**We Petition at Gimbels in Milwaukee**

OEIU President Answers Editor of 'Business Automation'

Mr. Charles W. Gilbert

Editor of Business Automation

600 West Jackson Blvd.

Chicago 6, Ill.

Dear Mr. Gilbert:

The Editorial in the September 1962 edition of "Business Automation," which carried your signature, was brought to my attention.

It would appear that "Business Automation" is attempting to sell the Office Employees International Union, AFL-CIO to its subscribers as an enemy of progress. A similar Editorial containing a number of mis-statements and misinterpretations of my testimony before the House Subcommittee on Unemployment and the Impact of Automation, published in September of 1961, was corrected by me in a letter to the Editor of "Business Automation" dated September 19, 1961.

I note that my letter of September 19th, which was written for purposes of setting the record straight and which opened Bureau of Labor Statistics studies and those of such authoritative sources as "Administrative Management," in addition to the testimony of Zelos Diebold, a leading management consultant, was not given the wide prominence of the original distorted Editorial. I do hope "Business Automation" will treat this letter a little more fairly. I will not comment on the statement that I am consistently short of facts and long on emotion that I flailed at a captive audience meeting with fictitious statistics. The captive audience you referred to had the full opportunity to elect or reject me as President of the Office Employees International Union, AFL-CIO by secret ballot. I am sure that you will not find this democratic opportunity in other walks of our economic life.

The figures used in my address to the Convention of the Office Employees International Union were and are authoritative. For your information, the Bureau of Labor Statistics showed that 2.8 per cent of clerical and kindred workers, or 263,000, were unemployed in 1957. This figure increased to 3.8 per cent in January of 1960, or a total of 381,700 workers. In January of 1961, the percentage of clerical unemployment reached 4.2 per cent, or 427,300 workers. (Continued on page 9)

**Trappists in Oregon**

Now Members of Carpenters

Lafayette, Oreg.—Fox-brown-robed monks lined up especially in a room at the Trappist Abbey of Our Lady of Otelouga and watched with interest as a benevolent layman pulled a modest booklet from his coat pocket.

Henry T. Newcomb, the chairman of the brothers-nuns—the hearts and hands of 75 members of Our Lady of Otelouga, a unit of the Carpenters, and 17 who are skilled cabinetmakers who turn out furniture—looked over the booklet, which will carry the union label in the future—in the abbey woodworking shop.

The Trappists are one of the oldest religious communities in the world. Their observance of all Church law has been compared to a strict monastery, with the exception of the weekly Mass in the chapel. The Trappists are followers of St. Benedict and live by the Benedictine Rule, which is the oldest monastic law in existence. The Abbey of Our Lady of Otelouga was founded in 1957 by the Trappists from the Abbey of La Trappe, France, and is under the direction of Father Michael, a native of Wisconsin.

And the layman who gave them the obligation was Peter Beach, longtime representative of the local, who indicated he is now convinced more than ever that the angels are on the side of the union.

The Trappists are one of the strictest orders in the Catholic Church—in fact, the formal name is the Order of Cistercians of the Strict Observance. The order was founded by Abbot de Sainte Marie at Maubuisson, France, in 1664 as an outgrowth of the Cistercian Order.

The members of the Abbey of Our Lady of Otelouga, now members of the Carpenters, are the only laymen in the Abbey who are permitted to work. They are permitted to work only in the Abbey as a form of self-support. The Abbey is located in the foothills of the Cascade Mountains, some 70 miles south of Portland, Ore.

**Consent Election Won in Detroit**

Office Employees International Union, Local 42, Detroit, won its winning representation rights in a consent election conducted by the State Labor Mediation Board involving representation of approximately 600 employees at Capri Convenience Home, 302 B. Kieby Avenue.

Bety Yochim, Union representative for Local 42, directed this campaign and is working with the unit committee in the formulation of contract proposals for negotiation.

