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 breakthrough 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 organizing 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 OEU in their dealings with management.

Retroactive Raise Won

An hourly wage increase of 54 cents retroactive to February 15th, 1962 has been negotiated by Local 33, Pittsburgh, Pennsylvania, pursuant to a wage reopen clause in their contract with the Lever Starches Association.

OEIU Charters Two Unions in Puerto Rico

Ford Puerto Rico

International President Howard Coughlin presented the first charters to OEIU Local Unions in Puerto Rico, at installation ceremonies held in the ILGCU 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 Carter, Executive Board Member Joseph Maloney; President Manolo Mendez; and, Secretary Miguel Gerardo Pecora. Receiving the Local 395 charter from Coughlin were, left to right, below, Secretary Mary M. Cuadra; President Julio Fonseca; and, Treasurer Eliodorado Cotto; Treasurer Alfred Ramirez and, Executive Board Member Mariano Munoz.

Puerto Rico Charters

Sign Salesmen In New Haven

Representative Bud Manning announced the successful conclusion of a short, whirlwind campaign to organize the salaried employees of the Sterling Beverage Corp. in New Haven, Conn. Following two meetings with the salaried staff of that distributor Manning approached the employer and apprised him of the fact that the salaried staff were 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 Fables, Blue Ribbon beer and Cott beverages.

Wide Interest

This victory in New Haven is combined with a recent success at Munds Oriental Distributors Inc. in Hartford, Conn. Muns states it appears, according to Manning, that beverage salaried 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 salaried calls for patience and timing inasmuch as Manning had herefore 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 salaried staff to realize that their only real security was in the protection of Union representation.

OEIU Defeats

In two separate elections involving office and clerical employees of Consolidated Freightways in Montana, the Office Employees International Union easily ousted the International Brotherhood of Teamsters.

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 statewide unit.

In the resultant elections, the OEIU received 11 votes at Billings; neither union was accorded a vote; 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.

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 NRLB Regional Offices and thereby excluded from the B.N.A. summary.

Though 32 other AFL-CIO affiliated Unions were involved in NRLB elections among white collar workers during 1961, the OEIU clearly finished as the over-whelming 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 third largest union, 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 number (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 Mohican, Kansas City, Missouri, beginning at 10 o'clock, Monday morning, June 11, 1962, and will continue 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 be concluded by late afternoon, Friday, June 15, 1962.

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

"Sec. 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 the convening, or during the month of such convening, shall be represented at such convention.

"Sec. 3. Each local union must have received from the International Union at least four (4) weeks prior to the convening of the convention, a list of credentials of the members of the International Union, including the delegates, the number of which, as it has voted, except that no local union shall have more than five (5) delegates present at a convention. The delegates may cast the votes of any co-delegates who may be absent.

"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 upon the total per capita tax paid by the local unions forming such a local union.

"Sec. 5. No local union may be represented at any convention, except that any local union may be represented by not less than one (1) delegate.

"Sec. 6. Each delegate to a convention must be 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 chartering (the period when a local union shall be deemed to be chartering) with the first five (5) per cent paid tax payments being made by the local union forming such a local union.

"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 corresponding secretary, the International Union Secretary-Treasurer shall issue to the local union a check drawn on the Fund in the amount determined by Section 5 of this article.

"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 are paid by the International Union, shall not share in this Fund for such convention, and any such local union which may have been paid from this Fund for such convention shall be returned to the International Union for deposit in the Fund any such payments.

Local unions sending at least one delegate to the Convention, other than as officers and/or representatives of the International Union and whose expenses are paid by the International Union, will receive the following amounts from this Fund:

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

Hotel reservation requests should be sent to the Hotel Mohican, Kansas City, Missouri. Reservations should be made as promptly as possible and it should be explained that they are being made on account of the Convention.

Room rates at the Hotel Mohican are presently as follows:

Single Room $8.00 $9.00 $10.00 $11.00 $12.00
Double Room, Two Beds $14.00 $15.00 $16.00 $17.00 $18.00
Suites (2 Rooms) $25.00 $27.00 $32.00 $35.00 $40.00
Studio (Parlor-Bedroom) $14.00 $16.00 $18.00

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.

