Local 311, Gould Batteries Ink
Two-Year Pact

Kankakee, Illinois members of the Gould National Batteries Division of Local 311 voted unanimously to accept a new two-year bargaining agreement. The following are significant changes that were made in the contract:
A. Automatic increases continue while on maternity leave, personal leave, or sick leave.
B. Three days off with pay if mother, father, child, brother or sister die.
C. One additional holiday (birthday of employee).
D. Major improvement in the insurance plan. Company to pay all the insurance premium.
E. Twenty cents per hour increase to all employees for a two-year contract.
The committee consisted of Bill Adams, Lorraine Lane, Della Shanks and Rita Frederickson.

Local 277 Renews Pact With Chicago Pneumatic

Ft. Worth—Local 277 President, J. B. Moss, reported the signing of a three-year agreement with the Chicago Pneumatic Tool Company. Benefits obtained in the new agreement include the following:
- Eight (8) paid holidays.
- Ten per cent of the jobs in the bargaining unit upgraded to a higher labor grade.
- Wage increase of two per cent effective 1965; two and two and one-half per cent in 1966 and 1967.
- Sick leave—Employees with one to five years' service are granted five days per year sick leave, accumulative to 30. Employees with five or more years' service are granted 10 days sick leave per year, accumulative to 30.
- Insurance—100 per cent company paid insurance. Life insurance increased by $2,000. Weekly disability insurance increased to $45 per week and other improvements.
- Vacations—Two-weeks' vacation after one year. Eleven days' vacation after 11 years.
- Twelve days' after 12 years, etc., up to 15 days' vacation after 15 years.
- 100 per cent company-paid pension plan.
- Guaranteed automatic wage increases from the minimum to the maximum of employee's classification and labor grade.
- The contract contains a one-year reopenner clause.
The Union's negotiation committee was: J. B. Moss, Pres., Dale Worthington, Doris Cates, and Allen Titts.

Kansas City Local Holds Second Annual Workshop

Local 320, Kansas City, Mo., held its second annual workshop on March 27. The meeting was held in the Continental Hotel.

OEIU ORGANIZES DINERS CLUB

700 Employees Join Local 153

OEIU Local 153, New York City was recognized as the collective bargaining representative for 700 office and clerical workers of the Diners Club in that city as a result of a card check conducted by Arbitrator Eric Schmertz. The card check procedure was agreed to after a four-day strike in which 95 per cent of the 700 Diners Club employees participated.

It was also agreed that negotiations will commence immediately for a collective bargaining agreement and that such agreement will contain a Union Shop provision, any dispute arising as the result of possible job loss because of the introduction of automation will be presented to Arbitrator Schmertz for final and binding decision. The Union, however, will be free to strike in the event of disagreement on any other matters relating to wages, hours and working conditions.
The successful unionization of Diners Club employees again points up the fact that National Labor Relations Board election procedures are not always necessary to obtain the goal of recognition and collective bargaining.

While Office Employees International Union, Local 153 was willing to agree to a consent election conducted by the NLRB, the Diners Club refused to consent and took the position that an election should not be conducted before August 1 of this year. The employer representatives explained that they intended to install computers and eliminate 250 to 300 employees. They stated that the present unit, therefore, was a contracting unit and was not suitable for an immediate NLRB election. Employment attorneys said that an election conducted immediately would express the wishes of dismisselfed employees rather than the resultant permanent work force.

Because of the complex automation issues which might have delayed an NLRB election indefinitely, Local 153 Secretary-Treasurer Ben J. Cohen and Attorney Walter M. Colleran asked...
Successful Campaigns Reported in North Central Area

By Arthur Lewandowski

Despite record-breaking snowfalls and prolonged cold spells throughout the eight-state North Central Conference area, offices in all states of this region locally maintained a high level of activities on many fronts and in many fields.

On the organizing front, successful campaigns were conducted at the Tri-Clover division of Ladish Co. in Kenosha; the Big Joe Mfg. Co., in Wisconsin Dells; the Riverview Hospital in Wisconsin Rapids; and the Chicago Towel Co. of Chicago, Ill.

In addition, NLRB elections involving office units ranging from 200 to 550 people were held, but lost, at the Hiram Walker distillery in Peoria, and the Brown and Bigelow Co. in St. Paul. These are viewed as temporary setbacks—in both instances we have high hopes that second attempts will prove successful.

Plans are being formulated to conduct major organizing assaults at two giant paper companies in the Fox River valley of Wisconsin. At the Kimberly-Clark Corp. (famous for its twin products, Kleenex and Kotex) there are approximately 2500 office and clerical employees at the main offices in Neenah-Manasha. Also located in these cities is the Marathon Paper Co.—a division of American Can Co.—which employs an office force in excess of 1200. OEIU presently represents office and technical employees of both companies in Marathon and Kappasangai, Canada, in Niagara, Wis. and in New York and Texas.

