OEIU ORGANIZATION DRIVES PAY OFF IN MONTREAL, OAKLAND, AND BOSTON

Within a period of several days, Romeo Corbeil, International Representative in Eastern Canada, Vice President John Kinnick of Oakland, Calif., and Don Hull, Business Representative of Boston, Local 6, reported organizational successes. Brother Corbeil announced the receipt of certification for 40 office and clerical employees of the Borden Corporation at Montreal, Quebec, and 50 clericalists of Canadian International Paper at Manitouk, P. Q.

Vice President Kinnick reported an overwhelming NLRB election victory at the Tri-Valley Growers Association in San Jose, and another NLRB successes at Technicolor, Inc., in Oakland.

Despite the fact that Local 29 had won the vote of the membership of an independent union at Technicolor, the employer refused to recognize our union as the legal successor, and the NLRB subsequently asked to conduct an election. In the secret-ballot election conducted by the NLRB, the employees of Technicolor again reiterated their firm determination to go OEIU.

The success scored by Boston, Local 6 at the Schlitz Company emphasized the need for continued contact by OEIU local unions in areas where we have previously lost elections. The unanimous vote of the Schlitz salesmen at Boston followed two previous unsuccessful campaigns. In each of the previous campaigns the OEIU lost the elections by one vote.

The third and successful campaign, which reflected an unanimous affirmative vote, proves once again that employers' promises cannot satisfactorily replace wages, hours and working conditions gained through signed collective bargaining.

Credit Union "In" In Connecticut

Local 106 has just completed its first agreement with the newly organized Groton Shipbuilders Federal Credit Union at Groton, Conn.

The new initial contract provides for a Grade-I pay increase of $6.20 per week, Grade-II increase of $11.40 per week, and a Grade-III increase of $6.20 per week. All grades provide for an increment of $5.00. Overtime will be computed after eight hours. Double time will be figured for Sundays and holidays, with triple time paid for Christmas Day.

The contract also includes eight paid holidays, jury duty, funeral leave, seniority protection, sick leave cumulative to 30 days, a check-off, and union-shop provision.

Vacation schedules allow for two weeks after six months' employment, until five years. Five to eight years of service entitles an employee to 12 days. After eight years of service, three weeks' vacation time is provided for.

The Local 106 committee was President Quinta DeSimone, Beverly Main, and Joan Pearson.

In tiny Bowling Green Park at the lower tip of Manhattan, an "oasis" surrounded by the bustling and hectic of non-time New York City, the 42-piece George F. Stafford Band recently entertained the bustling multitudes of lunch-break office workers with a delightful program of music.

The concert, sponsored by OEIU Local 153, was an instant success for thousands of normally busy people, peacefully enjoying an hour of relaxation. The highlight of the afternoon came when Gov. Rockefeller accepted Conductor Stafford's baton and led the band in "The Stars and Stripes Forever."

Gov. Rockefeller stated, "Local 153 of the Office Employees International Union is to be commended for its sponsorship of this concert series, which is in the best tradition of organized labor's contribution to the public interest."

Following the concert, Brother Colman said, "Local 153 is very pleased to have the opportunity to bring an enjoyable program of music to the non-time crowds that frequent Bowling Green Park."

Local 153-Sponsored Manhattan Band Concert ... ... Hailed As "Contribution" by Gov. Rockefeller

Chicago Pneumatic Tool Company Signs With Local 281 in Utica

A new three-year contract has been completed by Local 281 with the Chicago Pneumatic Tool Company at Utica, N. Y.

The contract provides for improvements in the vesting provision of the pension contract. Full vesting rights are now available after 10 years. An employee leaving the company will now take with him a deferred pension if he has more than 10 years of service. An additional $1,000 of life insurance has been added and the disability benefits increased to $550.00. The day after Thanksgiving has been added as a holiday.

The three-year wage offer amounts to a maximum of 18c per hour—25c the first year with a minimum of 13c per hour, 5c the second year, and from 5c to 9c the third year. An automatic clause was added to the contract, as well as changes in other areas.
Victory Over Subcontracting Is Hailed

Local 329 is enthusiastically hailing a recent arbitration victory over the management of the Knights of Columbus National Headquarters which, in effect, forbids management from any further "loading up" of the payroll with temporary help obtained from such agencies as Manpower, Inc., Kelly Girls and Professional Services.

By December 1962, the number of so-called temporary help in the K. of C. office had reached almost 90, as opposed to some 300 employees in the local 329 bargaining unit.

When the Local protested such loading of the payroll by temporary help as a contractual violation, they were informed by management that an emergency situation existed and that management was entitled to cope with such emergencies regardless of contractual restrictions. Local 329 protested the loading of payroll and wired the International for assistance.

President Coughlin responded by appointing an representatives Manning to afford aid in solving the situation.

