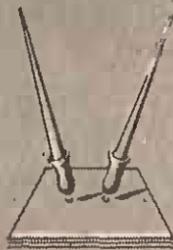




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Office Employees International Union

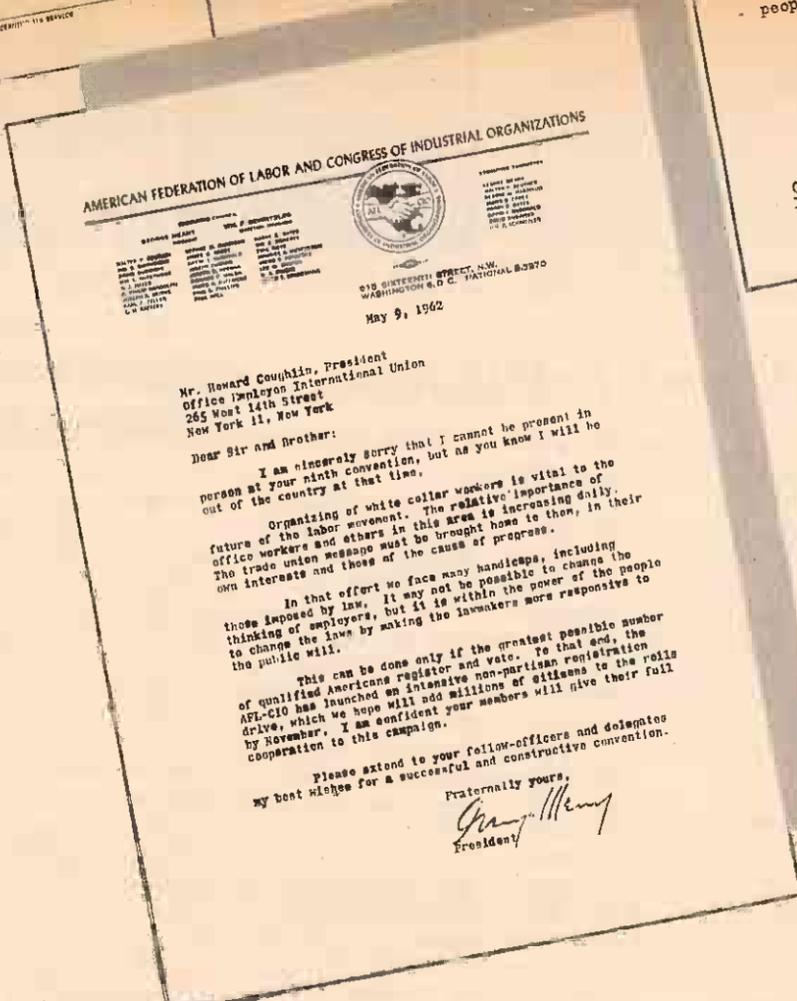
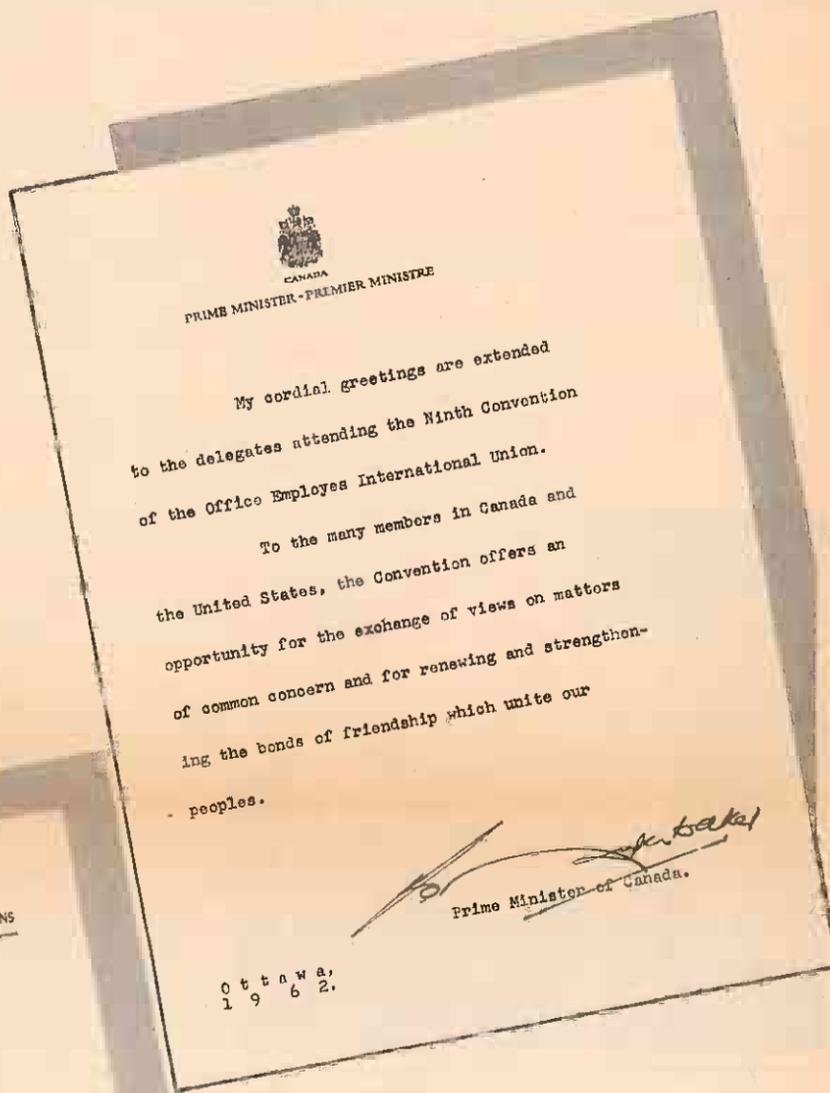
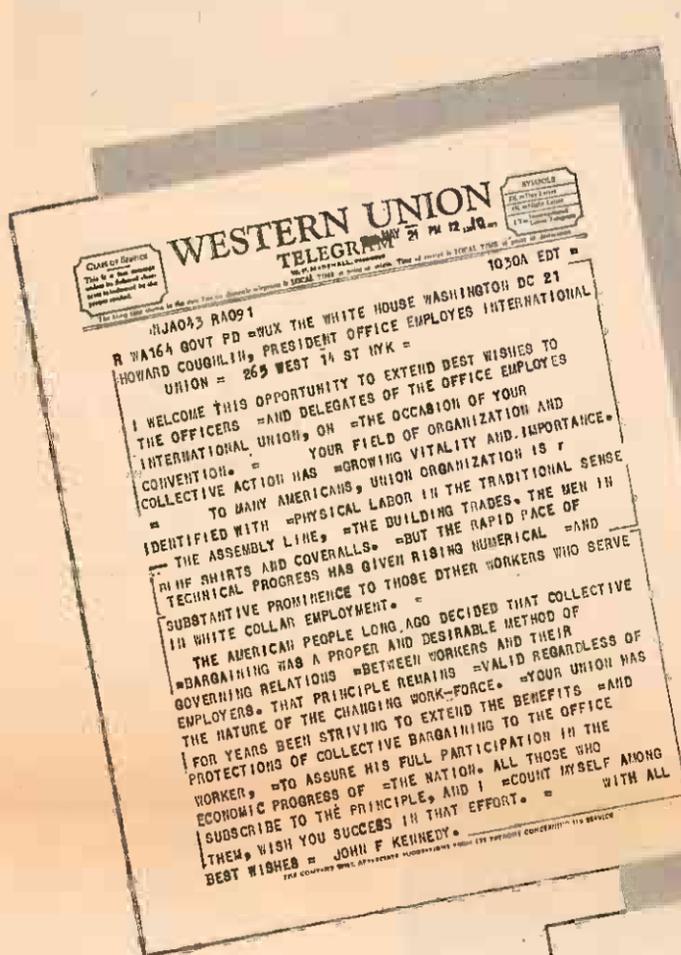


