West Coast Organizational Victory Seen As Big Step

New Gas Pact Signed in D. C.

Pictured above signing new two-year contract between O.E.I.U. Local No. 2, Washington, D. C., are seated from left to right John P. Cahill, President of Local No. 2 and an O.E.I.U. Vice President, President Donald Bittenger and Secretary Edward Stafford of the Washington Gas Light Company. Standing left to right Fred W. Amadon, Personnel Director, Joseph Chifflet, Leo Sheridan, Herman L. Hazel and Thomas Rogers, members of the Employee Negotiating Committee. Robert Clapp, another member of the Committee, was not present for the signing. This contract was renewed for a two-year period, beginning June 1, 1963. The settlement provides for a 3.8% wage increase in 1963 and a 3.5% increase in 1964. In dollars per month, this ranges from $514 per month for a Grade 2 to $524 per month for a Grade 7-A. In 1964 a Grade 2 will receive $514 per month and a Grade 7 will receive $523 per month. Effective in 1964 the service requirement for a 4th week of vacation is to be reduced from 25 years to 20 years. The Hospital Room and Board was increased from $20 to $22 under the Basic Plan and from $25 to $27 under the Extended Medical Plan with the Company assuming the cost of the increase. Mileage Allowance was increased from 12 cents for the first 300 miles and 6 cents for all in excess of 300 each month to 12 cents for the first 300 miles and 8 cents for all miles in excess of 300 each month.

Meany Appoints Committee to Press Campaign Against Discrimination

Within the text of a letter to President John F. Kennedy, AFL-CIO President George Meany announced the creation of a special committee, which stands ready to aid the administration in a major effort to eradicate discrimination.


The initial duty of the committee is to formulate a campaign to eliminate discrimination in major cities within the areas of jobs, schools, housing, public places of recreation, commercial business establishments and in the voting booths.

Meany has also assigned AFL-CIO Departments of Legislation, Political Education, Public Relations, Education and Research to render all available support and aid to the new committee.

In addition, Meany restated the AFL-CIO's full support of Civil Rights legislation and backed Kennedy's plan for a "summer of determined effort."

Educational Conference Meeting Schedule

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Non-Discriminatory
Hiring Hall—Legal

The National Labor Relations Board, in a recent case, held that a non-discriminatory union hiring hall is a mandatory subject of collective bargaining under the Taft-Hartley Act.

The Board held that the company must consider such proposal and the union can strike to force the company to agree to

With a fitting climax to an intensive, dedicated and hard fought campaign of six months' duration, Phyllis Mitchel, Secretary-Treasurer of O.E.I.U. Local 3, reported the victorious election results at the San Francisco offices of States Marine-Isthmian Steamship Company. In the final tabulation, on August 2, 1963, a resounding "Yes" echoed in the face of tremendous company pressure, steered in an attempt to crush the O.E.I.U. campaign.

The company's attempt to intimidate and coerce the employees by firing the most active union supporters, proved to be the turning of the tide. Immediately after the discriminatory firing, Local 3 responded to the challenge and threatened to picket the company's West Coast docks. Assurance of support was offered to Local 3 by the San Francisco Labor Council.

An appeal for aid to O.E.I.U. Pres. Howard Coughlin resulted in a chain of calls to the company's New York headquarters by the East Coast International Longshoremen's Association and the National Maritime Union which also threatened to shut down their East and Gulf Coast operations. In the face of local,

Local 400 Signs Federal Services Inc.

As Local 400 signed with Federal Services Inc., seated, from left: Joseph F. McGee, O.E.I.U. Representative; Merle E. Mcintire, Project Manager for Federal Services, Inc. Standing: John Gorman, President of Local 400, and Dorothy M. Marshall, Steward for Local 400.

O.E.I.U. Local 400 has reached a collective bargaining settlement with Federal Services Inc. The two-year agreement covers office and clerical employees at the Nevada Test Site.

The new agreement provides for recognition of seniority and establishes a grievance procedure. Personnel shall receive double time pay for work performed.
Local 19 and Toledo Edison Sign New Agreement

A subcontracting clause patterned after the Convention-agreement now in effect at the Toledo Edison Company, John W. Richard's, Local 19 President, and Local 19's negotiating commit-tee consisted of Local 311 President Bill Adams, "Ship" Lane, Carol Betourne and Jim Flora. International Representative Gene Dwyer rendered able assistance.

