OEIU Scores "Double" at Chicago Pneumatic Tool Co.

The Office Employees International Union scored on two successive "hits" at the Chicago Pneumatic Tool Co. in Franklin and Pittsburgh, Pennsylvania, bringing the number of units represented at the company to four.

The 110 clerical employees at the Franklin plant voted overwhelmingly in favor of OEIU Local 325 representation by a margin of 80-24. The stunning majority favoring the union in the NLRB election was especially significant as six years earlier the unit voted union representation.

The campaign spearheaded by International Vice President George Firth, Local 352 President and Secretary-Treasurer Ed McLaughlin and Mrs. Ruth White, was in actuality a "national effort." OEIU units at Chicago Pneumatic Tool plants in Utica, N.Y., and Ft. Worth, Texas, assisted the campaign with letters to the Franklin group testifying to the numerous benefits of their OEIU contracts.

Campaign circulars and literature struck hard at the meager starting rate of $1.27 per hour. Local 352 members at the Joy Mfg. Co. receive in the lowest classification a higher starting rate. Other issues stressed were the higher scales and automatic progression beyond minimal at the other plant locations.

The Local 352 officers stated to Vice President Firth that determination and key points in campaign strategy were to a large degree attributable to experience and knowledge gained at last year's Erie Educational Conference in Pittsburgh.

Negotiations for the initial contract are expected to commence shortly.

In a separate campaign in Pittsburgh, Pa., Local 33 President Frank Broderick reported an almost unanimous NLRB election victory at the Pittsburgh sales and service office of Chicago Pneumatic Tool.

The unit of nine voted 8-1 in favor of Local 33 representation. Brother Broderick was assisted by Business Agent Martin McDermott.

Better Tax Break Sought for Working Mothers by O.E.I.U.

At the request of the Office Employees International Union, Congressman Hugh L. Carey (D-N.Y.) introduced a bill (H.R. 10676) to amend the Internal Revenue Code of 1954 to provide for a full tax deduction for child care expenses. The bill is now in the House Ways and Means Committee.

"Working mothers are getting a raw deal on taxes," Howard Coughlin, President of the Office Employees International Union, AFL-CIO, stated in calling for the enactment of changes in the federal income tax law.

"The limit of $600 on deductions for child care expenses is completely unrealistic today," Coughlin declared. "It doesn't take into account rising costs which make it impossible for a working mother to obtain proper care for her child at this figure of less than $12 a week. Neither maid service nor a day nursery is available for such a price."

Coughlin pointed out that nearly eight million working women with children of school age or younger, face this problem. Of these, he said, 2,465,000 must "go it alone" in raising their children because they are widowed, divorced, separated, or abandoned.

We are indeed grateful to Representative Hugh Carey of the 15th District in New York, who is working hard to have this corrective legislation enacted.

President Coughlin stated that we are not only thinking in terms of thousands of our members who are in this difficult situation, but all working mothers throughout the nation who deserve better tax treatment.

All Local Unions of the Office Employees International Union in the United States are in the process of contacting members.

As a result of an action taken at the San Francisco Convention of the Office Employees International Union, the Executive Council of the AFL-CIO approved the proposed name change to Office and Professional Employees International Union.

In commenting on the action of the AFL-CIO Executive Council, OPEIU President Howard Coughlin stated: "Recognition has now been given to the fact that many of the jobs in today's offices are so highly skilled that they are considered to be professional in scope."

He further stated: "The new name of the Office and Professional Employees International Union gives many of our members and prospective members truer identification.

"New occupations requiring a high degree of skill have come into being in the last 10 years. Names that were strange or unknown a few short years ago, such as programmer, system analyst, and console operator are now commonplace in modern offices. The people in these and other categories think of themselves as professional and the renamed Office and Professional Employees International Union will have greater attraction for these workers."

"It has always been the policy of the Office and Professional Employees International Union to represent our members in a dignified, constructive way consistent with the personalized relationships in many offices and not losing sight of the fundamental premise that a strong collective bargaining contract is the best guarantee of individual dignity and security."

"While the new name of Office and Professional Employees International Union will have greater receptivity for the unorganized, collective bargaining for all white collar workers within our jurisdiction will be our principal goal."

"We are confident that our new name will help us to significantly gain membership in the United States, Canada, and the Commonwealth of Puerto Rico."

