



# WHITE

# COLLAR

("The Office Worker"—Official Publication

of the Office Employees International Union)



# Meany Calls Special Jurisdictional Meeting



## Objective of New Plan Is to Avoid Disputes

George Meany, President of the American Federation of Labor, has issued a call for a special meeting of officers of all International Unions to be held on May 14 in Chicago.

In accordance with a unanimous decision of the A. F. of L. Executive Council at its last meeting in Miami, Fla., all International Unions are being asked to act on an intra-jurisdictional pact designed to eliminate raiding within the American Federation of Labor.

Under President Meany's capable leadership, and in line with his policy of pointing all of the A. F. of L. energies toward the unionization of the unorganized, a plan will be submitted to the officers of the International Unions in attendance at this meeting designed to peaceably resolve all future jurisdictional disputes.

During his short tenure of office, George Meany has done much to promote good will, harmony and unity of purpose among the A. F. of L. unions. The plan which the delegates in attendance at this special meeting will be asked to act on will be of mutual advantage to all International Unions.

### Serious Disruptions

In too many instances selfish unions organizing outside of their jurisdictional limitations have caused serious disruptions within the entire labor movement. In many cases some unions have set out to organize the organized, rather than to organize the unorganized.

We of the Office Employees International Union will hail any agreement which will protect the jurisdiction granted to us by the American Federation of Labor. We know that the greater majority of the International Unions of the A. F. of L. will feel likewise.

We have set a plan in motion designed to organize large numbers of clerical workers in this country and Canada. *It is our unanimous opinion that adoption of an intra-A. F. of L. no raiding pact will give to our plan much impetus. Our International officers will be in attendance at this very important meeting and will report the results in the June issue of WHITE COLLAR.*

## Gains Won in New Convair Agreement

A new one year agreement between Consolidated Vultee Aircraft, (B-36 bomber plant) and the Office Employees International Union, Local 277, was ratified at a membership meeting April 26. The ratification of the agreement was the result of lengthy negotiations by the contract and job evaluation committees.

The new agreement calls for a five-cent an hour across-the-board increase, plus two cents cost of living previously gained, both being applied to the minimum and maximum of the rate ranges. The increase which is retroactive to December 21, 1953, will add approximately \$120,000 to Convair's yearly payrolls at Fort Worth.

Other benefits in the new agreement include: increase from \$3.50 to \$5 per month paid insurance premium, three weeks vacation after 15 years, liberalization of paid sick leave, shift preference by seniority, strengthening of seniority clause, maternity leave, enlarging of super seniority clause to include grievance committee members, adjustment of classification in equities which resulted in the upgrading of some jobs as much as two labor grades.

The new agreement calls for a minimum of \$1.32 to \$1.46 lowest labor grade and \$2.23 minimum to \$2.76 highest labor grades,

## Local 301, Baltimore, Signs Agreement With Baltimore Transit Company

Above is a picture taken at the installation of the charter of Local 301 with the officers holding a picture of the signing of their agreement with the Baltimore Transit Company.

This agreement provides for a \$2 per week increase in salary, union shop, dues check-off and grievance procedure. Paid vacations ranging from one to three weeks based on seniority are also included.

Other terms of the pact call for six paid holidays with one-half day off with pay on days which precede the holidays; seven days sick leave per year which may accrue for five years with a maximum of 35 days, as well as company-paid pensions, medical, surgical and dental care in addition to life insurance.

## New York Local's Defense Fund Pays Off

In July, 1952, New York Local 153 established a defense fund through the passage of a 50-cent increase in dues to be used exclusively for this fund. This was the first such fund established by any local of the International Union.

To date \$42,615 has been paid out of this fund to striking members of Local 153, or to such members

with automatic progression features.

The agreement is for one year duration, beginning April 26.

The union has gained 16½ per cent across-the-board increase for its bargaining unit since 1952, excluding the current increase, many adjustments of inequities, increased fringe benefits, and many improvements in the basic contract.

International Representative Frank Morton and International President Howard Coughlin led the negotiations in the final sessions.

who refused to cross authorized picket lines of other local unions.