A. O. SMITH CONTRACT IMPROVED
Negotiations with the A. O. Smith Co. were concluded and the following progressive provisions were established:
- Eight dollars per month to minimum and maximum during first year. Ten dollar increase for minimum-maximum after second year.
- Monthly salary range $284 to $417.

Additional new contract features include:
- Four weeks' vacation after 20 years, eight paid holidays, an aggregate seniority provision, increased insurance plan and other improved modifications.

The negotiations committee consisted of Local 311 President Bill Adams, Stan Wright, Bob Fishbein, Bill Baker, Bill Cox, Jim Cheney, Ed Gregoire, Lois Holman and Vern Parker. The committee was assisted by International Representative Art Le- wandski.

OLTU Member Honored

Thomas Dawson, a long time member of Local 2, is pictured above at a testimonial luncheon given in his honor by the Washington Build- ing Trades Council. Sister Dawson is leaving the employ of the Council to become Executive Secretary of the Washington Building Congress.

Local 311 and Gould National Batteries, Sign First Pact

Under the first contract nego-tiated with Gould National Batteries, Inc., OEU employees will benefit from a union shop provision. All employees, sick leave and vacation, will be paid insurance benefits. This plan, fully paid Blue Cross-Blue Shield benefits including anesthésia for all enrolled employees, is all provided at Company cost.

A new agreement for employ-ees with 25 years of service and who have attained age 50 will not have their wage reduced due to elimination of their job. The employee may be trans-ferred to any job which he is capable of performing but with-out a cut in pay. Further, the Company has guaranteed that all employees with 10 or more years of service will not be laid off.

Wages ranging increases from 5 cents to 11 cents hourly are retroactive to June 3, 1963 and additional increases ranging from 6 cents to 17 cents hourly will be effective June 1, 1964. Increasing the shift differential to 10 cents and 15 cents for second and third shifts respectively in Data Processing operations and payment at double time for all hours worked over 16 continue to be joint improvements in the agreement.

Reduced requirement for a 4th week of vacation, reduced probationary period, and inclusion of a "penalty clause" which provides for payment at straight time to an aggrieved employee when non-unit personnel illegally perform their work are also new additons to the Agreement. Members of the Edison negotiating committee serving with Brother Richards were Marie E. Smith, Norman F. Ball, Robert C. Klein, Emil D. Kowalski and Thomas E. McGrail. The new Agreement will expire May 31, 1965.

College Shows the Way

In announcing a new plan to cope with unemployment of workers over the age of 45, the Canadian government is tackling a problem which has been talked about in the United States, but little, if anything, in the way of legislative action has been enacted.

The Canadian plan will enable the government to subsidize an unemployed worker of 45 years of age or older who has been unemployed for six of the previous nine months and isn't collecting pension or unemployment insurance. This plan will be put into effect in conjunction with a rehabilitation program which will provide retraining and counseling.

Workers who are unemployed after reaching the age of 45 find it difficult to obtain employment due to the actuarial effect on pension and welfare plans. In addition, employers are reluctant to retrain the age of 45 and older because.

The Canadian government's announcement seems to be the announcement of interest in the economic well being of the country.

Senseless Slaughter

The number of fatalities for last year's Labor Day Week-end reached a shocking and tragic all time high. Highway traffic deaths took a toll of 501 lives. Bystanders and grieving accidents snuffed out 80 lives and a host of other causes killed 97. All told, what began as a carefree holiday week-end, ended in senseless death for 678 men, women and children caused unnecessary suffering and grief for their families, relatives and friends.

The OEU, as all union brothers, has a deep feeling of regret and sorrow that a holiday dedicated to labor which had taken so long to es-tablish should tragically and un-necessarily kill, and maim those it is intended to help.

 AFL-CIO President George Meany appeals to all to exert the utmost caution and consider-ation when traveling on highways and water recreation areas. Swim only when protected by a lifeguard or浮力带.

