Treasurer of the International Union and received by him not later than twenty-one (21) days prior to the opening date of the Convention. Resolutions can be submitted only by local unions, Convention committees, and Convention delegates. Resolutions originating with the Convention's committees must have relevance to the committee's functions and can be submitted at any time prior to the submission of such committee's final report. Resolutions originating with individual delegates can be submitted at any time during the Convention with the consent of the Convention by a two-thirds (2/3) vote.

**CONVENTION FUND:** Local unions sending delegates to the approaching Convention will be assisted in meeting a portion of the expense through the International Union's Convention Fund. Article VII of the International Union Constitution provides in part as follows with respect to the Convention Fund:

"Sec. 3. Each local union eligible to participate and participating in a regular convention by sending at least one (1) delegate to such convention shall be paid a portion of the total amount in this Fund, based on monthly payments received from local unions through the month of February of the regular convention year, and including any balance in such Fund, subject to the following provisions:

"Sec. 4. In determining the amount to be paid each eligible local union participating in such regular convention, the total amount in the Fund as defined in Section 3 of this article shall be divided by the total of all the straight map miles between each and every eligible local union's charter city and the convention city.

"Sec. 5. Each eligible local union participating in such regular convention shall be paid an amount equal to the result of the division defined in Section 4 of this article (figured to the next lower half cent) multiplied by the number of straight map miles such local union is from the city in which such convention is being held. Any local union contributing to the Convention Fund less than one (1) year prior to February of the convention year shall participate in the Fund at the rate of one-twelfth (1/12) of a normal share for each month of participation.

"Sec. 6. Included in each regular Convention Call of the International Union sent to each local Union shall be a statement indicating the amount which will be paid from this Fund to local unions participating in such convention in accordance with Section 5 of this article.

"Sec. 7. Upon receipt of a properly executed delegate's convention credential, bearing the seal of the local union and signatures of its president and secretary-treasurer, the International Union Secretary-Treasurer shall issue to the local union a check drawn on this Fund in the amount determined by Section 5 of this article, and subject to conditions in Section 8 hereof.

"Sec. 8. Local unions which are not represented at such convention or whose representation at such a convention is limited to officers and/or representatives of the International Union and whose expenses to such convention are paid for by the International Union, shall not share in this Fund for such convention, and any such local unions which may have been paid from this Fund for such convention shall refund to the International Union for redeposit in this Fund any such payments."

Local unions sending at least one delegate to the Convention, other than an officer and/or representative of the International Union and whose expenses to the Convention will be paid by the International Union, will receive the following amounts from this Fund:

No.	Amt.								
1	\$129.11	57	\$330.89	135	\$293.27	228	\$334.31	328	\$306.09
2	269.33	58	318.06	137	272.46	232	408.98	329	328.61
3	429.21	59	131.96	139	380.76	233	267.62	330	61.56
5	159.03	60	193.80	140	386.46	236	199.22	331	99.18
6	356.82	61	137.09	141	312.93	241	368.79	332	155.61
7	119.70	62	247.67	142	311.79	243	427.50	333	176.99
8	429.50	63	351.12	144	177.84	247	334.02	334	267.05
9	126.26	64	157.04	151	273.89	251	205.20	335	312.93
10	183.83	66	181.26	153	312.93	254	549.20	336	122.27
11	426.65	67	199.79	154	269.33	255	578.55	337	280.16
12	117.71	69	393.87	157	272.18	258	301.53	338	326.33
13	67.83	71	195.80	158	108.02	259	256.22	339	129.68
14	295.83	73	270.75	161	271.32	260	381.05	341	201.21
15	447.74	74	129.68	165	317.49	261	241.40	342	215.75
16	117.42	77	141.93	166	265.91	263	241.68	343	242.25
17	199.79	78	187.25	167	82.08	264	613.04	345	359.10
18	165.02	79	76.95	169	176.99	265	348.84	347	196.65
19	173.57	80	227.15	172	100.89	267	213.47	348	109.16
20	310.08	81	198.08	173	186.39	268	177.84	349	429.50
21	192.66	83	371.64	174	386.46	269	333.74	350	369.65
23	429.21	84	252.23	179	166.16	272	378.20	351	128.54
24	321.77	87	175.28	180	310.08	273	100.89	352	226.86
25	351.12	89	179.84	182	134.81	277	131.96	353	153.05
26	411.54	91	309.51	184	252.51	278	374.21	354	286.14
27	192.09	95	125.69	185	41.90	279	310.08	361	420.95
28	117.99	96	296.40	186	237.98	281	298.11	367	105.17
29	426.93	100	380.76	187	366.80	282	255.93	369	393.59
30	386.46	104	309.51	191	374.21	283	348.84	375	154.47
31	263.63	105	92.63	192	397.01	286	267.33	376	328.61
32	310.08	106	340.86	196	331.46	288	275.88	378	447.74
33	222.87	110	302.96	199	160.74	290	233.42	379	357.39
34	264.48	112	314.07	200	71.82	291	186.96	381	84.65
37	51.30	114	437.48	201	294.98	294	231.42	382	183.54
39	110.30	119	166.16	202	283.29	295	413.25	383	178.41
42	183.83	120	200.07	204	196.94	298	180.41	385	137.94
44	105.17	123	324.90	205	312.93	301	274.74	386	198.08
46	295.55	125	281.01	209	196.65	303	111.44	388	154.47
49	202.35	127	121.41	212	245.39	306	137.09	391	117.99
52	137.94	128	353.69	214	208.05	311	109.16	392	527.73
53	47.31	129	183.54	215	157.04	319	294.69	393	119.70
54	162.17	130	68.69	216	227.15	320	0.00	394	41.54
55	173.57	131	242.25	219	222.59	321	227.15	396	43.47
56	298.68	132	432.92	221	73.82	325	147.92	397	21.97
				225	302.10	327	212.04		