O.K. Pact at Diner's Club; 10% Across-Board Raise

New York City, N. Y.- OEIU Local 153 which won bargaining rights for approximately 700 employees of the Diner’s Club, recently negotiated an initial pact of two years duration.

The new agreement raises pay rates in the office 10 percent (10%) across-the-board, retroactive to June 30.

Organize AEC Subcontractor

Las Vegas, Nev.—The Office Employees International Union has met with another success in organization within the atomic energy and missile industries.

Gordon Stanton, President of OEIU Local 400, reported the most recent victory involving 70 employees of the Fennia-Session Company, an Atomic Energy Commission Subcontractor.

The successful campaign, a joint effort between OEIU Local 400 and the Operating Engineers, was an excellent example of inter-union cooperation.

The election vote favored the union by a 38-24 majority. Approximately half the total unit are members of Las Vegas, Local 400.
NLRB Finds Employers Still Resist Unions

Employers continue to illegally resist union organization. These are the words spoken by Frank W. McCulloch, who recently was sworn in for his second five-year term as Chairman of the National Labor Relations Board, which administers the Labor-Management Relations Act.

Mr. McCulloch told United Press International that employer resistance to unions is increasing, as is reflected by a doubling of the Agency's case load since 1957.

McCulloch asked, "Why should we, 30 years after adoption of Congressional policy to protect the right to organize, still find companies firing people for trying to form a union? Yet, this is the great bulk of work that comes to the NLRB in 1965." Chairman McCulloch further stated that unfair labor practices changed made up about a third of the Board's case load in 1948. In the year 1965, such complaints represented about half the case load.

We agree with Chairman McCulloch and think that its about time that employers recognize the right of their employees to organize and collectively bargain in good faith.

Dirksen's Proposed Filibuster

The AFL-CIO Executive Council denounced as "a flagrant perversion of the democratic process" a proposed filibuster by Senator Everett M. Dirksen to prevent the repeal of Section 14(b) of the Taft-Hartley Act. AFL-CIO President George Meany told a press conference that it was the first time in his knowledge that a leader of a major political party had sponsored a filibuster. Dirksen is the Senate minority leader.

It is certainly not in the best interest of democracy and the country that the filibuster be used to thwart the majority of the United States Senate.

Let us all hope and pray that a majority of the Senate will not stand for such tactics and vote to carry out the will of the people. Obnoxious "right-to-work" laws should be abolished.

The Employment Picture

We feel that there is a tendency to become optimistic regarding a slight improvement in employment in the United States.

The income tax cut which pumped 10 billion dollars into the economy last year served as a temporary stimulus. More recently, the elimination of excise taxes has also served to activate business throughout the nation.

Despite this help, our unemployment picture has improved only slightly. Four and five-tenths percent of the working population is unemployed. Of this number, 12 percent are teenagers who are unable to find beginner jobs. A large number of these starting positions have been eliminated by automation.

Automation is still taking its toll in the factories and offices throughout the nation.

We still feel that a shorter work week is inevitable.

Local 30 Member Wins Secretary Contest

Los Angeles, Calif.: A trip to New York, a visit to the World's Fair and several gay nights seeing the great city's famous Broadway shows and night spots were all free for Local 30 member Barbara Nardella.

Sister Nardella entered the Remington Rand National Secretary "See the Fair" Contest. Contests were eligible by ar-

ing with their employer a dem-

stration of Remington Rand elec-

tronic office equipment.

Sister Nardella was the Western Regional Winner.

How to obtain bargaining rights after losing an NLRB election was demonstrated again recently in a new Board ruling. The union signed 12 out of 20 people in the unit and then made a request upon the em-

ployer for recognition. The em-

ployer replied, "I'm not inter-

ested."
The union then filed an NLRB petition and went to an election some six weeks after the original demand was made. The vote ended in a tie, which would have defeated the union.

The union then filed objections to the election and charges of unfair labor practices. The objections and unfair labor practice charges went to trial be-

fore a trial examiner and was later taken on appeal to the Board in Washington. During the campaign period before the election, the employer made promises and threats, questioned employees, and said he would "fix everything" if the union lost.

