Coughlin at AFL-CIO Convention

In an address to the AFL-CIO Convention at Miami Beach, Fla., OEIU President Howard Coughlin directed the delegates' attention to the specific problem of the effects of automation on white collar workers.

New Disputes Plan Passed at AFL-CIO Convention

At the recent AFL-CIO Convention, at which President Howard Coughlin, Secretary-Treasurer J. Howard Hicks and Vice President J. O. Bloodworth represented the OEIU, a new Disputes Plan which provides for final and binding arbitration was passed after an all-night meeting of the Executive Council.

The Plan provides for the establishment of a mediation panel composed of persons from within the labor movement. The members of the Panel will serve at the pleasure of the President of the AFL-CIO. The Panel of Mediators will not be limited to members of the Executive Council. President George Meany assured the Convention that such Panel will be representative of men of experience within the movement.

In the event that the Panel is unable to resolve an existing dispute, the matter shall be forwarded to an impartial umpire also to be selected by the President of the AFL-CIO with the approval of the Executive Council.

After a determination made by the impartial arbiter after a hearing, it is expected that the parties involved will agree to such determination. However, if an appeal is filed from the determination of the umpire within five days, such appeal shall be referred by the President of the AFL-CIO to a subcommittee of the Executive Council.

The subcommittee may disallow the appeal in which event the determination of the umpire shall be final and binding. The subcommittee, how

(Continued on page 4)

Per Capita Tax To AFL-CIO Up

The recent AFL-CIO Convention increased the existing monthly per capita tax paid by National and International Unions from 5 cents to 7 cents per month.

In presenting the Committee's report, it was stated that the increased revenue was needed for the AFL-CIO to meet its commitment to such organizations as the ICFTU and to expand its organizing and legislative activities in addition to meeting the increase in normal operating costs.

$12.50 Increase At Fort Worth

The membership of Local 277, Fort Worth, Texas, employed by the Southwest Union Life Insurance Company are the recipients of a $12.50 monthly general increase according to the terms of a new one year contract.

Employees will now receive a $10 increase after their 30 day probationary period and an additional $10 monthly increase every 90 days until the maximum is reached. Employees are now guaranteed a 20% monthly increase when promoted to a higher classification.

 Newly added to this renewal agreement are a technological change clause, an agency shop clause, and a prohibition against subcontracting work outside the bargaining unit. An additional $10 monthly increase is guaranteed to employees in the event of automation.

Board Considers Heavy Agenda in Miami Beach

The Executive Board of the Office Employees International Union met at the Carillon Hotel on November 30 through December 5, 1961, just prior to the Convention of the AFL-CIO.

Highlights of the Executive Board meeting included:

- A discussion of the increasing problems posed by manpower agencies and their infringement on collective bargaining policies.

- The Executive Board instructed General Counsel Joseph Finley to study this problem and advise President Coughlin on ways and means of checking these practices.

The Board felt that the use of manpower agencies should be either eliminated or provisions made wherein these employees become subject to existing OEIU collective bargaining agreements.

- The Executive Board charged the OEIU Civil Rights Committee, consisting of Vice President Edward Simpson and Secretary-Treasurer J. Howard Hicks, with the responsibility of insuring the fact that discrimination of any kind is not countennanced in OEIU Local Unions.

The Executive Board also instructed the Committee to work with the AFL-CIO and the CLC in promoting non-discriminatory practices throughout the United States and Canada.

- The Board instructed

Executive Board Members as They Met in Miami

The OEIU Board interrupted a busy session in Miami Beach to smile pleasantly for the photographer. Seated from left are Vice Presidents Springman, Sullivan, Wise, Secretary-Treasurer Hicks, President Coughlin, Director of Organization Douglas, Vice Presidents Corum and Beaupre. Standing are Vice Presidents Hilliker, Knisick, Wallace, Elth, Morton, Bloodworth and Laws.
Buffalo Local Signs Two Contracts With Rem Rand

Buffalo Local 212 has come to agreement with the Remington Rand Division of the Sperry Rand Corporation with the signing of two contracts, covering the clerical employees of the company's location in Buffalo, N. Y., and Tonawanda, N. Y.

An 18-month agreement covering the 400 employees in Buffalo provides for a general wage increase effective October 16 of $2.00 to $4.00 per week plus a 25-cent hourly increase as a result of re-evaluation of all existing job classifications.

Negotiations were also achieved in the vacation, overtime, seniority, and grievance procedures. Hospital and surgical benefits were also liberalized.