**HOTEL RESERVATIONS:** Headquarters for the Convention and for the officers and Executive Board members of our International Union will be at the Hotel Muehlebach.

Hotel reservations requests should be sent to the Hotel Muehlebach, Kansas City 5, Missouri.

Reservations should be made as promptly as possible and it should be explained that they are being made for delegates attending the Convention.

Room rates at the Hotel Muehlebach are presently as follows:

	\$8.00	\$9.00	\$10.00	\$11.00	\$12.00
Single Room					
Double Room, Double Bed	12.00	13.00	14.00	15.00	16.00
Double Room, Twin Beds	14.00	15.00	16.00	17.00	18.00
Suites (2 Rooms)	25.00	27.00	32.00	34.00	36.00
Studio (Parlor-Bedroom)	12.00	14.00	16.00	18.00	20.00

**MEETINGS OF ORGANIZATIONAL CONFERENCES:** At 2 P.M., Sunday, June 10, the day preceding the convening of the Convention, all organizational conferences will meet. All those attending the Convention from local unions should be advised and urged to attend the meeting of their conference.

Fraternally yours,

I. HOWARD HICKS,  
Secretary-Treasurer

HOWARD COUGHLIN,  
President

Vice Presidents

EDWARD BEAUPRE  
J. O. BLOODWORTH  
J. E. CORUM  
GEORGE P. FIRTH  
DONALD R. HILLIKER  
NICHOLAS JULIANO

JOHN B. KINNICK  
MAX J. KRUG  
W. A. LOWE  
FRANK E. MORTON  
EDWARD P. SPRINGMAN  
LEO J. WALLACE  
HELEN D. WISE

Local union secretary-treasurers will please read this call at the first meeting of their local union.



# CANADIAN FILE

## Pastors Told To Use Union Building Labor

Sault Ste. Marie, Ont.—Bishop Alexander Carter of the Roman Catholic diocese of Sault Ste. Marie has directed that preference be given contractors employing union workers in future parish construction projects.

He acted after a meeting arranged by P. E. Guertin, business manager of Carpenters Local 2486, Sudbury, at which the case for union labor and wage scales was presented in the light of the recent "Mater et Magistra" encyclical of Pope John XXIII. Sudbury is in the Sault Ste. Marie diocese.

Bishop Carter spelled out the decisions he reached after the meeting and following discussions with his diocesan consultants in a letter to Guertin. They were:

"We shall do everything possible to encourage our workers to join and take an active part in their respective unions.

"I shall instruct the priests in all diocesan construction the scale of wages established by the government in conjunction with the unions must be observed.