The NLRB held that the original demand for recognition, although never repeated, was continuing demand. The Board reaffirmed its recent rulings that a union "which loses an election may nevertheless seek bargaining relief under Section 8(a) (5) of the Act or Section 8(o)(1) where it appears that the em-

ployer has engaged in conduct requiring the election to be set aside upon timeliness and meritori-

ous objections filed in the re-

presentation case. Moreover, the law is well settled that where an employer does not question the union's majority support, and thereafter promptly engages in unfair labor practices, which tend to undermine the union's majority and prevent the hold-

ing of fair election, as found herein, such conduct is violative of Section 8(b)(5)." Section 8(a)(5) is the employer refusal to bargain provision in the law, and Section 8(a)(1) is the gen-

eral prohibition against interference, restraint, and coercion.

In this case, Freeport Marble & Tile Co., 56 LRRM 1561, the NLRB once again pointed out the distinction between authori-

zation cards which are applica-

tions for membership and cards which do no more than seek an NLRB election. For any refusal to bargain charge to be upheld, the cards signed by employees must authorize the union to rep-

resent them or must be appli-

cations for membership.

This doctrine reaffirmed in the Freeport Marble case is important for all of you engaged in organizing new units. To take full advantage of your rights un-

der law, you need these circum-

stances: (1) a majority in the unit signed to application for membership cards, (2) a de-

mand upon the employer for recognition, (3) a refusal of recog-

nition, (4) an NLRB election (if you win, your problems are solved), (5) immediate filing of unfair labor practice charges (which must be filed in addition to the ob-

jections), and (7) finally, and vitally important, proof of employer violations of the law between the time you made your demand and the time of the election.

OEIU application for mem-

bership cards were also found to be of major importance in the recent arbitration victory won by Local 221 in Galesburg, Illinois, in a case with Midwest Manufacturing Corp.

Local 221's first contract required a maintenance of membership as a condition of employment for all employees who had signed "applications for membership." Six employees who were signed in the OEIU campaign on regu-

lar OEIU application cards resigned, Local 221 demanded their discharge, and the Com-

pany refused, taking the posi-

tion that these employees had no "intent to become members when they signed cards. The case was taken to arbitration and Arbitrator Edwin Teeple ruled that all six had to pay their back dues and initiation (Continued on page 4)
Receive Recognition, Ink Pact At Domtar Pulp & Paper

The first collective work agreement between the newly organized Office Employees International Union Limited (OEIU) and the Domtar Mill of the Howard Smith Division of Domtar Pulp & Paper Limited was signed yesterday.

The agreement, the first of its kind in Cornwall, covers clerical and office workers at the local mill and is for a period of one year from September 1, 1965 to August 31, 1966.

Unique Agreement

The signing of the agreement was unique in that there was no application for certification made by the employees prior to negotiations. The two parties worked out the bargaining unit definition jointly and negotiated the terms and conditions incorporated in the contract without having to call to a third party, that is the Ontario Labour Relations Board.

Approximately one hundred and twenty-five office employees are covered by the new agreement, which includes: a $2.00 a month increase across the board effective August 1, 1965, adjustments within salary ranges to employees in certain categories on October 1, 1965, an overtime provision, a call-in clause, improved vacations for employees with over thirty years service, and security and protection for all 418 members.

New Plan Drafted

A new job evaluation and job classification plan is currently being drafted and should be ready by mid-1966. This plan will be mutually agreed upon formula. Company and union officials will meet again in January to discuss the Group Welfare Plan.

Mr. G. F. Harrison, Director of Labour Relations for DOMTAR Limited, along with J. G. Langley, D. W. Peat, E. N. Alguse and W. M. Raeside represented the Company while Mr. R. Corbel represented the International Union and D. Casey, J. Lebrun, S. Burnie, F. Glass, A. Stephenson and P. Smith represented the newly formed Local 418 Office Employees International Union.

UI Fund Solvent

The Unemployment Insurance Fund has reversed its seven-year downhill trek. At the end of June it showed a bank balance of over $38,000,000. That at last time last year it was almost $16,000,000 in the red.

With the UI Fund in the black, the federal government may continue to ignore the recommendations of the Gill Commission, published three years ago. The report said that workers at higher income levels should be brought into the plan, boosting its revenues, while seasonal workers like fishermen, should be excluded.

Compulsory wage-related premiums are now collected from 4,000,000 workers earning under $1,000 per year. In addition, every union employee, teachers and farm workers excluded. Premiums of 9 cents to 94 cents a week are shared by employer, with the government picking up the tab for administration.