A triplicate grievance formed who was Professor Joseph Shinter of the University of Buffalo, Keith Proulx of the U. W. and Joseph Lamb, Supreme Secretary of San Francisco Local 3 Secures H. D. Lee Co.

Business Manager Phyllis Mitchell reported the signing of the first agreement between the San Francisco OUE Local and the H. D. Lee Company Inc.

The first agreement will span three years and is based on the following provisions:

- Inequity increased from $2.00 per hour to $6.55 per hour.
- Eight paid holidays
- Ten days' sick leave
- Two days' of initial pay
- Employer paid health & welfare plan
- Two-week's pay by emplor payment fund (maximum 40% per day after April 1st, 1964, $50 per month for maximum of 80 cents per day)
- A grievance procedure

Additional contracts re-signed included the San Francisco Grocery Co. Ltd. and Simon Brothers Gourmet.

Under the San Francisco grocery agreement, membership employed will receive $6.00 per week increase September 1, 1963, and a $4.00 per week increase September 1, 1964.

Amended and improved clauses cover (1) pro-rata vacation, (2) severance pay, (3) new clauses of discharge and lay-off, and (3) accumulation of sick leave up to a maximum.

New benefits for members employed by Simon Brothers Gourmet were won when the Local reached agreement effective September 1, 1963, and 75g additional effective September 1, 1964.

A new clause on leave of absence was also negotiated.

Minimum Wage Raised to $1.25

WASHINGTON—Under the Fair Labor Standards Act, the minimum wage for all employees covered by the Act prior to 1961 was raised to $1.25 per hour. It was formerly $1.15.

Employees brought the protection of the law for the first time effective on Sept. 3, 1961, are not eligible for a raise this year. Their legal minimum remains at $1.00 until 1964.

There are about 3.6 million workers in the newly covered $1.00-per-hour category.

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Local 57 in Two New Agreements With Lariviére, London Shirt

International Representative Romeo Corbeil reported 80 office and clerical employees will enjoy benefits under the three-year OEUU collective bargaining agreement with Lariviére, Inc. of Montreal. At the same time, Local 57 Business Agent Gilles Beauregard states the three-year contract provides for a reduction of the workweek from 40 hours per week, and overtime provisions of time and one-half for service performed beyond the scheduled workweek.

The three-year pact provides for a $0.75 per week increase distributed over the three-year period, with a top management and overtime provision of time and one-half for service performed beyond the scheduled workweek.

The new agreement includes $15.00 per month annually, and that Parliament will be asked to raise additional revenue to counterbalance the cost.

Mr. Pearson did not pique on how pension plans would be raised, but denied the government had already decided to increase old age security taxes. The FLQ will be financed out of the Old Age Security Fund, which is financed by 135.9 cents per person incomes, corporate profits, and sales. This Fund is maintained separately from the government’s general fund.

The new proposal is a re-alignment of an earlier government position where authorities announced that the $10.00 increase in the basic pension, paid to all 70 year olds, was decided upon adoption of its proposal for a contributory Canada Pension Plan. Under this plan the funds would come from levies on employers and employees, and the pension increase wouldn’t have been effective until next year.

The contributory plan was designed eventually to raise all government pensions in Canada to $175.00 a month on a pay-as-you-go basis.

Delegate Reactions

As the first delegate of OEUU Local 389 to the Quebec and Eastern Canada Council of the Paper Mills Union’s Convention held in Toronto recently, Local 389 President Gabriel Nadon reports having experienced a sense of solidarity.

"Members of new-born local unions, after the first effort of organization has passed, are apt to feel abandoned and unsure of their ability to handle Local Union Affairs. This is the time for brotherhood."

Such was the occasion at the Convention in Baie Comeau.

About 270 delegates attended during these sessions that the OEUU locals enjoyed equal consideration in the group, and enjoyed a feeling of genuine unity.

The Council was founded 26 years ago to present a common front to the negotiation of grievances, to provide a forum for traveling and uniform working conditions throughout the paper industry.

"This, then, is the debt we have incurred: . . . through all these years, men of the Council have worked and fought, in order to obtain for their own and for us, working conditions, fringe benefits and regular general wage increases that we often believed in our blissful non-participation. Fel from above, with the employer’s blessing."

The most significant event of the Convention directly interesting to our OEUU locals came during a caucus of delegates.

No one in the convention could think of buying a used car for a used car could only be bought in the conventional way.

Canada’s Unions Own Over 100 Credit Unions

Canadian labor union members owned and operated more than 100 credit unions last year, and figured largely in the membership of some 1,850 employee credit unions as well, according to the 1962 Credit Union Yearbook just published by the Credit Union National Association.

Locals of auto workers, carpenters, electrical workers, machinists, pipe fitters, railroad workers, steel workers, and typographers are among those sponsoring credit unions for their members.