"In all diocesan work in the future preference will be given to contractors using union labor.

"We shall remain in close contact with union leaders and will not encourage any contractor when proof is given that he refuses to hire union labor or refuses the union the right to approach his men for organizing purposes."

Guertin said that to the best of his knowledge the directive was the first by a Catholic bishop in Canada.

## How Safe Is YOUR Job

The introduction of electronic banking in Canada is causing many bank employees to fear that banking as a career is on its way out.

This fear is justified because Canadian banks are particularly suited to automation because their work flow is continuous and branch networks can share the expense and benefits of electronic equipment. One branch only needs to be automated in each district to process the work which would normally be done by many clerks in many branches.

Based on studies made by the U. S. Bureau of Labour Statistics, it is estimated that each computer installed affects 140 jobs. Computer Sciences Inc. estimated that 10,000 computers were installed during 1961. BLS has also indicated that 25% of the jobs affected are eliminated. This means that 1,400,000 employees on this continent were affected in 1961 and 350,000 white collar positions were eliminated forever.

This is just the beginning.

A prominent U. S. Congressman, Mr. Elmer Holland, has estimated that 4,000,000 clerical jobs may be eliminated by automation in the next five years.

According to D. A. Dobson, inspector, electronic research section, Canadian Imperial Bank of Commerce, the increase in the volume of cheques in the Canadian banking system is taxing the ability of conventional systems to handle.

It is clear that Canadian banks

are seeking to cut labour costs and speed operations by using electronic equipment.

This may soon result in large scale staff reductions in Canadian banks.

Introduction of the new phonetic typewriter, automatic law clerk and automatic sales clerk would eliminate stenographers, senior officers and tellers in addition to the masses of machine operators, departmental clerks and their supervisors whose jobs will soon be non-existent.

Unprotected by union contract, these bank employees have no one to defend their rights as automation slowly but surely takes over their jobs.

Many bank employees who have spent their lives acquiring certain skills and who have come to believe implicitly in their own indispensability are in for a rude shock.

The Office Employees' International Union has inserted an "automation clause" in most of its contracts with employers so that office employees enjoying membership in the OEIU may face the future with the knowledge that they have maximum protection in their employment. Canadian bank employees may apply for this protection through the Bank Employees' Association, Local 387, OEIU, 337 West Broadway, Vancouver 10, B. C.

Let's face it . . . together.

## Campaign Funds

A LIBERAL DAILY newspaper reports that "Liberal Party moneymen (at the Party's recent annual Advisory Council meeting in Ottawa) put a price tag of up to \$5,000,000 on the next federal election campaign and figure they are still running a slow second to the Conservatives".

Spokesmen for the old-line parties have bemoaned the support of the labour movement for the New Democratic Party and have expressed indignation at the thought of trade unionists contributing financially to the NDP.

The New Democratic Party does not expect to acquire a treasure chest comparable to that of either of the old-line parties. Rather, devoted volunteers will contribute their time and skills for much of the work for which the other parties must pay.

All the generosity in the world on the part of trade unionists could not bring the New Democratic Party within whistling distance of the planned election budgets of the Liberals and Conservatives.

## Files Charges Against Bank

Marshal W. Bluck, President of the Bank Employees Association, OEIU, Local 387, who previously had been authorized by Labour Minister Michael Starr, has brought legal charges against the Bank of Montreal in Vancouver Police Court.

Bluck has brought charges of wrongful dismissal against the Bank, as his former employer, under the Industrial Relations and Disputes Investigation Act.

The Bank is accused of intimidating and dismissing Bluck, after 27 years of service, because of his Union activity in organizing bank employees. While seeking to have his job restored, he is still actively attempting to organize bank employees in British Columbia.

The trial has been set down for April 11th.

## CLC Appoints White Collar Committee

The Canadian Labour Congress elected a six man steering committee and assigned it the task of studying the problems of organizing white collar workers in Canada. It was charged with the duty of making effective recommendations relative to the tactics to be used in a nationwide campaign.

Members of the Committee are Robert Rintoul, President of the National Union of Public Employees, Michael Rygus, Canadian Vice President of the Machinists, Burris Ormsby, Co-Director of the white collar department of the Steelworkers, David Wade, Canadian Director of the Retail Clerks and William Lowe, Canadian Vice President of the OEIU. An additional member will be selected who will represent the Canadian Labour Congress Executive Board.