No. 201

JUNE, 1962

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## National Leaders Hail 9th Convention



**T**HE Ninth Convention of the Office Employees International Union, AFL-CIO-CLC will convene at the Muehlebach Hotel in Kansas City, Missouri beginning June 11, 1962. It is anticipated that the Convention will adjourn June 15, 1962.

Based on the number of credentials received, as of the date "White Collar" was prepared, it is indicated that this Convention will be the best attended in our history. Men and women representing 250 Local Unions in the United States and Canada composed of membership employed in 77 industries throughout our countries will be delegated to act on all matters brought to the attention of the Convention.

OEIU members are found in every major industry throughout the United States and Canada. These industries include paper manufacturing, utilities, hotels, metal manufacturing, breweries, dairies, radio, motion pictures, television, steel, aluminum, electrical supplies, steamship, freight forwarding,

banks, insurance, stock exchanges, atomic energy, nuclear power, and air frame.

The membership of the Office Employees International Union has continued its growth. The OEIU is better known throughout the United States and Canada than ever before.

Delegates assembled at the Ninth Convention will deal with a number of proposals designed to expedite our organizational program. Our delegates will also make themselves heard on pending legislative matters such as equal pay for equal work, the King-Anderson Bill, and numerous other matters directly affecting the lives of working men and women.

Heading up the list of speakers scheduled to address the Ninth Convention of the OEIU is former President Harry S. Truman. Mr. Truman, ever popular with the membership of the OEIU, will be given a tumultuous welcome.

## Harry Truman to Address Convention



Former President Harry Truman as he welcomed President Coughlin to the Truman Library.

Florence Carlson, President, and Hugh Wilburn, Secretary-Treasurer of Kansas City Local 320, along with OEIU President Howard Coughlin and Secretary-Treasurer J. Howard Hicks visited recently with former President Harry S. Truman in Independence, Missouri.

President Truman assured his OEIU visitors that, barring unforeseen events, he will address the OEIU Convention at the Hotel Muehlebach on Tuesday, June 12, 1962.

While awaiting what eventually turned out to be a most pleasant meeting, OEIU officers and officials of Local 320 were treated to an experience which they will not soon forget. President Truman's staff invited them to visit the auditorium and listen to the former President address a group of 275 school children ranging from 6 to 10 years of age.

After a short talk, the President went out of his way to invite questions. He encouraged these very

young children to ask any questions they saw fit to ask. All in all, he must have answered approximately 30 to 35 questions. These questions dealt with his feelings when assuming the office of the Presidency, his confidence in his reelection in 1948, his decision to use the atomic bomb during World War II, his education, and many additional varied subjects.

President Truman answered each and every question with care and consideration for the age of those who asked the questions. The children received an education during this short period that they will probably never forget. The President never evaded a single question. He answered every one in a direct forthright manner.

When the OEIU officials were told that he does this regularly when groups visit the library, we found it difficult to believe. Here, in effect, is a former President of the United States at the age of 78 still working long hours, primarily devoted to the education of the population and particularly to the interests of school children who visit the Truman library. This is truly a great American.

OEIU delegates will be looking forward with great pleasure to seeing and hearing Mr. Truman during the Ninth Convention.

## "Equal Pay for Equal Work Should Be Goal,"—Coughlin



President Howard Coughlin, right, as he testified before House Subcommittee in New York, chaired by Congressman Herbert Zelenko of New York, center. At left is Congressman Dominick Daniels of New Jersey.

OEIU President Howard Coughlin, in testimony before a House Subcommittee headed by Congressman Herbert Zelenko of New York, called for equal pay for equal work for women.

In his testimony, President Coughlin stated that "22½ million women make up one-third of our

entire work force. They are playing a most significant role in our nation's economy and it is indicated that they will play a greater role in our nation's future.

"The pressing need for legislative assistance for our working women is dramatically emphasized when it is realized that these women are employed in the work force as the principal or essential income producers not only for themselves, but also for dependent family members.

"Contrary to some popular misconceptions, these women are not at work to fill idle hours, or merely to acquire non-essential luxuries of life, but more often than not, because they are the heads of household, the sole support of a family, or providing needed income for the mounting costs of education, medical care, and housing.

"There are over 7½ million working mothers who are employed to provide support for children under 18 years of age, frequently because of the absence of a male breadwinner.

"There are over 2¼ million women who are heads of their families and are employed in the work force.

"The extent of discrimination against women was emphasized in a recent study undertaken by the National Office Management Association. Thirty-three per cent of the 1900 companies surveyed frankly reported a double standard of pay for male and female office workers.

"Women make up only 1 per cent of the top labor grades in Federal employment."

The OEIU President stated that the extensive practice of wage discrimination must be remedied, not only for purposes of correcting prevailing inequities, but also to eliminate the practice of replacing male workers with women at lower wages.