A forward-looking spirit pervades the area—most local unions are confident they will be able to bring new groups into the OEIU fold during the spring and summer months. The signs are there. More leads are coming in. More tentative, probing feelers are being sent out by unorganized groups. More non-union office employees are becoming aware of the fact that automation and technological change will wipe out their jobs overnight; they are turning to the OEIU for job protection and security.

In contract negotiations, OEIU units are not satisfied to “follow the leader,” or to accept what plant unions have settled for. In virtually all contract negotiations, union representatives have insisted on above area-average gains, and in most cases have attained them.

Stewards are becoming more conscious of the importance of knowing their contracts fully, policing them properly, and aggressively fighting for the rights of the membership. This is evident from the rise in the number of grievances filed and in the greater ratio of grievances taken to the final steps and to arbitration.

In March alone, some four cases were submitted to arbitration. Two have been won—through the brilliant efforts of Counsel Joseph Finley—a third is waiting a final decision, and the fourth was also won when the company backed down at the 11th hour.

The worst winter since ‘89 is over. The North Central Conference looks hopefully and confidently to the spring and summer of its content.

Local 204, Ingalls Shipbuilding Sign

Local 204 of Pascagoula, Mississippi reports the settlement of a three-year contract with the Ingalls Shipbuilding Company, a division of Litton Industries.

Shows signing the contract are left to right, E. R. Hammett, Senior Vice President of Ingalls Co. and J. O. Bloodworth, OEIU Vice President. Others witnessing the signing are from left to right: Melville Taylor and Carl G. Kuipers, OEIU Representing Local 204 office clerical unit; Wm. R. Edmundson, Director Industrial Relations, Ingalls Co.; Tracy Walker, Frank Caldwell and A. P. Woods, all of Ingalls Labor Relations Dept.; H. H. Robbins, Business Representative, Local 204 and E. L. Barnes, representing Local 204 plant clerical unit. Not present at the signing was E. V. McEacharn, President, Local 204, representing the plant clerical unit.

Local 204 received a wage increase of 3/4% effective 2-15-65; $5.00 across the board and an additional holiday and an additional day in the wage schedule effective an additional $20.00 to $28.00 per month effective 2-15-66; 2/4% wage increase and still another holiday, making a total of nine, effective 2-15-67.

Also settled was a two-year contract with the Olin Mathison Co. (Metals Division) Gulfport, Mississippi plant.

Negotiations resulted in a wage increase of 6c per hour effective April 1, 1965 and an additional 5c per hour effective April 1, 1966; one week vacation after six months; 2 weeks vacation after one year and 3 weeks vacation after nine years of service; seven paid holidays and other benefits including sick leave, personal leave, severance pay, retirement plan and an insurance plan, part of which provides a hospitalization plan for employees and their dependents, with no cost to the employee.
Regional Council Formed in Quebec

Forty-five delegates representing 20 OEIU Local Unions, recently convened at Three Rivers, Quebec, has the purpose of establishing a regional council. The new council will serve all Locals in the Province of Quebec, Ottawa, Dauphinie, N. B., Haskewicks, and other OEIU Unions organized in the region. The program of the Quebec Regional Council will consist of:

a) Assisting Local Unions to give better service in their negotiations with employers with grievances at manager levels.

b) Developing OEIU education programs at Local Union levels.

c) Attending membership meetings for election of officers and other important matters.

d) Promoting organization of white collar employees.

e) Publishing a newspaper "La Plume" for educational and informative purposes, every two months and distribute same to the Locals for their members.

The Council will be largely financed by a per capita tax of 50 cents per month per member paid by all participating Local Unions of the Council commencing June 1, 1965.

International Representative Romeo Corbeil will serve as coordinator of the Q.R.C.-OEIU and Leo Bourgeois was chosen as president.

Local 57 Business Representat-ant, Gilan Beauger and Serge Beaucous, will expand their activities to assist the Council in organizing and servicing. In addition, it has been proposed that a new Business Agent be hired.

Local 397 Official Retires

One of Regina's leading labor union authorities, William H. Turner, retired recently after almost 19 years as a senior member of the Regina organizing department of the Saskatchewan Government Insurance Office.

Mr. Turner became involved in union activities a few months after joining the SGIO staff in 1946 and has since served eight terms, six of these in succession, as president of the Saskatchewan Insurance Office and Professional Employees Union Local 397 of the Office Employees International Union. He also served two terms as president of the Regina Labor Council.