One of the crucial issues is recognition of four different union labels with full back pay and seniority rights.

Rules for AFL-CIO Merit Scholarships

The children of OEIU members and others interested in AFL-CIO merit scholarships must make arrangements to take examinations during the junior year or the senior year in high school.

The AFL-CIO awards six merit scholarships each year to high school students of exceptional ability. The amount of each stipend is adjusted by individual need with a maximum of $1,000 per year, or $6,000 for four years.

The scholarships are awarded on the basis of the facts conducted annually by the National Merit Scholarship Corp., 1500 Sherman Avenue, Evanston, Ill.

3% Wage Increase in South Carolina

A 3 per cent wage increase was negotiated by Local 233, Georgetown, S.C., in a contract covering 17 employees with the Container Division of the International Paper Company. Additional wage increases were achieved through several classification adjustments.

Members of the Negotiating Committee representing Local 233 were Randolph Elliott, Basie Cleare, Paul Elliott and Marcelene Miller. The committee was assisted by Vice President J. O. Bloodworth.

**Toledo Local Settles After One Week Out**

The membership of Local 19, Toledo, Ohio, ratified a new contract with the Credit Bureau of Toledo Inc., thus bringing an end to a one-week strike.

The two-year agreement was reached with the assistance of three members of the Toledo Labor Management Citizens' Committee.

The new contract provides for an increase of 12.02 per cent per week retroactive to March 15, 1962, and an additional 53.60 per cent increase effective August 16, 1962, and a final increase of 52.50 per cent effective March 15, 1963.

Sick leave is now cumulative up to 24 days, vacation scheduling was liberalized and employees with 10 years' service could not perform Saturday work.

The employee welfare program was improved with the substitution of the 120-day Blue Cross-Blue Shield plan for the 70-day plan.

The negotiations were led by Business Manager G. James Fisher assisted by a committee of Leonard Geisehart,Enterprise Wirt, Judith Thomas, Wirta Hoffinan, Sanda Blasinski and Betty Harrell. International Representative John W. Richards attended in the final stages of the negotiations.

At a joint meeting in the Ambassador Hotel in Milwaukee, Retail Clerks International President James E. Osterling and OEU President Howard Conghil,

After 21 meetings with 25 representatives assigned to this campaign, authorized the filing of a petition for an election with the National Labor Relations Board.

The petition filed on behalf of all three unions asked for an NLRA election involving more than 4,000 employees of the Gimbels -Schuster Department Stores in greater Milwaukee. Employees of Gimbels-Schuster stores were involved in the campaign work at 11 different locations in metropolitan Milwaukee.

The petition presented to the NLRA asked for the inclusion of all regular full-time and regular part-time selling and non-selling employees in all the department stores of Gimbels-Schuster.

The filing of the petition45 months of campaigning by the three International Unions.

Public Relations Measure

After the details of the campaign to organize Gimbels-Schuster were worked out some months ago by Presidents Sulfidge, Sullivan and Colvin, the Retail Clerks International Union inaugurated a public relations campaign which included the use of billboards, bus advertising, cards, literature and radio spot announcements.

Thereupon, approximately 25 organizers, representing the three International Unions, began a campaign of leaflet distributions and house calls to employees at all 11 locations of Gimbels-Schuster. Within a matter of weeks, everyone in the city of Milwaukee was aware of the activities of the joint organizing committee.

Handbills, Too

OEIU Representative Arthur Lewandowski, who manned the registration clerk at the University of Wisconsin, came up with many of the original ideas used to make up the handbills distributed to the workers. Clyde Brunsma of the RCIA acted as campaign coordinator and worked unceasingly to promote the campaign step by step.

OEIU Director of Organization Design, RCIA Director of Organization Charles Osterling and BSEIU Director of Organization Gene Moms met regularly with the organizational staff of all three International Unions in Milwaukee in order to insure a smooth cooperative campaign.