Fraternal yours,

J. HOWARD HICKS
Secretary-Treasurer

HOWARD COUGHLIN
President

Vice Presidents

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

HELEN D. WISE

Local union secretaries will please read this call at the first meeting of their local unions.
Pastors Told To Use Union Building Labor
Suze St. Marie, Ont.—Bishop Alexander Carter of the recently formed Canadian diocese of Suze St. Marie has directed that preference be given to using union labor in church construction projects.

"We shall do everything possible to encourage our workers to join and take an active part in their respective unions," Bishop Carter said in a letter to priests.

"I shall instruct the priests in all dioceses to see to it that the scale of wages established by the government in conjunction with the union is observed," he added.

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

The bishop said that 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 is going to be a thing of the past.

"This fear is justified because Canadian banks are particularly suited to automation because their work flow is continuous and branch offices are a thing of the past," said John H. Brown, manager of the benefits and services department of the Canadian Bankers Association.

"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 Labor Statistics, it is estimated that each computer installed affects 140 jobs. Computer Sciences Inc. estimated that 10,000 computers would be installed during 1961. BLS has also indicated that 25% of the jobs affected are eliminated. This means that 1,250,000 employees on this continent were affected in 1961 and 325,000 white collar positions were eliminated.

This is just the beginning. A prominent U.S. Congress- man, W. 9, is believed to have estimated that 4,000,000 clerical jobs will be eliminated by automation in the next five years.

According to a D. A. Donovan, industrial relations officer, Canadian Imperial Bank of Commerce, the increase is the result of the gradual introduction of computers in the Canadian banking system and 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 photonic typewriter, automatic low clerk and automatic sales clerk would eliminate stenographers, senior officers and tellers in addition to the machines of machine operators, departmental clerks and their supervisors whose jobs will no longer exist.

"Unfortunately by union contract, these bank employees have no one to defend their rights as automatically taken over by the computer."

Many bank employees who have spent their lives acquiring certain skills and who have come to believe in the dignity of their own profession are in for a rude shock.

The Office Employees International Union has inserted an "invitation 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.

However, bank employees may apply for this protection through their local union of the National Labor Relations Board, which represents the company's white collar workers.

"Let's face it...together."

Campbell Funds
A LIBERAL Daily newspaper reports that "Liberal Party moneymen (at the Party's recent annual Advisory Council meeting) are putting a price tag of up to $50,000,000 on the next federal election campaign and figure they are still running a slow second to the Conservatives.

Speculation that the old-line party has 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 substantial share of the vote of the old-fashioned parties. Rather, devoted volunteers will contribute their time and skills for much of the work for which the other parties must pay.

But in the world of the future, the New Democrats could not bring the New Democratic Party within whisking distance of the planned election budget of the Liberals and Conservatives.

Federal Campaign Funds
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Files Charges Against Bank
Marshall B. Wilson, President of the Bank Employees Association, OEIU, Local 387, who previously was a labour Minister Michael Starr, has brought legal charges against the Bank of Montreal in Vancouver Policy Court.

Wilson now has charges of unfair labor practice against the Bank, as his former employer, union the Industrial Relations and Disputes Investigation Act.

The Bank is accused of intimidating and dismissing Wilson, after 22 years of service, because of his union activity in organizing bank employees. While seeking to have Wilson reinstated, the Bank attempted to organize to attempt to organize the employees in British Columbia.

The Bank was found guilty of charges against Bank.

Pension plan Benefits Rise
Pension plan benefits for members covered by the Western Ontario Pension Trust Fund will be increased upwards, as a result of the approval of the actuary's recommendations by the Trustees of the Plan, at a meeting held February 21.

Brochures will be prepared in the near future and distributed to members of Local 29, 31 and 11, covered by the plans. All of these contracts are over 1,000 members as of this date.

Benefits are increased under the benefit schedule to provide a retirement payment at age 65 of $2,00 per month for each year of past service up to but not exceeding 15 years, and 1.75 per cent of the employee's yearly contribution per month for each year of service.

For example: an employee who has 10 years of past service in the weeks 15 years after his employer starts contributing 19/4 per hour (cents and present contribution) will receive a pension at age 65 of:

- 10 years times $2.00 = $20.00
- 15 years times 1.75 $20.75
- (1.7 times 20.75) = $35.40
- Total Pension per Month $55.00

Views of International Union's Training Program As Seen by Gilles Beaudreau
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) representatives are constantly engaged in organizational work, arbitration, National Labor Relations Board procedures, and collective bargaining.