Remember, three days of con-sideration and diligence can save innumerable lives and pre-vent needless sorrow and grief.
Quebec Blue Cross Signs With OEIU

After a certification issued January 22, 1963 by the Province of Quebec Labour Relations Board wherein Local 57 was certified as the collective bargaining agent for the office and clerical employees. In June 1963, the Quebec Hospital Service Association, a series of negotiation meetings were held. A first agreement was signed on July 1, 1963.

The Quebec Hospital Service Association is commonly known as Blue Cross, and OEIU. Local 57 agreed to the following:

A) A three year contract covering the period from July 1, 1963 to June 30, 1966.

B) A lump sum settlement of $100.00 for each eligible employee on the payroll February 1, 1963, Employees hired after February 1st will be given a pro-rata share of the lump sum settlement.

C) General increases of 20.00 a month effective July 1, 1963; an additional $15.00 a months on July 1, 1964, and, $15.00 a month on July 1, 1965.

D) A Union Shop clause, in addition to a dues deduction system, is incorporated in the new collective bargaining agreement.

In addition to the above, an automatic system of increases within the rate ranges was established whereby employees will receive a wage increase of $6.00 per month after each six (6) months period until the maximum of the rate range is reached.

International Representative Romeo Cross attended the Local 57 negotiating team.

Ontario Takes New Steps to Lessen Wage Deficiencies

With a revised Minimum Wage Act effective June 30th, Ontario has partially corrected a major wage deficiency often cited by organized labour.

The revision calls for a minimum wage of $1 per hour for women and men except those men engaged in the manufacture of tobacco who will receive an hourly wage of $1.25 per hour. A major limitation to the Act is that it only applies in the Ottawa-Toronto-Hamilton area. Organized labour has consistently called for a Province-wide minimum of $1.25 per hour for men and women.

Labour Minister Rowntree has replied that other areas will be covered effectively as soon as the necessary studies are completed.

Local 378 Successfully Re-Signs B. C. Hydro and Power Authority

"The most successful agreement ever established between Canadian Public Utilities," stated N. W. Swanson, Business Manager of Local 378.

The agreement, concluded without the services of a government conciliation officer (first for the record-making Local) was highlighted by:

- A three percent (3%) general increase effective January 1, 1964,
- An additional three percent (3%) increase composed on the general increase will be granted to female employees in a plan to progress to equal pay.
- A new salary scales will have quicker progression to maximum rates, almost eliminating the "merit system" a menace of determining salary progression.
- All employees will transfer to the new scales either on May 1 or November 1 of the current year. The effect of the new scales and general increases is that male employees will receive between four percent (4%) and six percent (6%) increases each year of the contract and female employees between six and one-half percent (6 1/2%) and eight percent (8%) each year.

Other benefits are: An improved vacation length; new sick leave and salary continuation plan; higher severance pay; and, a Job Rotational Training Plan.

Members of the Negotiating Committee consisted of Local 378 Pres. R. Bone, W. Swanson, V. Duykin, E. King, R. Freathy and J. Twills.

Hiring Halls

(Continued from page one)

It is without being charged with an unfair labor practice.

In the instant case, an employer association defended its refusal to bargain on a hiring hall demand by a union on the basis of its contention that a hiring hall is a form of union security prohibited by law and has nothing whatsoever to do with wages, hours and working conditions.

The National Labor Relations Board found a dead end to both arguments and said that a non-discriminatory hiring hall is a subject of collective bargaining and is not a form of union security since by definition it does not require membership in the union as a condition of referral.

The OEU Local 400 Negotiating Committee consisted of John Gorman, Pres. of Local 400, Art Quinlan, Sec.-Treas., Dorothy Marshall, Steward, and I. R. International Representative Joseph F. McKee. Assistance in the final stages was rendered by John Petersen of the Federal Mediation & Conciliation Services.

Local 15 Signs With Forstes Stores

Negotiations have been concluded between Forestes Stores Ltd., 2550 East Hastings Street, Vancouver and 305 Columbia Street, Nelson, B.C. and the Office Employees International Union, Local 15. Improvements in the contract are as follows:

- Increase in salaries ranges from $4.00 to $5.00 per per week, also job categories have been favorably revised placing a number of the Office Employees in higher wage brackets. This Agreement covers the period from May 1, 1963 to April 30, 1965.

