S. F. Gets 1965 Convention; Board Amends Pension Plan

OEIU Wins at Kimberly-Clark

Another important organizational victory has been recorded by the Office Employees International Union. On May 22nd, in an NLRB conducted election, the office and technical employees of Kimberly-Clark Corp., in Niagara, Wis., voted 30 to 6 for representation by the Office Employees International Union. There were two challenged ballots in this unit of 40 employees.

The victory at Kimberly-Clark is particularly gratifying, because the key issue in the organizational campaign was automation and the farming out of work. The office employees were greatly concerned about their job security and the lack of written guarantees, and voted overwhelmingly for union representation in the face of a vigorous company campaign.

Kimberly-Clark is the fourth largest paper company in the country. Although it produces a wide variety of paper products, it is best known as the manufacturer of Kleenex and Kinee.

Representative Art Lewandowski conducted the campaign at Kimberly-Clark. He received valuable assistance from the Pulp and Sulphite Workers Union representatives Ed Zeiningger and Ruffin Skuba. An office committee, formed at the outset of the campaign, aided him immeasurably.

Representative Lewandowski points out that this is the fifth paper company to be organized in Wisconsin. It is also the first office of Kimberly-Clark in the United States to be represented by the O.E.I.U. The Woodlands office employees of this company have been represented by Local 166 in Kapuskasing, Canada for many years.

He expects to begin negotiations for an initial contract very shortly. Contract proposals were drawn up the night of the election and an employee bargaining committee comprised of Ed Ademan, Cliff Marcello, Pat Pellegrini and Marilyn Allen was elected by the group.

In the Pacific Northwest

Officers, delegates and guests at the Pacific Northwest Conference of OEIU as they met in Portland, Ore.

New Jersey Blue Cross Strike Ends

By an overwhelming vote of 417 to 39 at a membership meeting June 7th, the clerical employees of Local 32 ratified a new three-year agreement, terminating a one-month strike.

The settlement establishes for OEIU employees of the Blue Cross Blue Shield Plan offices in Newark, Trenton and Camden, N. J., a general wage increase of 14.9 cents hourly over the three years.

One of the major issues successfully negotiated was a new provision on subcontracting. Under the new agreement:

"The employer has no present intention to subcontract work out that is presently being done on the premises. In the event it becomes necessary to subcontract certain work out, the employer agrees to give the union three (3) months notice of such intent. During the three (3) months' notice period, the employer agrees not to do such subcontracting and to meet with the union for the purpose of assessing the impact of the subcontracting on employee displacement to the extent that all avenues will be explored in order to hold to a minimum any adverse effect on employees involved."

Another major settlement concerning one of the strike aspects was the employers use of promotional testing procedures. New contract language is to provide: "Effective five (5) working days after the date of signing this agreement, management and the union will meet together to arrive at a mutually satisfactory program of testing relative to promotions. Differences arising from this section will be subject to arbitration to resolve such a program for the period of this agreement. The parties will make every reasonable effort to complete this program within thirty (30) calendar days of the signing of this agreement."

"Should differences arise the testing procedures in question will be held in abeyance pending resolution of such differences. The parties agree to waive all preliminary steps for the arbitration of these differences and authorize the New Jersey State Board of Mediation to assign an arbitrator for this purpose upon notification from either party that differences exist."

Making full use of figures and statistics presented at the negotiations by management showing that Blue Cross employees earned more than the mean salaries in 20 Newark companies, Local 32 distributed postcards to six of the 20 companies. The management figures also indicated that fringe benefits at Blue Cross exceeded those at most of the other companies.

Thus, unwittingly, management set up a substantiated and definite proof that "It Pays To Belong to the Office Employees International Union."
Local 6 Wins at Hoague Sprague

Boston Local 6 was the victor in a National Labor Relations Board election at the Hoague Sprague Corporation at Lynn, Mass., by a score of 20 to 14 with 3 challenges.