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 membership.

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 Trainer. I am convinced that the International Union thinks of Canadian Local Unions and those of the United States on an equal footing. I personally thank OEIU President Howard Cougill and Director of Organization H. A. Flaherty for giving me the honor of being the first Trainer.

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

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

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

The Publication is an informal publication offering guidance to Labor and Management and other parties who may avail themselves of the powers of the Act Administered by the Board.

The Publication lists the legal origin and function of the NLRA, 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.


Regulating a mutual respect between labor and management, labor union officials of Manchester, Maine, recently gathered to honor the retiring President of the Great Northern Paper Company, M. C. MacDonald. Serving as host of all the labor unions paying tribute were E. F. McGinn, member of OEIU Local 931, which represents the company's white collar workers. Pictured above, while labor and community leaders look on, M. C. MacDonald, center, held a plaque marking the occasion from the Ralph LeVitt, Vice President of the Polyp and Sulphur Workers. OEIU Local 922 Representative E. F. McCarron is second from the right.
The National Labor Relations Board—Its New Views on Picketing

By Walter M. Callaway, Associate General Counsel

In the category of decertification elections, the OEIU received an overwhelming vote of confidence during a recent 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 is not filing a petition for a new election since it received a vote of confidence from 60 local units 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 Union combined, for 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 attempting to organize white collar workers, an over-all analysis of the B.N.A. annual report discloses that the OEIU remains their number one choice.

Subscription Price $1 a Year

Reprinting 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 Fair Practices Act of 1942."

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 led the Senate through Committee hearings to educate fellow members of Congress and the public in the need for this vital measure.

A Racket?

Representative Ray Madden of Indiana recently told the House of Reps 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 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 $42,000 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 investigation 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 increase use of such manpower agencies and recommended that OEIU contracts be changed to provide 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 pretend scabs in companies against whom we are conducting strikes.

Named Director of AAA

Howard C. Coughlin, President of the American Arbitration Association, 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

The National Labor Relations Board is considering two significant thinking and policies of the former Board. Member Panning now finds himself in a position to review previous dissenting views on the scope of Section 8(b)(7). The Member Fullagar, McCarl and Member Brown to become the majority vote in a revenue and employment support for elections presented for reconsideration.

The first of these involved a situation where the Local Joint Executive Board of Airline and Restaurant Employees of Long Beach picketed the Crown Cafe. The Board adopted the petition with signs which informed the public that the cafeteria was nonunion. The employers and members of organized labor and their friends labored to maintain 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) does not proscribe informational picketing even though there may be a dual purpose to the picketing. It is significant that in this case the Board did not have the effect of including within its jurisdiction. If the Board had been the case, the Union would have suffered the same fate as the Hotel Stewards and Stewards of New York, the picketing of which was not protected by the Act because it was="Right the Board have permitted it, holding that Section 8(b)(7) does not proscribe informational picketing even though there may be a dual purpose to the picketing. It is significant that in this case the Board did not have the effect of including within its jurisdiction. If the Board had been the case, the Union would have suffered the same fate as the Hotel Stewards and Stewards of New York, the picketing of which was not protected by the Act because it was.

The second involved an election of the New York Beer Distributors Union Local 184 which was conducted by the Board. Among other things the firms of the beer distributors have a no work rule which prevents their picketing from becoming information because it lost its protection because of the effect it had on sales. The original decision finding the unions guilty of an unfair practice was reaffirmed after reconsideration.

The modification of a prior decision after reconsideration was handed down in a case involving the C. A. Westervelt Company. Here a local of the Hotel and Restaurant Employees' Union filed a petition for certification. It represented a majority of the employed and this Board permit the election. This Board permit the election. It represented a majority of the employees and was disposed of by the Board. The employer had filed a petition for the Board's contains that the Board had been the case, the Union would have suffered the same fate as the Hotel Stewards and Stewards of New York, the picketing of which was not protected by the Act because it was.

The Ohio and Pennsylvania Labor Leagues have filed charges against a number of employers and the Board has not commented on these charges.

The case involving the Stewards and Stewards of New York has been decided, as has the case of the Local 184 of the New York Beer Distributors Union. The Board denied the petition for certification, holding that the beer distributors' union had not been certified.

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