An example of the operation of this fund is the recent strike of the International Association of Machinists in the R. Hoe Company. As a result of the establishment of IAM picket lines, 170 members of OEU Local 153 refused to cross the picket line. Subsequently, the Executive Board of 153 voted to pay to each of these members the sum of \$25.00 per week. The strike was finally settled in its sixth week.

During this period of time our 170 members received a total of \$17,800 in strike benefits. Members of Local 153 in other places of employment affected by called 153 strikes or strikes of other organizations, received the following sums which were paid out at the rate of \$25.00 per week:

American Guild of Variety Artists . . . . \$ 525.00

Wells Fargo & U. S. Trucking . . . . .	2,990.00
Hoffman Beverage Co. Sales & Office . . . . .	1,900.00
Canada Dry Sales & Office . . . . .	19,250.00
Keiner Williams Stamping Co. . . . .	150.00

The operation of this fund has been a source of security to members of Local 153 contemplating strike action. The establishment of a similar fund should be considered by all local unions of the International Union.

## Harvester Unit Votes for OEU

Art Lewandowski, North Central Organizational Conference organizer, and Harold E. Beck, secretary of the Conference, announced the results of a successful election at the International Harvester's Milwaukee Works.

By a vote of 24 to 11, OEU was selected as the bargaining agent for another department of clerical employes at that company.

At the present time, Local 9 represents approximately 500 office and clerical employes of the company. Negotiations for the newest group will begin within the next ten days.

## Agreement Signed With Miller Sales

A renewal agreement for the salesmen of the Pelbrook Sales Corporation, a distributing company for Miller's High Life beer, was recently signed. The base salary of all salesmen covered by the agreement was increased an aver-

age of \$10 per week, effective March 1, 1954.

In addition to the wage increase effectuated, numerous fringe benefits not previously enjoyed were negotiated.



A woman entered a post-office savings bank and placed \$50 she wished to deposit in front of the cashier. He pushed out the bank book, in which she had omitted, to write her name and said: "Sign on this line, please."

"My whole name."  
 "Yes, ma'am."  
 "Before I was married?"  
 "No, just as it is now."  
 "And, my husband's name, too?"  
 "Write your name, Mrs., followed by your husband's surname; or Mrs., your Christian name, and then your husband's name; or Mrs., and your husband's full name. Write it as you are in the habit of signing it."

Freddy, our newly married broke hustler, says his wife treats him like a god. She places a burnt offering before him at every meal.

The wife of a union organizer dropped in a pet shop and told the dealer:

"My husband is away so much of the time that I want a parrot for company. Does this one use bad language?"

"Madam," said the dealer, "with this bird in your house, you'll never miss your husband."

The barflys lament: "You take a drink and it makes a new man of you—then the new man wants a drink."

And then there was the Kentucky Colonel who always closed his eyes when he took a drink. One day someone asked him why.

"The sight of good likkah, suh," the colonel drawled, "always makes by mouth watar . . . and Ah do not care to dilute mah drink!"

The proprietor of a cigar store was worried. A competitor was attracting crowds by employing a beautiful Spanish girl to sit in his window and roll cigars, meanwhile "giving the eye" to the men outside.

Then the other man had his idea. The next morning a luscious blonde was rolling cigars in his window—but with her back to the window. There was soon a crowd—inside the shop.

Vittorio was a very smart little boy, not particularly addicted to taking baths. Things reached a point where his schoolmates shied away from him, and his teacher, who liked to see him high in his class, but not too high, sent him home with a note. It read, "Your Vittorio is a fine boy, but he doesn't smell so good. Won't you please see that he bathes more regularly?" Back to the teacher came Vittorio with a note from his Mother.

"My Vittorio ain't no rose. Learn him, don't smell him."

"I'm glad to see you back from your vacation," said the boss. "But I see you're wearing a large and beautiful diamond. I hope I'm not going to lose you soon."

"Oh," replied the not-embarrassed stenographer, "it will be quite a while, I'm sure. At least until I get this ring paid for, Mr. Brown."

Artist: "In a few years people will look at this house and say, 'Cobalt, the painter, used to work here.'"

Landlady: "If you don't pay your rent by tonight, they will be able to say it tomorrow."

## Northeastern Organizational Conference Set Up



Leo J. Wallace

Early in April the New England Organizational Conference had its initial meeting in Albany, N. Y. The delegates to this Conference were very elated over the establishment of the Ninth Organizational Conference. They expressed their delight over the results they have heard of in the various other Conferences throughout the country.