Don Hull, Business Manager of Local 6, initiated the campaign and was assisted by Fred Moore, President of Local 118 of the United Paper Makers and Paper Workers. Members of the UPP were active in assisting the OEU with home calls. Pledges from the Unite Lynn United Fund and Mary Robinson of Local 118 were of considerable help.

OEIU Vice President Leo Wallace entered the campaign in its late stages. The OEU also had the support of the Greater Lynn Labor Council.

Local 385 Signs New Pact

OEIU Local 385 has completed negotiations for a one-year contract with the Combined Locks Paper Company at Combined Locks, Wis.

The new agreement provides for a general wage increase of 7 cents an hour, plus an additional 3 cents an hour increase in the merit maximums.

Other improvements include the establishment of a major medical hospitalization program; 32 hours of personal time off with pay in each contract year, and improved layoff language.

Local 385 bargainng committee members were: Wilbert Jansen, Marge Koller and Theresa Stouber, assisted by Art Lewandowski, OEIU Ind. Rep.

Gateway Contract

Representative Art Lewandowski announces that a three-year agreement has been negotiated with the Gateway Trasnportation Co. for the office employees at the Janesville, Wis., terminal.


Shift increase of 1 cent per hour for the third shift. Vacation pay improvements for retirees and beneficiaries of employees who have died without taking their vacation.

Improvement byu in health insurance program providing 95 per cent of the premium. Previously the company had paid 75 per cent of the cost.

Stepfather and Stepmother added to the Funeral Leave clause.

Improved language restricting supervisors from doing work of the unit.

The committee, assisted by International Vice President Leo Wallace, was composed of L. M. Ronan, President, Ruth Beaulieu, Vice President, Louis Taula, Recording Secretary, O. DeRosby, Recording Secretary, Ernest Powers and W. G. Taylor.

Executive Board in Many Actions

(Continued on page 1)
New Locals Find Strength in Brotherhood

Presiding as initial delegate of Local 389 to the Quebec and Eastern Canada Council of Paper and Allied Trades, held in Baie Comeau, President Gabriel Nadon reported having enjoyed a remarkable and comfor- tifying experience of brotherhood solidarity. "An important problem," he stated, "was that new-born locals after the primary 'spirit' of organization has passed are often apt to feel abandoned and unsure once they take charge of their own affairs. However, at the Coun- cil of Convention, I was able to participate in all the sessions with the OEIU Locals, junior affiliates enjoyed special individualization among the group, together with a genuine display of 'big brother' care. "The Council was founded 26 years ago to present a com-

7 Locals Benefit by New Contract

As a result of negotiations with the American International Pa-
cer Co., Ltd., on May 22, 1963, expanded and new benefits will be received by all members in Lo-
cals 236, 282, 214, 216, 151 and 161.

Among the negotiated re-
visions is the new In-
come Plan boosted from 1.5
cents per 2 per cent of earn-
ings, retroactive to January 1, 1947. Other substantial ad-
vances for the six OEIU Locals
include Group Life Insurances
for retired employees. In this
category, coverage was extended from $1000 to $3000 at com-
pany expense. The company con-
tribution to Hospital Med-
cal Insurance was raised from
$4.75 to $5.00.

Successful negotiation also re-
sulted in a weekly hour reduc-
tion from 37½ to 36½ hours.
Overtime regulations were re-
Prepared by

C. I. P. and OEIU Settle for 2 Years

An agreement has been con-
cluded with the Canadian Inter-
national Paper Company for a
two year period, May 1963 to
May 1965, by Locals 110, 154,
165, 266 and 114.

Pension Improved

Important improvements were made in the pension and insur-
ance plan. The total amount raised to
$11.19 per hour for the two

NLRB Issues Complaint Against American President Lines

The National Labor Relations
Board issued a complaint against
the American President Lines as
a result of charges made against
the Company by OEIU Local 3, San
Francisco.

The principle violations are
under the headings of Sections 8(b)(1) and (2) and (267) of the
Act.