Harry Truman, center, with the OEIU delegation that visited him in Kansas City. From left are Hugh Wilburn, Secretary-Treasurer of Local 320; Howard Hicks, OEIU Secretary-Treasurer; Mr. Truman; President Coughlin, and Florence Carlson, President of Local 320.

## \$52 Increase in Oakland Settlement

An outstanding settlement has been won by Local 29, Oakland, Calif., covering its members at the Alber Milling Company.

The two-year contract, negotiated with the assistance of the State Conciliation Service, represents a total gain of \$52 per month in salaries and fringe benefits for each employee.

Wages were increased \$25 per

month as of March 1, 1962, and an additional \$22 per month effective March 1, 1963.

Other improvements include a ninth paid holiday, 3 weeks' vacation after 7 years, 4 weeks' vacation after 20 years, the Union welfare plan, including \$2,500 of life insurance and pay for jury duty.

Nancy Panky and Ethel Watts

served on Local 29's Negotiating Committee.

Another contract was signed with the law office of McMurray, Walker and Tepper, providing for an increase of \$25 per month.

Additional progress in organizing and contract settlements for the benefit of Local 29 members will be stimulated by the addition of a new full-time business agent.

Joseph Nedham has been appointed to the Local Union staff as the third full-time business agent in addition to a full-time Secretary-Treasurer.

Business Agent Nedham holds a B.A. Degree in Industrial Relations from the University of California and has performed graduate work there. He was formerly a Field Representative with the Building Service Employees International Union.

### S. F. Victory

Secretary-Treasurer Phyllis Mitchell of Local 3, San Francisco, Calif., reports the successful organization of the office employees of the Hearthstone Insurance Company.

In an NLRB conducted election held on April 30, the employees of the company voted 10 to 1 in favor of representation by Office and Professional Employees, Local 3.

Contract negotiations are now under way with the company.

## Settlement Reached In Tuscaloosa, Ala.

Local 199, Tuscaloosa, Ala., has concluded negotiating a three year contract with the Central Foundry Company. The new agreement provides for wage increase of 5½ cents per hour effective January 1, 1963, and an additional 5 cents effective January 1, 1964.

In addition, the Company will assume full payment of a very fine hospitalization and welfare plan, paying the cost for the employee and dependents. Benefits under the pension plan were approximately double that provided in the old agreement.

This contract was negotiated with the assistance of Commissioner Wylie Roberts of the Federal Mediation and Conciliation Service.

Representing Local 199 in the negotiations was Chairman Wilson David Boyd, Billy D. Kizziah, President Millard Blair Capell and Floyd Ezell. This committee was assisted by Vice President Oscar Bloodworth.

### Milwaukee Win

The traveling field auditors of the National Food Company voted unanimously for the OEIU in an NLRB election conducted on May 11, 1962, in Milwaukee, Wis.

This successful campaign was led and concluded by International Representative Art Lewandowski.

## Secretary of Labor Conveys Greetings

By Arthur J. Goldberg

Greetings to the officers and members of the Office Employees International Union on the occasion of your 1962 Convention.

Our progress as a Nation in science and technology has brought deep and far-reaching changes to our society. One of the most profound is the changing character of the labor force. While the demand for unskilled and semi-skilled workers is declining, the number of men and women in white-collar occupations grows rapidly, but not fast enough to fill the great need.

Your union has always met this change in the progressive tradition of the American trade union movement. That is why I am sure you will agree with me that this age of automation offers for our society a vast new frontier of opportunity for higher levels of living and spiritual achievement.

You have my best wishes for a successful Convention.

## Wide Range in Retirement Plans

Average normal monthly retirement benefits for over 3 million employees covered by joint trusted pension plans were \$68.34, according to the Labor Department. Payments ranged from \$10 a month to \$230 in the 736 plans surveyed. The assumptions for these estimates were retirement at age 65, earnings of \$4,800 a year, and future service credits of 30 years. Benefits were supplemental to social security.



# CANADIAN FILE

## National Health Insurance Prime Topic in Canada, Too

National health insurance has become a number one topic in Canada, with the labor movement playing an active role. The subject is not a new one, it has been battered about throughout the entire lifetime of most Canadians now living; but Canada still shares with the United States the doubtful honor of being one of the few civilized countries without a form of health protection that applies to all its citizens.

In Canada the situation is complicated by the fact that the 10 provinces, rather than the federal government, hold primary jurisdiction in the field of health. This is not, however, an insuperable stumbling block. A national hospital insurance plan was introduced in 1958 with the federal government providing the blueprint and a sizable part of the financing and the provinces putting it into effect.