A member of the negotiating committee for the SGIO employees union since 1947, Mr. Turner has served this year as chairman of the Regina Labor Council audit committee.

CLC Celebrates Ninth Anniversary

Numerical strength or membership distribution alone do not create a national organization which is part of the social and economic fabric of Canada. The extent to which the Canadian Labour Congress, its affiliated organizations and members have played a role in the social, economic and political life of the country have brought in their train a prestige and stature in national affairs that is unique for a Canadian central labour body.

It would be ignoring fact to suggest that the Congress has undertaken a national organization which is part of the social and economic fabric of Canada. The extent to which the Canadian Labour Congress, its affiliated organizations and members have played a role in the social, economic and political life of the country have brought in their train a prestige and stature in national affairs that is unique for a Canadian central labour body.

Although we have listed only the major improvements made as a result of the strike it is obvious that, contrary to the Company's statement, many issues of real importance were gained. And possibly of more importance than any other single issue.
Local 19 Members Aid Tornado Victims

In the wake of the tornado that struck Galesburg, Ill., last Sunday, killing 15 persons and leveling more than 50 homes, members of the union at Local 16, representing the Toledo Edison Company, responded to a special appeal for assistance to the disaster victims and spent the weekend cleaning up and helping the people who worked on an around-the-clock basis.

Mrs. Deanna Reiter, a member of the Edison Lodge and head of the special committee that gained contributions of $165.21 and 9 big boxes of clothing and bedding which were turned over to the Salvation Army to help the homeless and feed the many people who worked on an around-the-clock basis.

First Pact Signed With Morticians

Thirty-eight funeral directors and embalmers will receive pay increases of 9 percent over a 2-year period as a result of a successful contract negotiated by Local 11 with the Portland Associated Morticians.

Other gains in working conditions in this initial agreement include:
- 7 Paid Holidays
- 15 days vacation after 1 year
- 21 days vacation after 10 years
- Sick leave accumulative to 45 days
- An employer paid health and welfare plan.

Renew in Illinois

A new three-year contract with Gale Products, containing several improvements, was recently signed. Reports John W. Miller, President of Local 221, Galesburg, Illinois.

The improvement included vacation pay for employees with less than one (1) year's seniority, improved hospitalization coverage at no added cost to the employee, triple time for holiday pay, and across the board monthly increases of $10, $12 and $12 per year respectively. Also established were monthly meetings with management, to discuss problems relative to the agreement.

Diners Club (Continued from page 1)

Despite the fact that Office Employees International Union, Local 6 in Boston had a history of collective bargaining relations with Hemwaying Transport, the International Brotherhood of Teamsters, Local 25 instituted an organizational campaign among OEIU members. Subsequently, OEIU demanded immediate recognition on behalf of Local 153 and told the employer and the NLRB Examiner that the Union would not interfere with his regular duties or deprive anyone else of a job.

The Union forwarded protests to President Johnson, the Secretary of Commerce, and the Secretary of the Interior. The action of the strike, the Union picketed numerous hotels and well-known restaurants in the New York area which recognized the Diners Club credit card. As these hotels and restaurants agreed to recognize OEIU, the Diners Club credit card, the pickets moved to other restaurants and hotels.

Incredible But True

The above illustrates in part, one of the major problems that we face in attempting to bring the many benefits of collective bargaining to the unorganized office worker today. At a time when some 15 million workers in North America carry membership cards, when we can boast of the hitherto unimagined in the world, when 85 percent of the homes are reached by daily newspapers; when 94 percent of the people have TV sets (ostensibly tuned in to the world around them), it does seem incredible that hundreds of thousands of office workers are unaware of the fact that they have the right to join a union—or sincerely believe that unions are “only for factory workers.

Add to these the countless thousands of office workers who would like to be represented by a union, but who are unaware that the government does guarantee their right to form a union, and you can see why it has been difficult to organize white collar work in this country.

We in the labor movement and the OEIU are not entirely blameless in this matter. There has been extremely poor communication between the labor movement and the unorganized. We hear so much about “union families,” but how many union fathers, husbands and brothers speak favorably about their unions at home, or instill the union spirit in their children. In how many of these self-same “union families” is the white collar son, daughter or wife a member of his or her appropriate union?

For the record, how many of our OEIU members are vocal in its behalf? How many of us who belong to the OEIU make this fact known to our friends, neighbors or relatives? If each of us talked up the merits and value of unionism in general and the OEIU in particular—and did it regularly and with zest, sincerity and enthusiasm—we might be surprised by the increase in attitude and understanding of the unorganized in our areas. It’s certainly worth a try from all of us.