Representing Local 212 in these negotiations were Emil Stein, Business Representative; William Fuller, Charlotte Bachman, Ruth Cope and Evelyn Halloway.

The agreement for the Tonawanda location covers 125 employees and is for a period of 30 months.

Wages in the Tonawanda contract were increased 5 cents to $9.00 per hour on October 16, 1960 and an additional 5 cents to $9.15 on January 7, 1961. A 10 cent per hour differential was also negotiated.

Employees will now be guaranteed 4 hours "call-in" pay. Other negotiated improvements included a modified Union Shop, a more liberal vacation schedule, increased welfare insurance benefits, and liberalization of the grievance procedures.

Business Representative Emil Stein led a negotiating committee composed of LaVerne Luther, Steck, Business Manager; Flora Davis, President; Eleanor Denver, Chief Steward; Arnold den Hoed and Shop steward Joan Schreiber.

The majority decision based on recent Supreme Court rulings which indicated a daifavor with any Board rulings reflecting a presumption of illegality.

Unfavorable union security clauses which would still not act as a contract bar include clauses requiring an employer to give preference to Union members in hiring, firing, or for seniority purposes, failure to give new employees a 30-day grace period of non-membership employment, and requiring payment of fines other than for dues and initiation as a condition of employment.

The A. E. L. employees and their Union met the challenge. Under the leadership of Business Manager Arnold den Hoed and with the assistance of International Representative Joseph Powell, Lowell ranked the Export Union among the largest in the maritime membership unit. The attempt was a dismal flop. The company exploited every advantage to the utmost advantage of the employers under current NLRB election procedures. It promised bigger and better benefits if the OEU was defeated. It offered more job security and promotions from within, guaranteed these employees in their hard-won, contract employment. The OEU was defeated, and in point of fact, the employer, if the OEU was turned down.

Keystone Coat Ruling Upset

By a 3 to 2 vote, the NLRB has decided to overrule the Keystone Coat Company's refusal to sign a contract, a refusal which is based on a 30-day no-work rule. The NLRB would not act as a bar to a representation election.

The court overruled the Keystone rule, a contract containing an invalid Union security clause could not act as a bar to a representation election to oust a certified Union even though the invalidity was due to some ambiguity in the security clause and was not intended by the parties to be illegally enforced.

Taking part in the court's decision were Justice Douglas, Justice Brennan, Justice Goldberg, Justice Harlan and Justice Frankfurter.

The majority held that the decision does not rest on the rule that the lack of a clear proviso for a 30-day period of non-membership employment or a refusal to sign a contract bars a representation election by the Board.

The Board majority noted its decision on the 1958 Supreme Court rulings which indicated a disfavor with any Board rulings reflecting a presumption of illegality.

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OEIU Contributes to Eleanor Roosevelt Cancer Foundation

The OEIU, AFL-CIO, thus far has contributed more than $2,000 to the Foundation this year. The OEIU has made a program designed to raise one million dollars.

Checks in the amount of $600,000 were presented to Mrs. Roosev- eter on the occasion of her 75th birthday during the recent AFL-CIO Convention.

Many unions, including the OEIU, are continuing this drive in order to raise the full quota of 18 cents per member.

In response to a management attempt to have the OEIU decertified as collective bargaining agent by 21st Century employees of the American Export Lines sounded a loud and clear vote of confidence in their OEIU representation.

Office employees in the lines' New York and Hoboken offices recently voted to continue their representation by the OEIU in an NLRB election. The election was handily won by Local 153, over by a substantially wider margin than the original vote which resulted in Local 153 being certified by the NLRB in 1960.

The significance of this election extended far beyond the maritime industry, which gave its close attention, and the immediate New York area. It was apparent that the management had instigated this decertification attempt and was prepared to stop at nothing to defeat the OEIU and to continue the large maritime membership unit. The attempt was a dismal flop. The company exploited every advantage to the utmost advantage of the employers under current NLRB election procedures. It promised bigger and better benefits if the OEU was defeated. It offered more job security and promotions from within, guaranteed these employees in their hard-won, contract employment. The OEU was defeated, and in point of fact, the employer, if the OEU was turned down.

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Stronger Civil Rights Program

Adopted by AFL-CIO Convention

A strong civil rights resolution, which strengthened the machinery for the enforcement of the AFL-CIO anti-discrimination policy was adopted unanimously at the Federal AFL-CIO's Fourth Constitutional Convention.

President Meany described the resolution as a clear and forceful statement in favor of anti-discrimination. The resolution was adopted by a vote of 3,834 to 836. The resolution was adopted by a vote of 3,834 to 836. The resolution was adopted by a vote of 3,834 to 836.