CLC President Claude Jodoin emphasized, however, that no Union is waiving its jurisdictional claims.

## Pension Plan Benefits Rise

Pension plan benefits for members covered by the Western States OEIU Pension Trust Fund will be revised upwards, as a result of the approval of the actuary's recommendations by the Trustees of the Plan, at a meeting held February 27.

Brochures will be prepared in the near future and distributed to the 1200 members of Locals 29, 31 and 11, covered by the plan. Of these, almost 1000 are members of Local 29. In brief, the new benefit schedule will provide a retirement payment at age 65 of \$2.00 per month for each year of past service up to but not to exceed 15 years; and 1.7 per cent of the employer's yearly contribution per month for each year of contributory service.

For example: an employee who has 10 years of past service and works 15 years after his employer starts contributing 10¢ per hour (milk and freight companies) will receive a pension at age 65 of:

10 years times \$2.00 . . . . \$20.00  
15 years times  
(1.7 times \$208) . . . . \$53.00  
Total Pension per Month \$73.00

## Views of International Union's Training Program As Seen by Gilles Beauregard

The Office Employees International Union has taken another step forward to improve its organizational program and the servicing of its members in initiating a training program which merits the cooperation of every Local Union.

OEIU Local 153 was chosen as the site of the training program because—

(1) it is the largest white collar Local Union in the United States and Canada,

(2) its representatives are constantly engaged in organizational work, arbitrations, National Labor Relations Board procedures, and collective bargaining.

The Local 153 staff of some 15 representatives is always ready and willing to put in many hours of work in order to train organizers who will work for other Local Unions of the OEIU. They are eager to see each and every one of our Local Unions grow in numbers.

Before starting the training program, I was a Shop Steward and Chairman of a collective bargaining unit. I thought that I knew everything there was to know about the routine to be followed in an organized office.

I found out, through my training in New York, that there were many things I had yet to learn.

I urge each Local Union to take up this matter of the training program and make an effort to send representatives to the International Union for training.

Through this additional knowledge, we will be able to better serve our membership and assist our Local Unions to grow.

I am very proud that a Canadian was picked as the first Trainee. I am convinced that the International Union thinks of Canadian Local Unions and those of the United States on an equal basis.

I want to personally thank OEIU President Howard Coughlin and Director of Organization H. B. Douglas for choosing me as their first Trainee.

I also want to thank Secretary-Treasurer Ben J. Cohan and the staff of Local 153 for the wonderful reception they gave me.

I will always remember the training I received in New York.

## Representation Election Won

Local 153 has been certified as collective bargaining agent by the N.L.R.B. after a representation election among the clerical employees of the John T. Clark Stevedoring Company in New York City.

The employees voted 16 to 1 in favor of continued representation by the OEIU after the company had previously accorded the Union recognition as bargaining agent in a stipulation worked out by International Representative Joseph Powell.

## New Jurisdictional Guide

The National Labor Relations Board announces publication of a Jurisdictional Guide under the National Labor Relations Act.

The N.L.R.B. Jurisdictional Guide, a seven page pamphlet, is an informal publication offering guidance to Labor and Management and other parties who may avail themselves of the processes of the Act Administered by the NLRB.

The publication lists the legal origins and function of the NLRB, its jurisdiction and standards for accepting cases. The five-Member Board is not bound by interpretive statements prepared by the Division of Information for the pamphlet.

The Jurisdictional Guide is for sale at 15 cents per copy by the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.



Signifying a mutual respect between labor and management, labor union officials of Millinocket, Maine, recently gathered to honor the retiring President of the Great Northern Paper Company, M. C. MacDonald. Serving as spokesman on behalf of all the labor unions paying tribute was E. F. McCann, member of OEIU Local 192, which represents the company's white collar workers. Pictured above, while labor and community leaders look on, MacDonald, center left, received a plaque marking the occasion from Ralph Levitt, Vice President of the Pulp and Sulphite Workers. OEIU Local 192 Representative E. F. McCann is second from the right.

## WHITE COLLAR

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

HOWARD COUGHLIN  
President

J. HOWARD HICKS  
Secretary-Treasurer

Room 610  
265 West 14th St.  
New York, N. Y.