This is the kind of approach that advocates of a comprehensive national health plan now seek. Focal point of the present dispute is the prairie province of Saskatchewan where doctors are threatening to strike. Saskatchewan, with a Co-operative Commonwealth Federation (CCF) government, predecessor of Canada's New Democratic Party, led the way in hospital insurance prior to the introduction of the federal plan. Last year the Saskatchewan government sought and won re-election in a fight that centered on the introduction of a compulsory medical plan. The people of the province gave the government a mandate indicating that they wanted such a plan. The doctors have balked.

### Follow Messy Methods

The medical men plunged into the 1960 Saskatchewan election with all the messy methods of the American Medical Association. Doctors warned their women patients that with government health insurance they would no longer be able to honor their confidences. Just how the situation with regard to government insurance differed from that which already obtained with regard to private or doctor-sponsored health plans was never explained. Anyway, the doctors lost.

The CCF government, back in office, proceeded to map a plan which is due to go into effect July 1. Some doctors have said they will leave the province if the plan goes into effect, others are threatening to provide only emergency service. The plan will be financed jointly by premiums and taxation. It is estimated that of the 193,000 tax-paying heads of families in Saskatchewan, 100,000 will pay no premium. A family of four with an income of \$3,000 will pay just over \$40 a year; the same size fam-

ily with a \$7,000 income will pay \$100.

Basically, the position of the Saskatchewan government is that public funds must be under the control of a body which is representative of all groups. The doctors insist that any plan they take part in shall be under their exclusive control. There the situation is stalemated.

Meantime, across the country, political parties are waging a general election with the vote scheduled for June 18. The New Democratic Party is naturally beating the drum for a national health plan and aiming rapid fire at the doctors. The Liberals say they are for a health plan too; but the fact that this party has been saying the same thing for the past 42 years weakens its claim. The Conservatives, the party in power at Ottawa, are trying to ride the fence, depending to some extent on the fact that the government recently appointed a Royal Commission to look into the whole matter of national health.

There was a volume of information available when the Royal Commission was appointed. A large-scale sickness survey disclosed in 1956 that Canadian families with higher incomes received the most medical care and had the least illness. As the scale of incomes dropped so did the medical care, and the amount of illness increased. The difference was even sharper with regard to dental care.

Voluntary insurance plans now cover roughly half the population, with a heavy concentration among organized workers who have negotiated health plans in their contracts. Farmers are in a far less favorably position and the Canadian Federation of Agriculture supports a government plan.

The Canadian Medical Association, in a brief to the Royal Commission on Health Services, categorically opposed a government plan and handed out strong hints that its members would refuse to co-operate in such a project.

Labor's views were placed before the Commission in a 24,000-word memorandum from the Canadian Labour Congress, advocating a comprehensive plan with quality

## Organizer Named By Montreal Local

The membership of Local 57, Montreal, Quebec, has approved the appointment of Gilles Beauregard as a full time organizer of their Local Union. The approval followed a recommendation of the Local Union's Executive Board.

In discharging his duties as an organizer for Local 57, Brother Beauregard will be applying the methods and techniques acquired in the training program conducted by the International Union.

He was the first trainee sponsored by an OEIU Local Union to benefit from an intensive training period of actual organizational work under the guidance of experienced OEIU Business Agents.

He now will put this extensive training experience to good use for the benefit and growth of Local 57.

## B. C. Supreme Court Gets Bank Case

A ruling by Magistrate Bernard Isman, that the Bank of Montreal produce its documents relating to the discharge of Marshall W. Bluck, is being appealed to the British Columbia Supreme Court.

Bluck, President of the Bank Employees Association, Local 387, OEIU, brought charges against the Bank under the Industrial Relations and Disputes Investigation Act alleging that he was intimidated and dismissed because of his attempts to unionize the bank's employees.

The bank denied the charge but refused to produce documents relating to the case, contending that requiring the Superintendent of the Bank to produce such documents would, in effect, require the bank to produce evidence against itself.

The trial court rejected this argument and ordered the production of the documents. It is this ruling that the Bank is appealing.

care starting with preventive services and running through all phases of medical and dental needs, including rehabilitation. The CLC took the position that the country's health needs are not now adequately provided for and only the government has the authority and the finances to plan the necessary comprehensive health program to make services available to everyone.