Other OEIU representatives assigned to this campaign included Gene Dwyer, James North, George Firth and John Richards.

In the period prior to the election, the three International Unions will augment the existing staff with additional organizers in order to insure an overwhelming success.

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Register and Vote

While this is not a Presidential election year, it is imperative that every eligible voter register and vote in 1962. Decisions made this November will have as much significance as those decisions made during Presidential election years.

The United States is still looking forward to full employment, the eradication of disease. It is imperative that we elect men and women, regardless of party labels, who support humane objectives.

As AFL-CIO President George Meany stated in his Labor Day message, "Don't worry about workers. They will vote for the proper candidates. Just make sure they are registered and actually do vote in November."

Profits on Nickle

Recently George M. Humphrey, Secretary of the Treasury, under former President Eisenhower, was questioned by the Senate Subcommittee, headed by Senator Stuart Symington, which is investigating industry sales to the government stockpiles.

Senator Symington said that a contract between Mr. Humphrey's M. A. Hanna Co. of Cleveland permitted that company to obtain for the salvage price of $1,700,000 a nickel mine in Oregon that cost the government $22,000,000 to construct.

One of the witnesses testified that the company made profits of 457 per cent on the nickel sales to the government during the first year. Shortly thereafter, steel industry executives refused to furnish financial records to a Senate Subcommittee, headed by Senator Faderv.

The executives made very little impact on the public. We cannot help but wonder what the public reaction would have been if these doings were attributed to labor leaders.

AMA Marshalls Forces

The AMA recently formed a national political group called the American Medical Political Action Committee. This Committee will poll all in November to elect candidates opposed to medical care for the aged through Social Security. Its first task is to raise a war chest. It already has received a $50,000 contribution from the American Medical Association. The Committee is calling upon all doctors and members of their families for a minimum membership fee of $10.00 a year, or more, to help finance their political efforts. A sustaining membership has a minimum fee of $99 a year, or more, up to a limit of $5,000 per year according to AMPAC's Assistant Director David Baldwin.

Despite the overwhelming support for medical care for the aged through Social Security, this bill was voted up in the House and defeated in the Senate.

It is absolutely necessary that labor union members contribute a minimum of $1.00 per person per year in order to counteract the efforts of lobbying groups such as this one recently formed by the AMA.

Reduced Work Week Agreed in Oregon

A reduction in the work week to 364 hours was gained in a new agreement between the Oregon Labor Council and the Oregon Physicians' Service, a health insurance plan in the Portland area.

Along with the reduction in hours, wages were increased $5.00 weekly by the 18 month contract.

Coughlin's Answer to Editor

(Continued from page 9)

company in the United States District Court in the Eastern District of Wisconsin, found that no company has the right to contract out work ordinarily performed by employees in a collective bargaining unit on the company's premises.

Judge Stone held in that case that the United Steel Workers of America and the companies argued that if employees who had been bargaining agents of the employees and that the unilateral action of the employer was not for the purpose of undermining the agreement.

In cases involving the following companies, arbitrators found that an employer violated the recognition clause of the agreement if it was not a contract bargaining unit without the consent of the Union involved.

New Haven Gas Co., Case No. 24 LA 882, Bridgeport Brass Co., Case No. 27 LA 151, Thompson Grinde Co., Case No. 27 LA 671; Electric Auto Lite Co., Case No. 30 LA 449; Coltech Corp., Case No. 24 LA 369, and Wheeling Steel Corp., Case No. 21 LA 35.

Our Union's Convention action, therefore, is aimed at stopping the practice as described by those precedents.

Your reference to the shorter work week would have your readers believe that the present standard work week is too long, initially, however, because of improved technological devices and improvements in worker output, the standard work week has been reduced by three hours per week, per decade since the turn of the century. Numerous authorities, noted in the Committee, industry, labor and the government, agree that for shorter work week is inevitable.