- The negotiating committee consisting of William Lowe, Marsh Black and Consolidated Freightways Shop steward Edward Clarke was very pleased with the contract and hope it will enable the company to be more competitive with other freightways to organize and join the OEU.

- Local 400 Signs Federal Services

(Continued from page one)

Union and Company representatives gather for the re-signing of the B. C. Hydro and Power Authority—Local 378 agreement.

Local 400 Signs Federal Services

The extension of the Local 400 Federal Services Agreement to the new Collective Agreement (Local 378 Pres. R. Bone, W. Swanson, V. Duykin, E. King, R. Freathy and J. Twills)
Local 12 Contract Gains

With the termination of negotiations, Local 12 has made considerable contract improvements with the following companies:

Consolidated Freightways

Gains include across-the-board increases of 10 cents in 1963, 7 cents in 1964 and 8 cents in 1965. Other improvements are: sick leave accumulations to fifteen (15) days, December 24th as a seventh holiday, four (4) weeks' vacation after 12 years, 10 cents per week contribution toward participation in pension program and a raise from $11.95 per month to $16.50 per month in company contribution to Health and Welfare Board the company paying full cost. The three year agreement improved other phases of the former contract.

Pacific International Express

Improved grievance procedure, December 24th as a seventh holiday, across-the-board increases of 10 cents in 1963, 7 cents in 1964, and 10 cents per hour in 1965. 10 cents per hour in 1965. All employees will receive four (4) weeks' vacation after 15 years, jury duty pay for the first time in the contract. The three year period also includes workable revisions in pension and health and welfare.

Hurt Motor Express

Substantive improvements included across-the-board increases of 12 cents per hour in 1963, 12 cents per hour in 1964 and 10 cents per hour in 1965. A new Health and Welfare program with the employer paying full cost of single coverage and part of dependency coverage. The Local 12 negotiating team, during four years, includes (four) (4) weeks' vacation after 15 years, a total of 7 weeks after 15 years, 10 cents per hour for the union charge clauses, and other revamped technical changes.

Subcontracting Is Bargainable

With a historic decision of prime importance to organized labor, the U. S. Court of Appeals for the District of Columbia upheld the NLRB view that a company must bargain with a union prior to subcontracting unit work. Under a Court decision, a company can no longer refuse to negotiate by claiming their decision to subcontract is based on economic factors rather than motivated by hostility towards unionism.

In a prior case, the National Labor Relations Board (Towne and County Manufacturing decision) ruled that a company was within its rights to act unilaterally in subcontracting as long as motive of union hostility was in evidence.

However, in a consequent decision the Board overruled it (Fibreboard Paper Products Corp. v. NLRB) and ordered the company to reinstate discharged machinist who had been discharged because of a subcontracting agreement with an independent contractor, and reimburse him with accumulated seniority and back pay. The Board's decision. The NLRB court enforced ruling ordered the company to cause additional steps remain without bargaining with the union.

While it is the decision of the Court that a company must bargain on the issue of subcontracting, it did not necessarily hold that the company must agree with an union's opposition to subcontracting. However, it must be said that at least the company cannot maintain strict adherence to one position but must make counter-offers to union proposals.

New Salary Test Proposed

With higher salary tests have been proposed by the Labor Department to cover white collar workers exempt from overtime pay under the provisions of the Fair Labor Standards Act. By provision of the law, executive, administrative and professional employees are not liable for overtime payments if their salaries are above specified minimum levels and if their duties meet certain prescribed duties.

The proposed salary tests for employees (exempting those in the retail or service establishments) are:

- Executive and administrative personnel—$100 a week.
- Professional—$15 a week.
- Other employees—$95 per week.

A summary of the proposed test is:

- Executive and administrative personnel—$100 a week.
- Professional—$15 a week.
- Other employees—$95 per week.

Big Victory on West Coast

(Continued from page 10)

International and Maritime solidarity, the company rehired the dismissed employee.

The Local and company employees have already held several meetings, elected stewards, drawn up contract proposal; realizing the benefits in effect in present Maritime contracts held by the OUEU.