Sister Claire Hall of Local 34, Rochester, N. Y., was elected president and Leo Wallace, International representative, was elected secretary of the newly formed organization.

Along with the delegates of the Northern New York-New England locals, the Conference was attended by President Howard Coughlin, Vice President George P. Firth, Vice President Nicholas Juliano, Director of Organization H. B. Douglas, and Charles Hasenmeyer, A. F. of L. representative.

After the meeting adjourned, President Coughlin and Director of Organization Douglas met with Sister Helen B. Casey, president of Local 58, Albany, and a group of her members who were very enthusiastic about outlining a program of organization for the local union to pursue.



Claire Hall

### Thrift Retirement Plan Negotiated

Ernest Ettlinger, business representative of New York Local 153, announced agreement with the Lummus Company on a Thrift Retirement Plan which provides full vesting interest of the company's contribution after five years of employment for all employees eligible as of July, 1954. The Plan further provides that all future employees will be eligible for full vesting interest of the company's contribution after ten years of service.

Any employee laid off for economic reasons or by disability through a protracted illness, or who takes maternity leave, and those who are permanently disabled or who die in the service of the company, are also entitled to the full company contribution.

In addition to the above, the minimum and maximum of each labor grade were increased. Further increases averaging 7 cents per hour were effectuated.

Brother Ettlinger also announced the signing of a two-year contract with the Gordon Baking Company, which provides for a \$4.50 increase per employe and the incorporation of that firm in Local 153's welfare plan. This plan calls for a 3 per cent contribution by the employer and provides sick and disability benefits, life insurance, Blue Cross hospitalization and surgical benefits.

The employes of Sharp and Dohme received an 8-cent-per-hour increase, with the same increase added to the rate ranges.

Brother Ettlinger emphasizes the accumulated gains attained by our members in unionized shops when he points out that in the Sharp and Dohme company since unionization seven years ago the average overall increase for each member is \$40 per week.

## Meany Endorses Unemployment Compensation Recommendations

George Meany, president of the American Federation of Labor, has written to the OEIU and asked that we lend our support to the objectives stated in the following letter addressed to all state governors by Secretary of Labor James Mitchell:

"I am writing you at the suggestion of President Eisenhower regarding improvement in and expansion of the unemployment insurance program. Since this is a

jointly operated Federal-State program, we want to work with you so that we can fulfill our respective responsibilities.

"There are several areas in which we believe the unemployment insurance program needs to be strengthened in order to realize its full potentialities in providing protection against unemployment. These are the extension of the system to additional workers, improvement in

benefits, protection of state funds against insolvency, and more adequate financing of administration.

"The President has recommended action to Congress to improve the program in some areas and is suggesting action by the states in several other areas.

"Specifically, the President has recommended to the Congress changes in the Federal Unemploy-

(Continued on page 4)

## OEIU Booth Popular at Label Show



Above, members of Local 30, OEIU, giving out tickets to show visitors entitling them to chance to receive new portable typewriter (shown on table). Handing out tickets, from left: Sara Parker, former financial secretary, Local 30; Cynthia McCaughan, president, Local 30; and Pat McGuire, Local 30.



Left, James Roosevelt, son of the late President, visited at the OEIU Local 30 booth at the Union Label Trades show. He is shown here talking with John Doolittle, left, business representative of Local 30. The International office has received many comments on the excellent job done by Local 30 at the Los Angeles show.

**REMEMBER**

**Join L.I.P.E.**

White Collar—THE OFFICE WORKER

Official Organ of  
OFFICE EMPLOYEES INTERNATIONAL UNION  
Affiliated with the American Federation of Labor



HOWARD COUGHLIN, President  
J. HOWARD HICKS, Secretary-Treasurer  
625 Bond Building  
Washington 5, D. C.

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NAM Labor Policy Adopted by Ike

LAST year the National Association of Manufacturers asked Congress to allow the states to outlaw the right to strike or picket. The exact wording of the NAM proposal was included in a bill introduced by Senator Barry Goldwater, Republican of Arizona. All they wanted was an innocent-sounding amendment to the Taft-Hartley saying:

"... that nothing in the Labor-Management Relations Act (Taft-Hartley) shall be construed to nullify the power of any State to regulate strikes and picketing within its borders."