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## Retraining Act

In signing into law a three year retraining program which will cost \$435,000,000, President Kennedy said "This is perhaps the most significant legislation in the area of employment since Congress passed the Employment Act of 1946."

We think that members of both parties responsible for the passage of this bipartisan measure and the President deserve the praise of all Americans for this full fledged attack against unemployment caused by automation.

The OEIU wishes to take this opportunity to commend Elmer J. Holland, Chairman of the Subcommittee on Unemployment and the Impact of Automation. Representative Holland did much through Committee hearings to educate fellow members of Congress and the public to the need for this vital measure.

## A Racket?

Representative Ray Madden of Indiana recently told the House of Representatives that the National Right To Work Committee has been paying a firm of professional fund raisers \$3,000 a month plus 33 1/3% commission on the total amount collected.

In 1960, the last year for which a full report is available, the Right To Work Committee spent almost half of the \$425,000 it raised for expenses. More than 25% of the money raised went for salaries and wages.

Congressman Madden's statement was carried in the Congressional Record of February 7th under the heading "Is 'Right To Work' A Promotion Racket?"

We will not comment any further.

## Manpower Agencies

A leading supplier of temporary help for business organizations has been recommended for investment by a brokerage firm. Most of the income derived by this company is through the placement of office workers, including stenographers, typists, file clerks and tabulating machine operators.

A number of these firms are in the process of supplying such help throughout the United States.

The Executive Board of the OEIU, at its last meeting, took cognizance of the increasing use of such manpower agencies and recommended that OEIU contracts be changed to provide protection for OEIU members against the inroads of these temporary workers for whom the employer does not pay fringe benefits, health and welfare benefits, nor does he provide pension plan coverage.

These services not only tend to eliminate permanent employment for office and clerical workers, but provides a regular kickback of daily wages to the companies providing the services.

Worse still, the OEIU has found in its experience that the manpower agencies are perfectly willing to provide scabs in companies against whom we are conducting strikes.

## Named Director of AAA

Howard Coughlin, President of the Office Employees International Union, AFL-CIO, was one of ten prominent professional and business men elected to the Board of Directors of the American Arbitration Association at its annual meeting on March 7th. A non-profit membership organization, the AAA is devoted to advancing the knowledge and use of arbitration. Its tribunals administer over 6,000 labor-management, commercial, and accident claim arbitrations each year.

# The National Labor Relations Board— Its New Views on Picketing

By Walter M. Colerian, Associate General Counsel

The National Labor Relations Board continued its assault on the thinking and policies of the former Board. Member Fanning now finds sympathy for his previous dissenting views on the scope of Section 8(b)(7)(C) and joins with Chairman McCulloch and Member Brown to become the majority vote in a reversal and modification of earlier decisions presented for reconsideration.

The first of these involved a situation where the Local Joint Executive Board of Hotel and Restaurant Employees of Long Beach picketed the Crown Cafeteria in Long Beach, California, with signs which informed the public that the cafeteria was non-union and requested members of organized labor and their friends not to patronize the establishment. Despite the fact that there was some evidence that recognition was one of the objects of the picketing, the Board permitted it, holding that Section 8(b)(7)(C) does not prohibit informational picketing even though there may be a dual purpose to the picketing. It is significant to note that the picketing did not have the effect of inducing any stoppage of deliveries. If such had been the case, the Union

would have suffered the same fate as the Hotel and Restaurant employees who picketed the Stork Club in New York. The unions there involved commenced picketing for recognition without filing the necessary petition for an election within 30 days. They later changed their signs to informational picketing. However, Member Fanning voted to hold the picketing a violation of the Act because it impeded deliveries. Thus, even though he agreed with the Union that the character of their picketing had become informational it lost its protection because of the effect it had on deliveries. The original decision finding the unions guilty of an unfair labor practice was reaffirmed after reconsideration.