5 OEIU Locals Sign Pact With C.I.P. and New Brunswick Paper

In less than five days of intensive negotiations, five OEIU Local Unions concluded a three year renewal agreement with the Canadian and New Brunswick International Paper Company.

Wage rates were substantially improved and increases will be effective on the following dates:

- May 1, 1965 (retroactive) $2.39 per month.
- Nov. 1, 1965, $8.12 per month.
- Feb. 1, 1966, Four percent with a minimum of $16.25 per month.
- Nov. 1, 1966, $16.25 per month.
- May 1, 1967, $8.12 per month.
- August 1, 1967, 3½ percent.

Employees on hourly rates have been granted similar increases.

The former minimum rate in each grade was eliminated and the salaries of employees paid at that rate will be adjusted to the next highest wage which will become the new minimum. As a result, the total time required to qualify for each step in each grade will be reduced by six months.

The vacation plan has been amended and now provides: 3 weeks’ vacation after 8 years of service (effective Jan. 1, 1966) and 5 weeks’ vacation after 25 years of service. In addition, effective January 1, 1966, an employee who has reached the age of sixty and has 25 years of service will receive one extra vacation week for each year of age up to a maximum of 5 weeks at age 64. Thus in employee age 64 with 25 years of service will receive 10 weeks’ paid vacation per year.

Other important clauses established were the provision for severance pay and joint committees to study and report on the effects of automation and technological change.

OEIU Local Unions participated in the negotiations were Gatanue Local 110, Dalhousie Local 4, Temiscaming Local 154, Hawkesbury Local 165 and Trois Rivieres Local 265.

Local 15 “Rolls Forward”

Vancouver, B. C.—Local 15 Business Manager, Doug Gibson, ably assisted by International Vice President William Lowe, recently organized clerical employees at Sherwin-Williams of Canada Ltd. Of the 26 eligible employees, they have already signed up 18. An application for certification has been submitted. Other companies organized by Local 15 this past month include:

1. Liquid Carbonics Canadian Corp.
2. G. H. Wood and Co., Ltd. 3. Minmen and District Credit Union.

Sign First Pact With Millar Brown

Vancouver, B. C.: Negotiations were climaxd in a new two year contract between OEIU Local 15 and Millar Brown Freightways.

Wage rates were substantially improved with salary increases ranging from $45.00 to $97.00 per month. In addition, a union shop was established and statutory holidays raised to nine.

Paid vacations were improved providing two weeks’ after one year and three weeks afterwards. Other gains included increased health and welfare coverage and the establishment of a seniority clause.

A Day Off for the Heck of It!

Have you ever wished to have a day off just for the heck of it? or your reasons were not of the nature you cared to confide to your boss?

One lucky OEIU gal will receive such a day as a result of her OEIU contract. The contract negotiated between Toronto Local 63 and the Canadian Union of Public Employees, Local 79 provides a "day off for no reason at all." A hitch—only one man—one boss must agree to the date.

"Office Utopia"—1852

Below is a code of office staff practices issued by an English firm in 1852. The "enlightened code" is indeed a far cry from your current OEIU contract.

1. Godliness, Cleanliness and Tranquility are the necessities of a good business.
2. This firm has reduced the hours of work, and the Clerical Staff will now only have to be present between the hours of 7 a.m. and 6 p.m. on weekdays.
3. Daily prayers will be held at 9 a.m. at the Main Office. The Clerical Staff will be present.
4. Clothing must be of a sober nature. The Clerical Staff will not depart themselves in raiment of bright colours, nor wear shoes they wear hide, unless in good repair.
5. Overshoes and top-coats may not be worn in the office. Hot seat scarves and headwear may be worn in inclement weather.
6. None is provided for the benefit of the Clerical Staff. Coal and Wood must be kept in the locker. It is recommended that each member of the Clerical Staff bring 4 pounds of coal each day during cold weather.
7. No member of the Clerical Staff may leave the room without permission from Mr. Rogers. The calls of nature are permitted, and Clerical Staff may use the garden below the second gate. This area must be kept in order.
8. No talking is allowed during business hours.
9. The craving for tobacco, wines or spirits is a human weakness, and as such is forbidden to all members of the Clerical Staff.
10. No eaters that the hours of business have been drastically reduced, the purchasing of food is allowed between 11:30 a.m. and noon, but work will not, in any account, cease.
11. Members of the Clerical Staff will provide their own pens, a new sixpence is available to an applicant on Mr. Rogers.
12. Mr. Rogers will nominate a Senior Clerk to be responsible for the cleanliness of the Main Office, and the Private Office, and all Boys and Juniors will report for 40 minutes before Prayers and will remain after closing hours for similar work. Brushes, Brooms, Scourers and Soup are provided by the owners.
Standing on His Own Feet