Saskatchewan’s Medicare Reports Dominating Business

More than half the people of the Province of Saskatchewan have obtained their Medicare plan, according to the Saskatchewan Medical Care Insurance Commission’s report on the working of the plan for the first six months of 1963. Over 500,000 residents received benefits during this period. The total of medical bills paid on their behalf was $10,500,000. X-ray and laboratory services were not included in the earlier part of the year, but they have been included during the six months of the report. It is estimated that, for seasonal reasons, the calls for medical services is higher the first six months of a year than in the last.

Canadian Labour Force

Employment rose during June and July by an estimated 207,000 to 6,742,000—an above-average increase for this time of year. A similarly large increase of 196,000 brought the labour force to 7,035,000. Unemployment declined slightly during the period—to 293,000.

The expansion of the labour force in June and July was characterized by a very large influx of students. During the period, an estimated 199,000 persons in the 14-19 age group entered the labour force for the equally large school vacation period. The number of persons in the labour force 20 years of age and over remained virtually unchanged. Usually a sizable decrease occurs in this group at this time as a result of personal participation by the school vacation period.

This year, however, the number of married women in the labour force showed little net change in June and July. The estimated labour force in July was 3,186,000 higher than a year earlier. Employment was 173,000 higher, and unemployment 15,000 lower, than in July 1962.

Consumer Price Index

Canada’s consumer price index (1949 = 100) rose 0.5 per cent during June and July—from 129.3 to 133.5. The July index was 11.4 per cent higher than the June index.

In the current period, the increase resulted almost entirely from a 2.2 per cent rise in the food index. The housing, clothing, health and personal care, and recreation and reading indexes were all down, while the transportation and tobacco-and-alcohol indexes were up 0.3 per cent.

The food index rose 2.2 per cent—from 129.7 to 131.9—reflecting substantial price increases for beef, pork, veal, chicken, and most vegetables. Higher prices were reported for bakery products, eggs, lamb, turkey, canned fruits and juices, grapefruit, soft drinks, ice cream bars, jam, and evaporated milk.

Sugar prices declined moderately—the first since prices started to rise in December 1961. Prices were also lower for powdered skim milk, oranges, bananas, strawberries, and canned vegetables, among other things.

The housing index decreased 0.1 per cent—from 136.0 to 135.9—as a decline in the household operation component offset a rise in the shelter components.

In household operation, higher prices for appliances, furniture, floor covering, utensils and equipment, and household services were more than balanced by a decline in the fuel index. This latter movement reflected a downward adjustment in domestic fuel-oil prices to take into account the value of oil heating service contracts offered free when oil is bought.

In shelter, rent and home ownership indexes were higher.

P.E.I. Sets Male Minimum Wage Act

The Prince Edward Island Labour Relations Board has established its initial Minimum Wage Order, creating a minimum wage of 90c an hour. The Act has an additional provision for increases to 95c an hour on November 1 and to $1.00 per hour on May 1, 1964.
from the desk of the PRESIDENT

If one were to seriously evaluate some of the editorials contained in the leading newspapers of the United States, it would be difficult not to forecast the future position of the American labor movement in its relationship to the total work force of our country.

On one hand, we read that some of our leading professors are certain that the labor movement will eventually dissolve into nothingness. They point to our failure to grow in numbers substantial to the National Labor Relations Board and place them in the hands of the federal courts. This latest maneuver was accomplished simply because Congressmen landlords felt that the present NLRB was giving too much of a break in the way of decisions to the employees of corporations found guilty of violations of the same law that Congressmen landlords co-authored.

It is difficult for the average reader to understand how, on one hand, the enemies of labor forecast its dissolution and, on the other hand, seek more stringent legislation to shackle organized labor. Possibly, the wish is father to the thought. In other words, those seeking the dissolution of the labor movement are active in sponsoring legislation designed to hasten that dissolution.

The truth of the matter is that the labor movement in the United States since the turn of the century has undergone spurts of growth and periods of decline. It is significant, however, that the year 1965 should have been a year of all time high—this despite the fact that organized labor has not kept pace in recent years with the growth in the total labor force and, conversely, its membership is at an all-time high despite the numerous legislative roadblocks thrown in its path by anti-labor politicians who sponsored the Taft-Hartley Act, the Landrum-Griffin law, and the “right-to-work” statutes in 19 or 15 of our states.

If we were to look objectively at the reasons for our failure to organize all workers subject to unionization in the United States, we would have to enumerate the following as some of the obstacles:

1. Labor’s financial inability to overcome the opposition of mighty corporations which have used their great resources to prevent unionization.

2. Existing legislation which gives the employer a voice in determining whether or not his employees will organize. Prior to the enactment of the Taft-Hartley Act, a worker’s right to join a union was his own business and the employer could not, in any way, interfere with such choice.