Among the other things the new civil rights plan called for: the enforcement of the new civil rights plan adopted by the AFL-CIO this year. This resolution means that the AFL-CIO's anti-discrimination policy will be enforced more vigorously than before.

The resolution also applies to all unions that are members of the AFL-CIO. The resolution does not apply to any unions that withdrew from the AFL-CIO after 1959.
OEIU

The above indent of the Canadian Organizational of Employees' Union at-arms. The trustees are Joe Lang, George Williams and Max Riplinger.

Insurance Employees Union OfSaskatchewan JoinsOEIU

Three hundred and seventy-five members of the Saskatchewan Insurance Employees' Union, chartered by the Canadian Labour Congress, have voted to transfer to the Office Employees International Union. Vice President William A. Lowe reports that the favourable decision to transfer was largely the result of the interest, cooperation and assistance extended by the Executive Officers of the Saskatchewan Insurance Employees' Union.

The Executive Officers are Harry Van Eyk, president; William Turner, secretary-treasurer; Carl Laufer, first vice president; Ed Heinrich, second vice president; Alice Parent, recording secretary, and Armand La Chance, sergeant-at-arms. The trustees are Joe Lang, George Williams and Max Riplinger.

Permission to contact the members of the Saskatchewan Insurance Employees' Union for the purpose of discussing a transfer to the OEIU was given by the Canadian

Elected

Roger Zeamann, recently elected president of the Canadian Organizational Conference and vice president of Local 57, Montreal, Quebec, Brother Zeamann is an employee of the Continental Can Company of Canada and has been active in several OEIU organizational campaigns.

Labour Congress on July 17, 1961, a meeting was held by Vice President Lowe with the executive officers and shop stewards of the Saskatchewan Insurance Employees' Union for the purpose of fully discussing the reasons for transfer and the advantages to be gained. Representatives of the Canadian Labour Congress, Jack Evans and Ray Sedwick, were most helpful and, as required by Congress policy, supervised the secret balloting at Regina, Moose Jaw, Saskatoon, Prince Albert and North Battleford, all cities being in the Province of Saskatchewan.

The final result of the vote was 90 per cent in favour of transfer. It was pointed out to the members that they would still retain their affiliation with the Canadian Labour Congress with the per capita tax paid by the OEIU.

The interest of this group is demonstrated by the fact that President William Van Eyk, Secretary-Treasurer William Turner and Vice President Carl Laufer, accompanied by Vice President Lowe, held a meeting with the members in Moose Jaw on Sunday, November 26, and on Monday travelled 300 miles to Prince Albert where a meeting was held in the afternoon. After this meeting they travelled 140 miles to North Battleford for the purpose of holding a further meeting with the members in that section.

The keen interest of the members is shown by the fact that, although the meeting was held in the Battleford, it did not start until 9:30 p.m., 21 of the 23 members were present and they voted for all the resolutions. The Battleford members were of the opinion that the Battleford OEIU should be transferred to the OEIU and they were joined by members from all sections of Saskatchewan.

Generally speaking, Canadian union members have a deep sense of loyalty toward their international unions, said Executive Vice President William Dodge of the Canadian Labour Congress in his address to the AFL-CIO Convention in Miami Beach last month. "In administrative, financial and constitutional matters, the Canadian member take their place beside all other members on a basis of equal recognition of their rights and responsibilities," Vice President Dodge went on.

The Canadian system of government is not like that of the United States, he noted, and for that reason Canadian union members "must work out a policy on political action suited to the Canadian parliamentary system."

Brother Dodge then offered "with great respect" a few guiding rules to content the already close relationship between U.S. and Canadian labor. They were:

1. "Union constitutions which restrict the freedom of members of international unions to support political policies geared to Canadian conditions should be amended as soon as possible."

2. "Don't treat Canadians as if they were Texans or New Yorkers. Canada is an independent nation and Canadians are very determined not to be regarded as if they were citizens of a 51st State."

3. "Give your Canadian members adequate service and you will reap a rich return in loyalty. The most common complaint we hear at Congress headquarters is poor service to the members, mainly directed at a small minority of unions with very few members in Canada."

4. "Give Canadian affairs adequate coverage in your union publications. If you are short of Canadian news items of interest to Canadian labour, get in touch with us and we will see that you get a continuous supply."

5. "Don't expect Canadians to reflect American viewpoints in international affairs, the problems of international trade, domestic economic policy and political action. Canadians are developing a strong sense of independence in these matters, an independence which applies equally to British and any other outside influences."