Even under the Taft-Hartley Act all except local businesses must operate under one uniform national labor law. At present only the union shop can be outlawed by anti-labor state legislatures, and 15 have done so. Under the NAM proposal the state legislatures, which are much more subject to corrupt and selfish influence than Congress, would be permitted to go all the way and completely hamstring unions so they could be nothing but social clubs.

Fortunately, President Eisenhower had Martin Durkin to advise him as his Secretary of Labor last year. Consequently, the NAM proposal got nowhere, and Eisenhower said he wanted the "union busting" provisions already in the law removed.

But Martin Durkin is back as president of his union, and Eisenhower is getting his advice elsewhere. Late in March of this year President Eisenhower sent to the Chairman of the Senate Labor Committee an official letter in which he supported the NAM proposal. His words were:

"Where the governor of a state determines that a labor dispute is endangering, or will endanger, the health and safety of the citizens of that state, certainly nothing in the Federal law should have the effect of preventing the State from dealing with that dispute."

In short, he would let 48 governors, according to their own whim or political prejudice, decide whether or not to crush any strike with the full police powers of the state.

No thanks, Mr. President, Taft-Hartley is bad enough, but at least we can operate under the same rules anywhere in the country. We can think of several governors into whose tender hands we would not like to be delivered.

Unemployment Increasing?

INSURED unemployment declined in late March and early April, but a little less than seasonably." That is government gobble-de-gook to cover up the plain fact that unemployment is getting worse.

Secretary of the Treasury George Humphrey told Congress in late March that we would have to wait until May for any business and employment pick-up. Then, the "Wall Street Journal" of April 22 came up with the discouraging statement that "Business upsurge before the fall seems less likely. . . . New unemployment compensation claims, at 387,900 in the week ended April 10, showed a 13 per cent bounce from the preceding week."

Anybody would rather have a job than unemployment insurance. But, just as in the case of fire insurance, it should be adequate in case of emergencies.

How good is your unemployment insurance today? Thanks to the "states rights" feature of the program the benefits vary from state to state. Average insurance payment is only \$23.30 per week for 22 weeks. This was less than a third of averages wages lost. In 13 states payments averaged less than \$19. In only 16 states did individuals get as much as \$30 per week. In eight states a person cannot draw insurance for more than 14 weeks, and in only four states can an unemployed person draw insurance for 25 or 26 weeks.

Congress can do nothing to raise these inadequate standards. Changes must be fought through each state legislature. But, unfortunately only 14 state legislatures meet this year. This is just another example of why one federal law is better than 48 conflicting ones.

Receive Retroactive Pay Under OEIU



Under the OEIU agreement recently negotiated at the Portsmouth, Ohio, atomic energy installation, more than \$200,000 in retroactive pay was received by members of Local 308. Here are some of the members admiring their checks: left to right, Elwood Jackson, Robert Thompson, Alice Kegley, Mary Teager, J. Aubrey Locke, Wayne McCleese, Kelly McCleese, Louise Locke, Eric Horsefield and Carl Davis.

Leaves of Absence Now Provided by Most All Union Agreements

According to the Bureau of National Affairs, some type of leave of absence—other than sick leave—is provided in slightly over nine-tenths of current union contracts, in a study of 400 agreements. In 1950, 80 per cent of contracts granted this privilege.

Personal leave, for suitable and approved reasons, is now permitted by nearly three-fourths of contracts, as against 55 per cent three years ago. Time limits, varying from a month to a year, are specified in two-thirds of current agreements and about two-fifths say that seniority will continue to accumulate while the worker is on leave.

Union leave is provided in two-thirds of contracts. More than half of these permit leaves of a year or more for the purpose of office holding; others grant short leaves to attend conventions or handle special union business.

Maternity leave is permitted under a quarter of contracts, as against 15 per cent in 1950. When the earlier study was made, such clauses were almost nonexistent in nonmanufacturing industries, but they're now fairly common in communications and finance.