As the tempo of the fight stepped up, it appeared that the doctors were losing some of the glamor that has traditionally surrounded their profession. General opinion seemed to be swinging to the view that some form of much broader insurance than private companies or doctors could provide was inevitable. When remained a matter of doubt.

## Minister of Labour Wishes OEIU Well

Dear President Coughlin:

Would you please convey to the delegates to your Ninth Convention my greetings and very best wishes.

I hope that your convention will be productive and enjoyable, and that in the year ahead your international union will prosper both in the United States and Canada.

Thank you very much again for your invitation to attend your Convention. As you know, this is a very busy time for us and I am afraid such an extended trip is impossible. I hope that your Convention is very successful.

Michael Starr,  
Minister of Labour, Canada.

## 210 Hydro Employees in Quebec Join OEIU

Approximately 210 employees of the Quebec Hydro Commission, Carillon, Quebec, have joined the OEIU as the result of an organizing campaign conducted by International Representative Romeo Corbeil.

Corbeil has petitioned the Quebec Labour Relations Board for certification after 85 per cent of the eligible employees designated the OEIU as their collective bargaining agent. This substantial bargaining unit comprised of 210 clerical workers will be affiliated with Local 57, Montreal, Quebec.

The Quebec Hydro Commission,

which employs these clerical and salaried employees is currently engaged in the construction of power plants which will tap Quebec's natural water power resources.

The OEIU has previously represented the clerical employees during the construction phase of the Ontario Hydro Commission and presently represents the white-collar workers of the Peace River power project in British Columbia.

The employee representatives of the Quebec Hydro Commission are now working on their collective bargaining proposals for their first negotiations.

## It Pays to Be Educated, Canadian Survey Shows

A survey of the educational achievements of members of the Canadian labour force indicates a positive relationship between income and educational level at all ages. Furthermore, maximum income is reached at an early age for those with the lowest level of education, while those with the highest degree of education tend to have increased earnings until retirement age.

Approximately two-thirds of Canadian males with only elementary school education had annual incomes of less than \$4,000. About 45 per cent of those with a complete high school education were in this income category and about 26 per cent of the male college graduates were similarly situated.

Contrasted with this, 16 per cent of the male college graduates reached an income level of \$10,000 or more, compared with 4 per cent of the high school graduates and less than 1 per cent of those whose schooling stopped at the elementary level.

The following table indicates that the correlation between educational level and annual income is true for male and female members of the Canadian labour force. However, the relationship between average income of men and women is not truly reflected by the table since the average for women is reduced considerably by the inclusion of a high proportion of women with only a part-time participation in the labour force.

Education Level	Average Income (1959)	
	Men	Women
No schooling	\$1,648	\$ 956
Some elementary school	2,495	956
Finished elementary school	3,266	1,273
Some high school	3,723	1,558
Finished high school	4,638	2,016
Some university	4,551	2,485
University degree	7,046	3,303

## 'Political Leave' Offered By Canadian Employer

Vancouver, B. C.—James Sinclair, president of Lafarge Cement, Ltd., and its subsidiary, Deeks-McBride, Inc., an old politico himself, has sent his 325 employees notices urging them to take an active part in the June 18 all-Canada elections. Local 15, OEIU, represents the office employees of Lafarge Cement, Ltd. at Richmond, B. C.

Sinclair, formerly minister of fisheries in the Liberal cabinet, has offered leaves of absence to any employee who wants to take an active part in the campaign, and has promised to maintain seniority and full pension, welfare and health insurance payments for any elected to Parliament.

"When I was active in politics," Sinclair observed, I found many businessmen would decry the caliber of political candidates, but at the same time they would not permit their own employees to seek nomination or take an active part in political campaigns.

"I disliked this attitude, and now that I am in business I feel I should be consistent."

## Office Workers Day Proclaimed in Puerto Rico

Antonio Cuevas Viret, Director of the Personnel Office of the Commonwealth of Puerto Rico, recently proclaimed the 27th of April 1962 as the "Office Worker Day."

In a letter addressed to OEIU Representative Heriberto Ortiz we were informed that this proclamation was made at the special recommendation of the Governor.