The modification of a prior decision after reconsideration was handed down in a case involving the C. A. Blinne Construction Co. Here a local of the Hod Carriers Union had picketed for recognition for more than 30 days without filing a petition for certification. It represented a majority of the employees and had filed unfair labor practice charges against the employer based on discrimination and refusal to bargain. The Board

originally held that Section 8(b)(7)(C) permits only currently certified union to engage in recognition picketing and makes no exception for a majority union that has not been certified. It further held that it was immaterial that the union's unfair labor practice was pending during the 30-day period. Subsequently, the discrimination charges were found to have merit but the refusal to bargain charges were dismissed. The present Board reaffirmed the prior determination of violation but stated that the Union would have been excused from the obligation of filing the petition within 30 days if the refusal to bargain charge had been a meritorious one. It proclaims that henceforth this will be the rule it will follow.

This last decision clearly does not go far enough in protecting the Union's rights. Here the Union is punished for not filing a petition for an election even though the employer was guilty of committing unfair labor practices. Obviously no free and uncoerced election can be held until the effect of unfair labor practices is vitiated. This Board decision still leaves much to be desired in the proper application of the law.

## Hartford Group Signs Up, Too

Representative Bud Manning reports the culmination of a successful organizing campaign among the salesmen of Monarch Distributors Inc. in Hartford, Conn.

The salesmen of Monarch, distributors of Schlitz beer and Cott beverages, met with Manning and, after hearing the account of numerous OEIU successes in improving wages and the security of its presently organized salesmen, unanimously signed authorization cards. Following this major breakthrough Manning contacted the management and was able to convince them of the practicability of foregoing the tedious processes of an N.L.R.B. election and, instead, won an agreement to stipulate recognition of the OEIU.

Included in the stipulation was a Union Shop Agreement as well as an agreement to immediately meet to negotiate a contract covering the wages, hours and working conditions of the 19 men involved. It is anticipated that such a contract will be quickly consummated. Representative Manning reports that he was very ably assisted in this campaign by Local 6 Business Manager Don Hull of Boston.

## Local 184 Wins New Benefits

Helen M. Levanduski, President of OEIU Local 184, Middleport, New York has reported that their contract with the Niagara Chemical Division of the F.M.C. Corporation has been renewed for a period of one year.

As a result of these negotiations, wages were increased \$10.00 per month with maximum salaries ranging from \$295.00 to \$570.00 per month. The Blue Shield coverage was also improved.

Members of the collective bargaining committee, in addition to President Levanduski, included Secretary Richard Depto, Vice President, Harold F. Blew, Recording Secretary Sandra A. Elson and Joseph F. Monacelli.

## California Settlements

Nearly 60 Local 29 members at the Richmond-Chase Cannery in San Jose will receive a 4 per cent salary increase retroactive to December 1, 1961, 4 per cent more effective January 1, 1962, and a further 4 per cent increase on December 1, 1962. The average salary increase for the two year contract period is \$42 per month.

Another important gain in the first major contract settlement of 1962 is that the company agreed to change from its own health and welfare plan to Local 29's plan. The employer will pay the premium for \$2,500 life insurance on each employee plus the full cost of CPS or Kaiser Health Plan.

## OEIU Is Leader

(Continued from page 1)

ber of clerical worker elections, the units of employees involved were generally less than 10 in number.

Breaking down the results of certification elections by type of worker, the predominance of the OEIU in organizing clerical employees is most striking. In the field of clerical employee elections in new bargaining units, the OEIU won 16 elections. None of the other AFL-CIO Unions approximated this degree of success among clerical employees. All told, the Steelworkers, Auto Workers and IUE won only 5 elections among 145 clerical employees.

The OEIU was responsible for enlisting more than three times as many new clerical employees into the ranks of organized labor as the large industrial unions.

The B.N.A. annual report

also detailed the results of NLRB elections in established units. In these elections, an attempt was made to oust a certified union from its position as a certified bargaining agent by the employer.

In the category of decertification elections, the OEIU received an overwhelming vote of confidence in election after election. The OEIU can take great pride in knowing that the white collar workers who have experience with OEIU representation registered their approval and rebuffed attempts to deprive them of their Union.

The OEIU was victorious in six elections in established units, more than any other Union. These elections involved 1,710 white collar workers, more than the total of elections of AFL-CIO Unions and the Teamsters combined. In effect the total of OEIU activity in the white collar field far outdistances the combined activities of all other Unions.

In spite of the accelerated activity on the part of other AFL-CIO Unions and independent unions in attempting to unionize white collar workers, an over-all analysis of the B.N.A. annual report discloses that the OEIU remains their number one choice.