Paid emergency leave, usually limited to three days or less, is available under about a fifth of contracts to workers who have to be absent because of death or illness in their families. A slightly larger number

provide leave for workers who are asked to serve on juries; about half of these clauses specify that the worker will be paid the difference between his regular pay and the fee he received for jury duty. Some contracts mention leave for other civic activities, ranging from election duty to civil service and public office.

Deputy Sheriff Now

Seattle, Wash.—Ron Crider, until recently associated with Local 8, Seattle, has announced severance of his connection with the local union to join the staff of the King County sheriff's office. Prior to his connection with Local 8, Crider was a business representative and organizer on the staff of Local 100, Pasco, Wash. Crider is a navy veteran of World War II and is a native of Washington State.

Letter From Rep. Roberts

The following letter was received from Rep. Kenneth A. Roberts, one of the members of the House of Representatives recently shot by a group of Puerto Ricans. The legislation to which he refers provides income tax relief for working mothers.

Honorable Howard Coughlin  
International President  
Office Employees International Union  
625 Bond Building  
Washington 5, D. C.

DEAR MR. COUGHLIN:

I certainly appreciate your nice letter of April 2, 1954, together with copy of your publication, WHITE COLLAR.

It was a pleasure for me to support this legislation and I certainly hope that we are going to get something in the way of relief in this Session of Congress.

I have never worked with a group which was anymore interested in a project than the OEIU and hope that we will have the pleasure of working together again in the future.

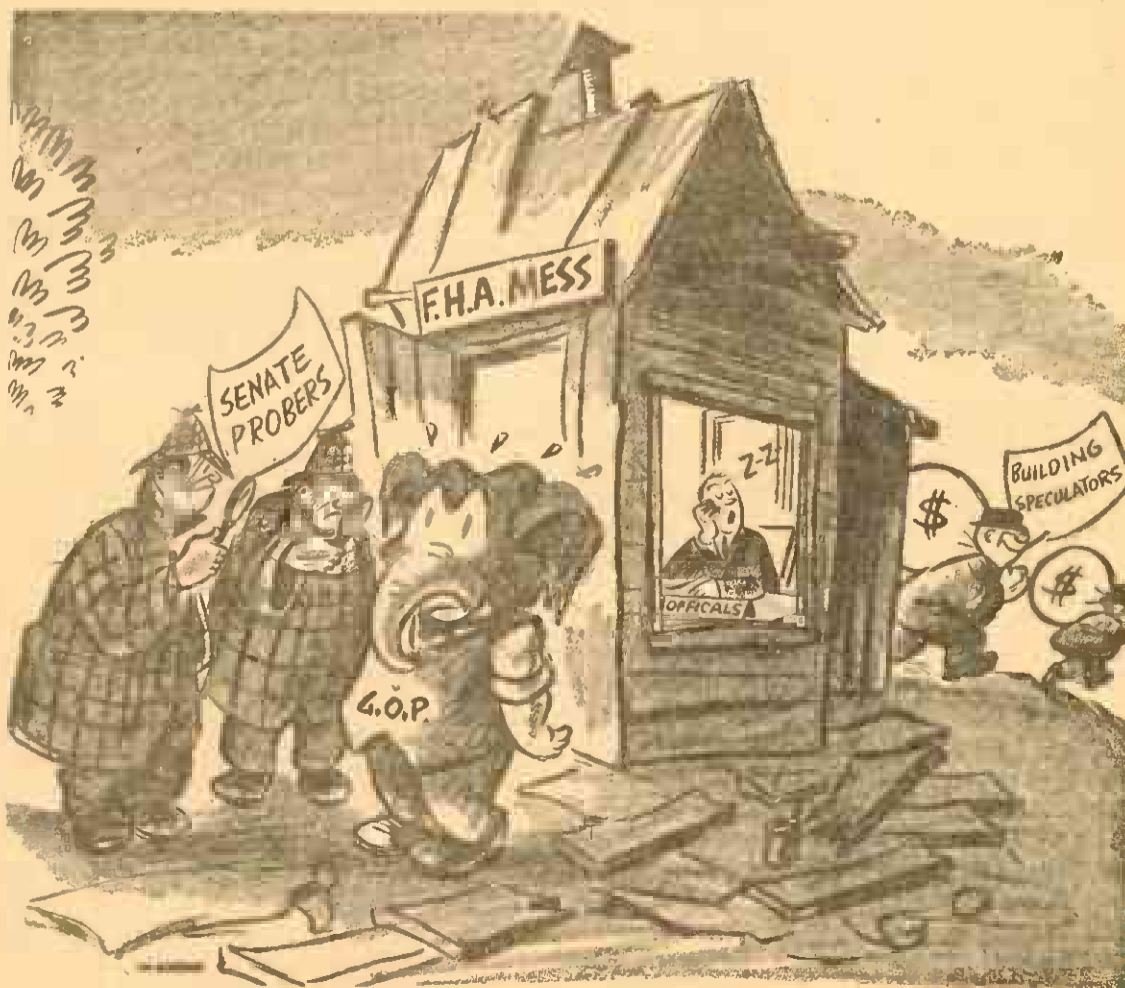
I appreciate your good wishes for success and hope that I will soon be out of the hospital.