3. Under the guise of democracy and “right-to-work,” the union shop was outlawed in 19 states. The same people who sponsored these “right-to-work” laws forget their democratic principles and call for compulsory arbitration when it appears that a major strike is inevitable.

4. Unfortunately, a larger number of members making up the total labor movement in the United States think only of the labor union in terms of an instrument to obtain immediate direct economic advantage. Actually, however, the organized labor movement which sponsored public school education, workmen’s compensation, unemployment insurance, social security, civil rights, and other numerous social gains, is more than an instrument for immediate direct economic advantage, and is, in fact, the only major voice representing all workers in the United States and should be supported by the working people whether organized or unorganized.

A rededication of our membership and our leadership to the idealistic aims of the labor movement is imperative if we are to complete the job of organizing the unorganized in the next decade.

We must train our young prospective leaders not only in the science of organizational techniques and collective bargaining, but also instill in these young people the need for an unselfish career in the interests of all workers in the United States and Canada.

Minneapolis Gas, Local 12 Settle For Three Years

Clearing the storm clouds of a threatened strike, the Minneapolis Gas Company and OEU Local 12 signed a three-year agreement back dated to June.

Wage settlement includes a 9.6 raise over a three year period. The increase allows for a 10¢ per hour increase this year, 10¢ per hour next year and 11¢ per hour in the third year for top classification.

The settlement also upgrades many job classifications and allows employers with seniority bumping rights in the event of lay-off or discontinuation of jobs. Also employees in a department will be given first chance at a job opening before posting the job for bidding. Discharge and discipline in the new agreement are now subject to the grievance procedure.

Local 192 Re-Signs Great Northern Paper Co.

With the termination of negotiations, a new two-year agreement was signed between OEU local 192 and the Great Northern Paper Company of Millinocket, Maine, one of the nation’s leading paper producers.

Employees will benefit by an additional $5,500 of life insurance to be paid by the company, a 5¢ wage increase effective July of 1964, shift differential of 14¢ for two shifts, and cumulative vacation time to two years, which can be taken at any time. This provision for employees will allow for up to 8 weeks’ vacation time in one year.

Additional contract changes include protection for the union’s right to set rates for new and changed jobs, and a seniority provision which is being planned to handle problems that could arise in the event of layoffs, if and whenever they might arise.

The local negotiating committee members are: Minnie Mc- Caon, president; Raymond Pae- ret, vice president; Bertrand St. Germain, secretary-treasurer, and the following: William Vaz- nis, Owen Toussaint, Thomas Fermaida, Stanley Nason, Dalton Corfin, George Bissonette, J. Albert Sweeney, Benjamin Ray- mond, Paul Amato, and Lowell Nason. They were assisted by Leo J. Wallace, Vice President of OEU.

Local 406 Receives Charter in Puerto Rico

OEIU Local 406 was recently organized at the South Puerto Rico Sugar Corporation in Eusenada, P. R., and has received its charter from New York.

Noting the happy day in this photo were (left to right) Juan A. Cintron, member; P. J. Martinez, executive board member; Jose A. Ocectaviani, president; B. Morales, member; F. Gezman, secretary-treasurer; S. Biaggi, member; Heriberto Ortiz, OEU representative; R. Rosas, executive board member; and C. J. Comacho, recording secretary.

Re-Signing of Southern Kraft and Arizona Chemical

Successful negotiations led to the resigning of a two-year agreement between the Southern Kraft Division of the International Paper Company and Locals 71, 89, 209, 233 and 411. Included in the joint negotiations and settlement were the Arizona Chemical Co. and Local No. 12.

Benefits and amendments effective as of June 1, 1963, include:

1. A general increase of 2.75¢ per cent.

2. Revise vacation plan to provide four weeks of paid vacation to all employees who, on reaching their anniversary date on or after June 1, 1963, have 20 or more years of creditable service.

3. An improved retirement and accident and health plan.

4. Continuation of the present Blue Cross-Blue Shield coverage at higher premium rates with the company paying the higher rates, effective June 1, 1964.

5. A general increase of 3 per cent.

6. Amendment of the vacation plan to provide for five weeks of paid vacation to all employees who, on reaching their anniversary date on or after June 1, 1964, have 20 years of creditable service.

The joint negotiating committee consisted of Jerry C. Mano, Charles D. Sullivan and Franklin E. McLeod of Local 71; Lewis D. Berson, Elisha R. Nix, Jr., and Travis F. Whitman of Local 89; W. Carl Dickey-Bush, Rock Trebon, and Louis E. Courney of Local 209; S. P. Wilson, Jr.; and A. V. Meears of Local 233; and P. L. Brown of Local 411. Assistance was rendered by International Vice President J. O. Bloodworth.