"We have not always seen eye to eye on all matters, and we probably never shall. But we are working toward the same objectives and are motivated by the same ideals, the historic objectives and ideals of the labor movement since its very beginning, and we are therefore friends as well as neighbors, sharing the burden on this continent of the universal task of the trade union movement, the building of a better world of peace, plenty and freedom for all peoples."

Employers React

"That's all they ever think about . . . money."

The above cartoon appeared in the Vancouver Sun in the course of an organizational campaign conducted by the OEIU among bank employees in Vancouver, B. C.
Your President was asked by AFL-CIO President George Meany to attend a two-day conference in Brussels, sponsored by the International Confederation of Free Trade Unions. This conference, the first of its kind called by the ICFTU in 10 years dealt with the problems of white collar workers.

Prior to these sessions, I was asked to prepare in advance of the conference a statement dealing with “Trends in Non-Manual Employment and Their Social Effects.” When the conference was organized on November 3rd in Brussels, your President was chosen as Vice President of the conference and asked to act as Rapporteur for the program dealing with the subject matter of the statement I prepared.

It is interesting to note that approximately 150 delegates, representing the free trade union movement of the world were unanimous in their opinion that certain distinct differences existed between white collar workers and blue collar workers. This unanimity of opinion was particularly important because delegates of attendance were representative of white collar unions, such as the OEU, and also industrial unions which organized white collar workers.

The conference emphasized the fact that great efforts still have to be made to organize white collar workers. In accomplishing this task, it was stated that special attention would have to be given to the increasing proportion of women in the total white collar work force.

It is noteworthy that those unions which are most successful in the white collar field are pure white collar unions. For example, the TCO in Sweden, a white collar union, is one of the largest unions of that country. It is estimated that more than 90% of the white collar workers in Sweden are organized. DAG in Germany, also a pure white collar union, is almost as large as DGB which is the general federation of labor in Germany.

TUC Views

Delegates representing the Trade Union Congress of Great Britain stated that the need for white collar unions in certain service industries was recognized and imperative. They went further and said that while certain industrial unions in mining and production industries organized clerical workers, the Trade Union Congress of Great Britain recognized the need for cooperation between all white collar workers and provide for year-round meetings of representatives of all of these groups, thereby stressing the particular differences which exist between non-manual workers and manuals.

The growth of white collar organization in the developing countries is particularly noteworthy. While these organizations are relatively small, we must give attention to the need for assistance to these new unions.

The underdeveloped countries and those in the process of development will not undergo the era of mass production which typifies the United States and Canada. These nations, with the assistance of the free world, will have the advantages of an automated society and thus will immediately produce a large non-manual population which must be organized into free trade unions.

This task must be accomplished, first, in order to insure the fact that those goods produced by these workers do not compete successfully against the rest of the world because of low wages. Secondly, that these workers do not fall into the hands of the Communists who are seeking to train and guide them.

The International Confederation of Commercial, Clerical and Technical Employees, of which the OEU is an affiliate, is sending a mission to Africa for purposes of gaining the affiliation of non-manual unions.

The International Confederation of Free Trade Unions is doing its utmost to insure the growth of free trade unions in Africa, Asia and Latin America.

PRESIDENT HOWARD COUGHLIN

An Exchange of Ideas

THE WHITE COLLAR

CANADIAN FILE

Local Fights for Bargaining Rights

On August 1, 1961, the British Columbia legislature passed a special “Expropriation of B. C. Electric Company Act,” wherein the government expropriated the B. C. Electric Company.

This Act stipulates that the B. C. Electric Company is now a Crown Agency. Obviously, during the expropriation, employees of the company have been discussing the question of collective bargaining rights under the Labor Relations Act. Briefs have been presented to the company’s new Board of Directors. Other conferences are also taking place with the Minister of Labour and other political figures including the Premier himself for purposes of establishing our collective bargaining rights.

The new OEU Local 378 in Vancouver is in the process of reaching a final agreement with the company.

When the Conference of Free Trade Unions met at Turin in the summer of 1961, a resolution was adopted by the delegates including the President of the Confederation that the United Kingdom government should establish a system of collective bargaining in the public sector.

This resolution was part of a report of the C.E.C. (Civil Employees Committee) which was written by the President of the C.E.C., Mr. Bert Needham.

The C.E.C. report states that the British civil service is the only major government department that is not subject to collective bargaining and that this is one of the fundamental rights of employees.

The Act stipulates that the B. C. Electric Company must deal with these unions.

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Insurershop Unions Joins the OEU

(Continued from preceding page)

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