A young man lived with his parents in one room near a small housing development in Hamilton County. He attended public school, rode the free school bus, enjoyed the free lunch program. Following graduation from high school, he entered the Army and upon discharge kept his National Service Life Insurance. Then enrolled in an Ohio university, receiving regularly his GI check.

Upon graduation, he married a nurse's aide, and though quite humble, set up housekeeping in a small apartment. He then started a business which helped him to become a success. He tried to work hard, but his income was only about $3,000 a year.

His first child was born in the county hospital.

One day he hit a large sum of money in his pocket. It was found in part with Hill and Burton funds. It was a large sum of money, but he thought it would not make much difference.

He then bought considerable additional acreage adjoining his farm, and obtained a mortgage on real estate. He afterward secured a loan in the amount of $25,000.

The government purchased his house and land for his farm products. The county public library delivered books to his farm door.

He, of course, banked his money in an institution which a government agency had insured up to $10,000 for every depositor. His son attended the engineering school at Ohio State University received financial assistance under the National Defense Education Act. His daughter is taking her sister's training with an agency of the federal government in developing a great industrial project to help the economy of her area.

About that time he purchased business and real estate at the county seat, and obtained a FHA loan. He then reorganized his local Chamber of Commerce. It was rumored he joined a cell of the John Birch Society in the county seat. He wrote his senators and Congressmen protesting excessive government spending, property taxes, and emphasized John Birch pamphlets, some containing outlandishly false statements.

He wrote, "I believe in rugged individualism. People should stand on their own feet, not expect government aid. I stood on my own feet. I oppose all those sociological trends you have been voting for and demand return to the free enterprise system of our forefathers. I and my neighbors intend to vote against you next year." (J.L. S. Westman, "Straight from Washington Column")

Local 403 Members Vicims of "Hurricane Betsy"

Death and destruction were the grim reminders of the devastating path "Hurricane Betsy" cut across Louisiana last October. OEIU Local 403 in New Orleans, reported that approximately 50 members lost or suffered extensive damage to their homes and property. Fortunately, there were no member fatalities reported, but 65 Louisiana residents lost their lives under "Betsy's" force.

Due to the nature of the destruction, our local office in New Orleans cannot obtain any meaningful report on the continuance of mortgage payments in those instances where they owned their own homes.

The AFL-CIO immediately made a special emergency contribution of $25,000 to the Red Cross to aid the hurricane victims.

Because of the tremendous and urgent needs, the OEIU appeals to members who wish to aid hurricane disaster victims to forward contributions to—

Mr. Alfred L. Bertacci, Secretary-Treasurer, O.E.I.U., Local 403, 724 Mystic Avenue, Gretna, Louisiana.

Your contribution, regardless of amount, will be greatly appreciated.

Seek Tax Break For Working Moms

(Continued from page 1) of the House Ways and Means Committee to insure favorable action on this bill. The following are members of the House Ways and Means Committee:

- Wilbur D. Mills, Chairman (D-Ark.)
- Hale Boggs (D-La.)
- Eugene Choegh (D-N.Y.)
- James Burke (D-La.)
- John Dingell (D-Mich.)
- A. S. Herlong, Jr. (D-Fla.)
- John D. Watts (D-Colo.)
- James Burke (D-Mass.)
- Clark Thompson (D-Tex.)
- Mrs. Martha Griffiths (D-Mich.)
- George Rhodes (D-Va.)
- Dan Rostenkowski (D-Ill.)
- Charles W.宾客 (D-Minn.)
- Richard Fulton (D-Tenn.)
- John Byrnes (D-Wisc.)
- Thomas Curtis (R-Mo.)
- James J. Oberstar (D-Minn.)
- Richard T. jewel (D-Tex.)
- Herman Schneebeli (R-Pa.)
- Harold Collier (R-Mo.)
- Jack Brott (R-Va.)
- James Battin (R-Mont.)

Diners Club Agreement OK'd

(Continued from page 1)