Examples of violations of Section
8(b)(1) are:
• Threatening employees with loss of jobs or benefits if they would join or vote for a Union.
• Questioning employees about their activities or membership in such a way that the employees would tend to refrain from organizing or employing those activities.
• Spying on Union gatherings.
• Employers violate Section 8(b)(2) by:
  • Taking an active part in organizing a Union or a com-
nittee to represent employees.
  • Paying or reimbursing employees for time spent on
  any union business. The law specifically forbids an em-
ployee 'to dominate or interfere with the formation or adminis-
tration of any labor organiza-
tion or contribute financial or
other support.'

According to Case No. 80
CA-2638, company officials in-
terrogated employees concern-
ing their activities on behalf of
the Union. Continuing this il-
legal practice, said company of-
ficials on February 19, 1963, alerted a committee in order to
thwart the efforts of the Union in or-
ganizing the employees, a nu-
merous specifically forbidden by
provisions of the National Labor
Relations Act.

From February to April, com-
paign officials worked with com-
nittee members on company time, discussed wages, hours,
grievances and conditions, usurping the normal functions of

Local 334 Wins Insurance Co.

After a campaign lead by Mrs. Jerry T. Bogley, Vice Pres-
ident of Local 334, the company's
general business was far in-
excess of the NLRB's inflows and
outflow standards. It was only by virtue of an overprice Uni-

tions Board and that an elec-
tion, therefore, should not be
held. Upon investigation by
representatives of Local 334, it
was ascertained that the com-
pany's business was far in
excess of the NLRB's inflows
and outflow standards.

Local 334 is now the pro-
cess of organizing a contract with
the company.
from the desk of the

PRESIDENT

Racial Intolerance in Unions

A LONG with approximately 300 labor leaders, your Presi-
dent attended a meeting at the White House, called by
President Kennedy to deal with racial problems in trade
unions. President Kennedy, Vice President Johnson, Secre-
tary of Labor Willard Wirtz, and Attorney General Robert
Kennedy briefly described the progress made thus far in the
elimination of racial intolerance in labor unions.

AFL-CIO Secretary-Treasurer William Schnitzler read a
message prepared for the meeting by AFL-CIO President
George Meany. The contents of President Meany's message
in our opinion, describes the problem most accurately.

He stated: "While progress has been achieved thus far, such progress
will be empty of practical value if there are no jobs for those
now entitled to them on an equal basis. A sign that reads
'No Help Wanted' gains nothing by applying to all races
instead of one."

"The same facts apply to the long-time insistence of the
labor movement that a Federal equal employment opportu-
nities law is essential. We have not wavered from that posi-
tion. If anything, our conviction is firmer than ever. But we
recognize that opportunity itself is the first requisite.

Employment Key Factor

"It is an incontrovertible truth that the greatest single con-
tribution that could be made toward equal employment oppor-
tunities for Negroes is full employment opportunities for all
Americans. Many job creating programs and policies have been
proposed by the Administration. Some have been adopted and
the Congress should act promptly on those still pending.
We have urged additional measures which we feel are necessary to
achieve full employment, and thus to give reality to the prin-
ciple of equal employment opportunity.

"When we turn to housing, we find a similar situation. The
administrative steps taken toward equal access to housing
were most welcome and we hope their enforcement will be
strengthened. But for equal access to decent housing to take
effect, there must be enough decent housing to go around.
Segregated housing is not just a matter of discrimination. It
is also a matter of slums. Each feeds the other and both must
be attacked. For, in addition to all else, throughout the
North, segregated housing is the major cause of de facto
segregation in the public schools."

Secretary-Treasurer Schnitzler also gave a step by step
description of the progress that has been made towards eliminat-
ing the last vestiges of segregation in trade unions.

Very little was said, however, regarding the fact that 90 per
cent of the unions in this country have little or nothing to
do with the hiring practices of the employer.