If you expect to win the shorter week debate you will have your readers believe that the present standard work week is too long, but you will have more than a serious effect on employer opportunities in the white collar field.

Around-The-Clock Talks at Massena

Extended around-the-clock negotiations with the Aluminum Company of America and O.E.I.U. Local 139, Massena, N. Y. were culminated in a renewed contract.

A salary continuation was agreed upon, providing for 2 to 26 weeks of full pay for disabled employees or employees unable to perform the duties of their position.

The new contract includes a provision for three weeks per month of sick leave.

Local 6 Negotiates Automatic Increases

O.E.I.U. Local 6 followed up their recent NLRB election victory at the Tenocco Oil Company, Revere, Mass., with a one-year agreement which incorporated a job classification system providing $35 automatic weekly increases every six months. Wages will now range up to $135 per week.

The company is the first of the Boston area's oil tank firms to have its office clerical employees unionized.

The Union Shop contract, negotiated by O.E.I.U. Local 6 business manager George Hall also provides for eleven (11) paid holidays, 24 days' sick leave, four years of seniority, 及 O.E.I.U. Welfare Plan coverage.

San Diego VP Wins Community Aid Post

Robert Knight, Vice President of O.E.I.U. Local 139, San Diego, Calif., has been named labor relations representative to the United Community Services.

He was selected by a committee of the San Diego Labor Council. The Committee considered 21 applicants before deciding on Knight.

It was a very difficult selection to make, as many applicants were equally well-qualified. Knight, council's secretary-treasurer John Quinby said in a letter announcing Knight's selection.

The committee spent many hours in making its final determination.

The lower rate was not as high as the labor move-ment in the San Diego Community Services, a new organization com-posed of the previous United Fund and the San Diego Community Chest.
The Bank of Montreal was found guilty of wrongfully discharging Marshall B. Black, president of O.E.I.U., Local 387, Bank Employees' Association, Vancouver, B.C.

Black brought charges of wrongful discharge for union activities against the Bank under the Industrial Relations Act.

The case was tried before Magistrate Bernard Iman who vindicated Black by ruling that the Bank of Montreal was guilty as charged and imposed a maximum fine of $1,000.

The magistrate ruled that the bank had unjustly discharged Black after 27 years of service and that the evidence did not support the bank's position that the discharge was due to inefficiency.

The hearing before the magistrate lasted over six months.

After considering all the evidence he stated that the bank could not rationally contend that its action was motivated by Black's incompentence after retaining him for 27 years.

Evidence produced during the trial showed that the bank had transferred Black to its Montreal executive office in order to put him out of the O.E.I.U. membership drive in Vancouver.

Black also cited a letter from the Montreal executive office in Vancouver stating that Black was not engaged in union activity.

In the face of such evidence, the magistrate questioned the bank's sincerity in alleging that union activity was not considered in firing Black.

The state's assertions of innocence were not substantiated and far outweighed by evidence produced in Black's behalf, the magistrate said no other conclusion was possible but that the bank was guilty of a discharge for union activity.

**Bank's Tactics**

Black testified that the bank arranged a job 'flight' to Montreal to keep him out of the organizing campaign in Vancouver. He was given the red carpet treatment in Montreal for a three-month period.

After he was returned to Vancouver, he maintained his union activity for which the Bank began to pressure him into resigning through moral anguish and other unorthodox tactics.

Black refused to resign since he was supporting his wife and two children. Faced with this refusal to knuckle under, the bank then fired their employee of 27 years.

Black's organizing activity while employed by the Bank led to an employer-salary increase granted by the bank to discourage union membership. He is presently continuing his efforts to improve the wages and working conditions of bank employees as he heads the O.E.I.U. drive to organize the Vancouver banks.

New Unit Sought At Quebec Firm

International Representative Ronnie Corbel has petitioned the Quebec Labour Relations Board for certification of the O.E.I.U. as collective bargaining agent for the office and camp clerks employed by the Woodland Department, Anglo-Canadian Pulp and Paper Mills Ltd., Foremost, Quebec.