The election victory at States Marine is hailed as a promising first step in eventual organization of maritime clerical and kindred employees on the West Coast, and without doubt, provides a tremendous morale boost to the many similar campaigns undertaken in all areas of the nation.

Continuing in the path of victory, OUEU Vice President J. O. Bloodworth announced the successful results of a card check and the official certification of the OUEU as collective bargaining representative for clerical employees of the Springerl, Louisiana. Mill of the International Paper Co. The superior merits of the organizational campaign have also achieved successful results with the Container Division employees of the same Springerl company. A request has been made for recognition. A major factor in the triumphal campaign was Frank McLeod who took a three month leave of absence from the International Paper Co. to provide valuable service for the OUEU.

Bloodworth also reported the signing of an agreement between the Orange County Metal Trades (clerical employees) and the U. S. Naval Air Station at Sanford, Florida. The Comander Officially stated the importance of a team spirit, and ordered a check off pending a Presidential Order approving the check off. This is expected no later than January 1, 1966. With this agreement 40 new members joined Local 46, Tampa, Florida.

From the Desk of the President

As we approach the Fall sessions of our Educational Conferences, the issues generated are determined by the importance of these Conferences as a medium through which information relating to organization, techniques, collective bargaining, National Labor Relations Board procedures, and numerous related subjects are exchanged. In addition, these meetings afford the opportunity to exchange experiences and information for those representatives of many Local Unions throughout the various parts of the United States and Canada.

Some years ago, prior to the inception of the Educational Conferences, the International Union was constantly besieged with requests for information relating to the numerous common problems of everyday Local Union life. The Educational Conferences eliminated much of the need by Local Union for informational assistance and, better still, served to educate a growing number of OEU members in trade union subjects relating to white collar organization.

A number of years ago, when we began to alert our Conference delegates to the need for information relating to automation and subcontracting, we were met with a certain amount of indifference because automation had not, as yet, had its effect as it has today and because the problem of subcontracting was remote.

Today, however, our Local Union leadership is intensely interested in automation and is beset by numerous problems relating to data processing and employers' desire to subcontract work. We have already experienced a number of strikes over the issue of subcontracting. If we had not alerted our Local Union delegates to the possible widespread effects of subcontracting, we honestly doubt that they would have been as prepared as they are today to meet this problem. Hundreds of our contracts now contain clauses protecting our members against the possibility of subcontracting. A few short years ago, the possibility of loss of jobs in an office because of subcontracting was unheard of. Today, we are keenly aware of its disadvantages and we do our utmost to prevent the displacement of personnel because of it.

In the last ten years, leaders of Local Unions in every International Union have been required in their everyday operations to obtain more and more information because of the changing characteristics of NLRB procedures, collective bargaining, arbitration techniques, and other related subjects. This has been particularly true in the white collar field. OEU Local Union delegates have to be more prepared than the leadership of Local Unions in the manual worker field because of the particular difficulties we face in organizing and representing office and clerical employees. Anti-union employers use every trick in the book to prevent the unification of their clerical staffs.

After we have won organizational elections, our proposals, in addition to wage increases and the usual fringe benefits, must include proper job classifications, systems of increases within the rate ranges, promotion from within, promotional increases, retraining clauses in the event of automation, protection against subcontracting, seniority and bump-back clauses in the event of layoffs, the elimination of test work, and nepotism, and numerous other contract provisions peculiar only to office and clerical employment.

While the International Union sends out extensive information pertaining to all of these subjects to Local Unions, we know from experience that this written material is not an adequate substitute for the Educational Conference meetings. During these Conferences sessions, delegates have an opportunity to obtain answers to knotty problems they have encountered in the past or are presently encountering in their contract negotiations through the group participation methods used at these Confer- ence meetings. These delegates who may be relatively to take the floor in a large meeting are able to quickly gain needed answers to questions posed. While some of these conferences are not really of a "for the sake of the discussion" type, and other Local Unions fail to send representatives, it is also true that the average Conference meeting is well attended and evokes wide participation.

We, therefore, earnestly ask all Local Unions of the Office: Employees International Union to be represented by its delegates at all Educational Conference meetings in the respective Conference area.

The Full Conference schedule promises to be interesting, stimulating and will keep delegates abreast of the ever-changing patterns of organizational life.