The vast majority of these unions admit anyone regardless of
race, creed, or color to membership. In fact, our major
obstacle is the unionization of the unorganized regardless of
race.

Unfair Labor Practice

Too many of our public officials seem to forget that the
Taft-Hartley Act, passed in 1947, eliminated unions from the
hiring picture with the possible exception of certain skilled
crafts. If most unions, including our own, were even to sug-
gest in collective bargaining that our union be consulted before
new placements are made, we would find ourselves charged
with an unfair labor practice for an alleged attempt to incor-
porate the closed shop in our collective bargaining contracts.

I dare say that there are numerous unorganized employers, particularly in the "work" states, who continue to
discriminate in hiring practices.

It is our opinion that when the Congress outlawed the
closed shop, through the Taft-Hartley Act, in the year 1947,
its accomplished a disservice not only for the unions, but for
the country and economy as well.

A collective bargaining agree-
ment covering over 500 office and clerical employees has been
reached between Office Employees International Union,
Local 400, AFL-CIO, and Reynolds Electrical & Engineer-
ing Company, Inc. The Company operates under an Atomic
Energy Commission Contract at the Nevada Test Site and has
offices at Las Vegas, Mercury, Fallon and Tonopah, Nevada.
Features of the agreement in-
clude an average 10 per cent wage increase retroactive to Feb-
uary 4, 1963, and a 3 per cent increase on the base wage rate

Other benefits gained by the
employees include: automatic wage increase for all job classi-
fications; twelve cents premium pay for second shift work and
twenty cents per hour additional for third shift work.

The contract also calls for the posting of all job and job bid-
ing by employees; a grievance procedure; arbitration; two paid
fifteen minutes rest periods in each work day; eight hour shift;
salaries paid in lieu of jury duty; and a six week salary in-
crease for employees reporting to Mercury, eight paid holi-
days. Employees accrue eight hours of vacation credit each
calendar month for the first three years of employment and
ten hours for each month thereafter. The Company will offer
vacation credits to employees who have been employed a
duration of at least three years.

Other important gains include:

\* Eight paid holidays per calenda-
\* Employee paid funeral leave
\* Free medical, psychiatric, and
\* Choice of savings plans under
\* Ten paid holidays per year,
\* Single shift for all employees
\* Increased sick leave to two
\* Average of three work days per
\* Company will pay any employee
\* Better cost of living wage

OSHERS OF THE OFFICE EMPLOYEES INTERNATIONAL UNION AND REYNOLDS ELECTRICAL & ENGINEERING CO., are shown after they reached a collective bargaining agreement. Seated from left are John Gorman, President of OEU Local 400, Frank E. Morton, OEU International Vice President; Ron W. Klein, Deputy Manager of REECA; and Chadwick Lemon, Director of Industrial Relations for REECA. Standing from left are Gordon Stanton, Local 400 Vice President; Al Guzman, Local 400 Secretary-Treasurer; Joseph F. McGee, OEU Representative; Wayne F. Pauld and Robert Amburger both of REECA. Industrial Relations Staff.

Local 29 Scores A Big Gain

Local 29, Oakland, Calif., has won its largest election vic-
tory since 1958. On June 8, the employees of Technicolor Inc. voted in a secret ballot elec-
tion 58 "Yes" and 15 "No" to merge their independent asso-
ciation with Local 29.

Talks had been initiated about 15 months ago by Local 29 officers of the United Photofin-
ishing Employees Association (Technicolor group) and Local 29. On May 2, Business Rep-
resentative John Kinick addressed a regular meeting of the Association and answered ques-
tions about the merger.

The officers of the Association, John Begon, Nadine Craw-
ford, Carol Harley, and Eileen Jack recommended the merger and helped bring about the fa-
vorable vote. The present agree-
ment runs until December 3, 1963.

Local 20 Settles With Maidenform

Bayonne, N. J. - A $5.50
ward increase during the
secutive six months, a prac-
tial adjustment which will
language and equivalent to

500 OEU Members
Make Substantial Gains

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