The proclamation is as follows: "WHEREAS, the work per-

formed by the office employee is a valuable contribution to the general progress of this country;

WHEREAS, the office worker accomplishes useful and efficient tasks in the industry, in the commerce and the public service;

WHEREAS, it is justifiable to recognize the excellent work accomplished by this employee in private business as well as in the government organizations;

THEREFORE, THE UNDERSIGNED, ANTONIO CUEVAS VIRET, Director of the Personnel Office of the Commonwealth of Puerto Rico, proclaims the 27th of April 1962, as the OFFICE WORKER DAY, and request from the employers, governmental agencies and the public in general to patronize all those activities conducted in recognition of this employee."

from the desk

of the

## PRESIDENT

HOWARD COUGHLIN



### Ninth Convention Nears

AS we go to press, we are fast approaching the opening day of the Ninth Convention of the Office Employees International Union. It is anticipated that between 300 and 400 delegates will assemble at the Hotel Muehlebach in Kansas City as the gavel sounds for the opening day on June 11th.

On the Sunday prior to the Convention, all Organizational Conferences affiliated with the OEIU will hold individual sessions and then subsequently will convene together for purposes of an organizational session spearheaded by Director of Organization Douglas and General Counsel Joseph Finley.

As is true of all other Conventions, the business of our Union will be accomplished through the medium of action on resolutions presented to the Convention by our Local Unions and recommendations of the International Union Executive Board.

Unlike most conventions, however, our International Union officers will be elected by secret ballot. While it is true that the Labor-Management Reporting and Disclosure Act of 1959 does not contain a requirement for the secret ballot election of International Union officers, it is also true that our Union has insisted on this type of procedure since it was born in 1945.

We are proud of the democracy practiced by the Office Employees International Union. Long before the passage of the Landrum-Griffin law, most of our Local Unions elected their delegates and officers by secret ballot. All constitutional amendments made by Local Unions are adopted only after at least one reading at a prior meeting and proper notice for the meeting at which final action is taken.

OEIU Secretary-Treasurer Hicks provides regular quarterly financial reports to all Local Unions of the OEIU and has been doing this since the OEIU was founded. Yearly financial reports are also furnished to all Local Unions of the International Union and, at the Ninth Convention each delegate will receive the Secretary-Treasurer's report which will contain an account of the income and disbursements of our Union for the three years which have elapsed since our Montreal Convention.

Our delegates will be given a copy of the President's Report which will summarize the outstanding activities of our Union during the past three years. The President's Report will also include a chart which will indicate to the delegates assembled that our Union is continuing its growth. While the growth in the last three years has not been as rapid as in prior periods, the outlook is good for continuing advances in membership.

A summary of all actions of the Executive Board of the OEIU since the last Convention will also be submitted to each delegate in attendance.

A Committee will examine the officers' and Executive Board's reports and will be required to submit its findings to the Convention. Committees on Constitution, Organization, Legislation and Resolutions will also report back to the Convention and each of their recommendations will be acted on by the delegates assembled.

While our Convention will operate in accordance with rules adopted by the Convention itself, all delegates will be given an opportunity to discuss any subject brought to their attention through Committee reports. Wide latitude is generally given to each speaker in order to insure our democratic processes.

OEIU Local 320 has prepared a program of welcome and entertainment for the delegates.

We anticipate that the Ninth Convention of the Office Employees International Union will be both constructive and memorable.

### Rule Modified on Back Pay Awards

The NLRB has modified its former rule governing back pay awards in unlawful discharge cases where initially the trial examiner finds a discharge to be lawful and is later overruled by the Board.

Previously an employer's liability

for back pay to the unlawfully discharged employee did not include the period from the trial examiner's erroneous finding until the Board's reversal.

The effect of the Board's new ruling is to make the employer liable for back pay from the time of the unlawful discharge until the employee is reinstated.

The Board stated that the former rule was "benefiting the wrongdoer at the expense of the wronged."