This newest unit organized by Representative Corbel is comprised of 70 office and camp clerks. The office employees of the same company have been certified by the Board as representing the O.E.I.U. Local 241 in Quebec City.

Quebec. The new unit in Forte ville, Quebec, has been chartered as O.E.I.U. Local 401.

Meanwhile, the recently organized group of the Woodland Department of the Canadian International Paper Company in Local 389, La Tuque, Quebec, have rejected a first agreement in principle with the company which is violating certification by the O.E.I.U. employees involved. Local 389 was recently certified as bargaining agent for this unit by the Quebec Labour Relations Board.

**Contract Action After Strike Vote**

Members of O.E.I.U. Local 15, Vancouver, British Columbia, reported to a strike vote authorizing a work stoppage, if necessary, to back up their demand for a technological change clause and a probation against subcontracting their office work to another company in recent negotiations with the Petermac Electrical Construction Co. Ltd.

Their determination to guarantee their job security through incorporation of those clauses finally won out as the company agreed to include them in a recently negotiated one-year agreement.

The negotiations, continued with the assistance of a government Conciliation Officer, also incorporated an allowance of 14 cents into current salaries of present employees.

The employment service required for three weeks' vacation was reduced from 10 years to 5 years, and Easter Monday was added as a paid holiday.

The contract was negotiated by Office Steward Nadia Nicewicz and Representative Marsh Black.

**New Gains Scored In Ontario Contract**

New gains were scored by Local 166 in their recently ratified negotiations with the Spence Falls Power and Paper Company Ltd., and Kimberly-Clark Canada Ltd., located at Kapuskasing, Ontario.

The negotiated wage increase which surpassed the Paper Industry wage pattern settlement calls for a 51 cent month increase, or 3 per cent increase for the one-year period of the agreement, retroactive to May 1, 1962.

Other benefits won were an added statutory holiday and reduction in hours to 35 hours weekly for six months of the year. A fourth week of vacation after 20 years' service was added.

When the company's strike of the P.S.I. was increased by 60 cents monthly for married employees increased by an additional $1 per month, Printers required to work Sundays are now paid an additional $33 per month.

**2-Year Pact Signed With Maine Company**

A two-year agreement between the Standard Packaging Corp. and O.E.I.U. Local 369, Brewer, Me., has been negotiated providing for wage increases of 3 cents an hour during the first year and 4 cents an hour during the second year. Additional increases resulted from the reclassification of 15 employees and an increase of one cent in shift differential pay.

Other improvements included a negotiated pension plan, increased group life insurance benefits, additional hospital-medical benefits, and a fourth week of vacation after 70 years' service.

The total added cost of all the improvements was 16 cents per hour.

The negotiations for Local 369 were conducted by Mrs. E. Grant, Lawrence Cuzzens, Owen Lynch, Margaret McEachern, Al Vellios, and International Vice President Leo J. Wallace.

Local 232 Negotiates Pact With Frazer Paper

The Fraser Paper Company, Madawaska, Me., has agreed to a new contract with O.E.I.U. Local 232 calling for a 6-hour hourly wage increase with an additional one cent increase in shift differentials. Several jobs were also reclassified.

An additional floating holiday was negotiated and the qualifying 25 weeks' vacation was reduced to 21 weeks. The company also agreed to pay $3 per month towards the cost of group life insurance.

The Local 232 committee members were President Adriene Dunbar, Local President, Kenneth Oakes, Eugene Maguire, Anthony Mazzariello, Howard Tantlock, Representative and International Vice President Leo J. Wallace.

**CLC Policy on Automation**

Plans needed to look after the interests of workers affected by automation and technological changes were outlined in a policy statement by the Conservative Executive Council which called for a broad training plan.

**Retraining Programs**

It was decided to impress on all governments the need for grants-in-aid, loans, scholarships, and financial assistance to the trained and displaced workers. The CLC also suggested programs to provide sound basic education to enable workers to adopt themselves more easily to changing work requirements. Provision should also be made for assistance to workers and families who found it necessary to relocate because of changes in industry. Such programs should be part of a full employment program which would incorporate a planned, long-term and sustained expansion of the public sector of the economy.

Included in such a program should be urban redevelopment, slum clearance, construction of housing, roads and schools, and the conservation of resources. The CLC reiterated its opposition to public ownership as a means of public planning.

All of the central labour organization are being urged to seek increased wages or shorter hours, or both, in mechanization and automation increase productivity.
in the United States. We must be proud of our goals and our past achievements which resulted in producing the highest standard of living in the world for all workers in the United States whether members of Unions or not.

Freight Line Win By Wide Margin

The office workers of the United Buckingham Freight Line gave George 212, Denver, Colo., a wide majority in an NLRA representation election held on Aug. 6.

Overcoming a series of roadblocks and setbacks, the clerical employees of this trucking company voted for the OEU by a margin of 11 to 6 according to a report submitted by Business Representative Bill Spier. Elections of shop steward and contract negotiations followed the election victory.

DC Local Completes Book Exchange Pact

Announcement was made that the OEU's negotiations between the Office of Professional Employees Union, Local 2, Washington, D.C., and the U.S. Book Exchange, Inc., have been completed. Local 2 won an NLRA election to represent the employees of the U.S. Book Exchange, December 29, 1962. Simultaneously there, the Union submitted its proposals for a labor agreement, for which a series of bargaining sessions were held.

The proposal of this Corporate Agreement has a dual role and a Management prerogative clause which, in its final analysis, clearly made the job security and seniority provisions of the contract worthwhile.

The employees on July 11, voted to take strike action against this Employer, and negotiations continued. With a strike set for Monday, August 20, negotiations were stepped up on August 16 and 17. A final settlement was reached on August 17, which provides: union security to the extent of maintenance of membership at all times, and the Employer must become members of the Union as a condition of employment. The Union has the right to insist on the broad Management prerogatives. The Employer has accepted a clause similar to that in other OEU Local 2 contracts, and OEU Local 2 has the right to strike during the life of the contract; good seniority provisions with respect to promotions and lay-offs, and job posting; a vacation provisor the provision for the accumulation of up to 30 days per year, and to carry over five years of service, up to 90 days.

This contract was overwhelmingly ratified by the employees of the U.S. Book Exchange. This contract negotiations were conducted by Philip J. Dougherty, a negotiator, who was assisted by an employee-committee of Thomas Wallace, Bob Davis, Rita Clark and Albert F. Grom. President Canell joined the negotiations during their last two days, Bob Davis, who is the Steward, likewise served as one of the key and very successful driving forces in organizing drive that brought these members into Local 2.

Local 34 Negotiates

10c Wage Package

ROCHESTER, NY.—Local 34 President Frank Froehler announces the signing of a new agreement between the Yawman & Erbe Company of Rochester which calls for 3 a per cent wage increase and an increase in employer payment of health, Blue Cross and Blue Shield including cost of premium plans. The wage package amounts to $100 per week plus commissions computed from the first case or half hour, 3 weeks' vacation for one year, 3 weeks' vacation after 5 years of service, and 4 weeks' vacation after 10 years of service.

In addition to wages the salesmen will receive $25.00 per week, and $12.50 per week allowance, and in the event of any overtime, at a rate of 1 1/2 times the regular rate.

Conclusion

A deal with "premiums" as its theme was entered into by OEU Local 212 and the American Petroleum Institute in the Co-Pilots Day Parade in New Haven, Conn. Over 70,000 viewers were on hand for this biggest parade in New Haven history. Every Local Union was represented in the parade sponsored by the Greater New Haven Central Labor Council. International Representative Justin F. Manning represented the OEU on the viewing stand.