## Observing a Diamond Jubilee



OEIU International President Howard Coughlin, standing second from left, was among leading labor organization officials paying tribute to Pattern Makers' League of North America, AFL-CIO, on the occasion of their Diamond Jubilee dinner held at the Hamilton Hotel, Washington, D. C. Among other notables in attendance were, seated, left to right: James A. Brownlow, president of Metal Trades Department; Gunnar Hallstrom, Pattern Makers' President; AFL-CIO President George Meany, and AFL-CIO Secretary-Treasurer William F. Schnitzler. Standing, left to right, are Boilermakers President Russell K. Berg, OEIU President Coughlin, AFTE President Russell M. Stephens, IAM President A. J. Hayes, Ironworkers' Vice President Robert E. Cooney, IBEW President Gordon M. Freeman, Secretary-Treasurer B. A. Grifta of the Metal Trades Dept., Ironworkers' Vice President Laverne Smith, Ironworkers' President John H. Lyons, Jr., Ironworkers' General Organizer Joseph Maloney, and Frank Bonadio, Secretary-Treasurer of the Building and Construction Trades Department.

### General Increase Gained in Florida

Vice President J. Oscar Bloodworth has reported the successful conclusion of contract negotiations with International Paper Company Employees Federal Credit Union and OEIU, Local 80, Panama City, Fla.

Gains registered in the new contract include a 5 per cent general wage increase, an additional paid holiday and several contract changes of a general nature.

Members of the Negotiating Committee were Lewis Brubaker, Betty Coyle, Pat Sturgell, Peggy McCrary, and William E. Coyle, Jr., president of Local 80.

### Added Benefits In Euclid, Ohio

The insurance plan and pension plan agreements covering members of Local 49, Euclid, Ohio, employed at Addressograph-Multi-graph Corp. have been amended to provide added benefits for some 700 office employees.

The insurance plan improvements, to be effective May 1, 1962, include a company paid life insurance benefit increase to \$5,000 from \$3,000. Disability benefits have also been increased and survivors' benefits have been included for the first time.

Pension plan improvements, effective as of March 1, 1962, included an increase in benefits from \$2.40 per month to \$2.70 per month for each year of past service.

### Sign With Group Health in St. Paul

A collective bargaining agreement between Local 16, St. Paul, Minn., and Group Health Mutual Inc., has been signed.

The agreement provides for wage increases and improved insurance benefits. The one year agreement with Group Health Mutual Inc., covering 45 employees now provides for weekly salaries up to \$90.54 and, in addition, automatic wage increases based on length of service.

Signing for Local 16 were June Hill, financial secretary, Robert Johnsrud, Ann M. Vitek, Elizabeth Lawrence, Patrick D. Kane, Richard Schlechter, Mary E. Norton, and AFL-CIO Assistant Regional Director Harold H. Seavey.

### Win Reinstatement for Discharged Employees

The Niagra Chemical Co., Richmond, Calif., was ordered to reinstate members of OEIU, Local 243, after the company had discharged these employees for honoring a picket line established by Local 824 of the International Association of Machinists.

The Local 243 members employed by Niagra Chemical Company refused to cross the Machinists' picket line since their collective bargaining agreement reserved their right to do so. Furthermore, the Machinists, Local 824, requested that the office employees honor their line, assuring them that the reinstatement of dismissed office employees would be part of the Machinists' settlement.

The office workers proceeded to honor the picket line and refused to return to work in spite of letters sent by the company to the office workers requesting that they return to their jobs or face dismissal.

In view of their refusal to cross the Machinists' picket line, the members of OEIU Local 243 were fired by the company. The Machinists subsequently settled their dispute, but neglected to perform on their agreement to assure the reinstatement of the discharged office workers.

Local 243 then submitted the matter to arbitration. Arbitrator Sam Kagel thereupon ordered that all office employees be returned to their jobs with no loss of seniority, finding that the company could not unilaterally dismiss these employees, but should have utilized the contract grievance procedure.

Local 243 was also successful in obtaining 26 weeks of unemployment compensation for its members who had been discharged by the company. An earlier decision to deny these benefits was overruled by the Claims Board.

After the office workers were restored to their jobs, Local 243 negotiated a wage increase of \$12 per month, with an additional increase of \$13.50 per month to be effective October 1, 1962. This was an improvement over the Machinists' settlement.

Throughout these proceedings, Local 243 and Secretary-Treasurer Mabel DeForrest were assisted by the Central Labor Council and Gene De Christafaro, field representative of the AFL-CIO Western Regional Office.

### WHITE COLLAR

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

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POSTMASTERS: ATTENTION. Change of address Form 3579 should be addressed to Office Employees International Union, 1012 14th St., Washington 5, D. C. Published monthly at 810 Rhode Island Ave., N. E., Washington 18, D. C. Second class postage paid at Washington, D. C.



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Subscription Price \$1 a Year