Sincerely yours,

KENNETH A. ROBERTS.

KAR:jgv

New Look — New Mess



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from the desk  
of the  
**PRESIDENT**

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**HOWARD COUGHLIN**



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## Meany Endorses

(Continued from page 2)

ment Tax Act which should result in the states extending protection to some four million additional workers. These include, primarily, employees in firms with one or more workers at any time. In addition, the President has recommended unemployment insurance protection for the two and one-half million civilian employees of the Federal Government. I hope that you will call the attention of your legislature to the desirability of similar action to extend the protection afforded by your own program to state and local government employees.

"The President is also recommending to the Congress amendment of the Federal law so that the states can give new and newly covered employers the advantage of experience rating after one or more years of coverage under the program, instead of after the three or more years now required. In addition, he is making certain proposals to the Congress which will safeguard state unemployment funds against insolvency and will permit more adequate financing of employment security administration.

"The President has also directed attention to the fact that the present statutory benefit maximums under state laws have resulted in too high a proportion of claimants getting less than 50 per cent of their weekly wages.

"Only by raising these maximums in line with the rise in wages and living standards can the program serve its purpose of providing sufficient purchasing power to aid in assuring an adequate benefit to the worker for loss of earnings and to effectively help in curbing economic decline.

"His report describes, as a desirable goal of the program, that maximum weekly benefits be raised . . . so that the payments to the great majority of the beneficiaries may equal at least half their regular earnings."

"In his Economic Report the President has also called attention to the importance of assuring longer periods of unemployment insurance protection. This is needed since when unemployment increases in volume, it also increases in duration for the individual.

"The President has urged that all states provide 26 weeks of benefits uniformly to all eligible claimants, in order to assure that even in a minor business downturn most workers would remain protected by the program until they could find other jobs.

"At its most recent meeting in January the Federal Advisory Council on Employment Security took action supporting the President's recommendations on improving weekly benefits. The Council recommended that in each state the maximum weekly benefit amount should be equal to at least 60 to 67 per cent of the state's average weekly wage."

## New AFL Labor Film Catalogue Available

A revised and enlarged edition of "Films for Labor" listing over 100 films and filmstrips on subjects of interest to labor unions is now available through the AFL Workers Education Bureau. The new catalogue also includes information on the Bureau's "Film-A-Month" plan, a description of new posters available for advertising film showings, and helpful hints on projection and equipment. Copies of "Films for Labor" may be obtained from the Workers Education Bureau, 1625 Eye St., N. W., Washington 6, D. C.



## Excise Tax Cuts

You'll find lower prices this month on household appliances, clothing, toiletries and linens.

Reductions approximately five per cent on many brands of refrigerators and cooking ranges are the most important savings made available from the recent cut in excise taxes on appliances. Prices of freezers and driers are also moved down by the excise cut, but washers are not affected.

Most makers of major appliances have announced lower list prices which pass on the tax cut. But in several cases, manufacturers are pocketing all or part of the tax, or letting the retail dealers pocket it.

A large camera manufacturer has notified dealers its prices remain the same despite a reduction from 20 to 10 per cent in the tax on photo equipment. One large maker of ranges has passed on only half the tax cut, while several smaller appliance manufacturers have so far announced no cuts at all. Nor have most manufacturers yet arranged to reduce prices on stocks in retailers' hands, which means some stores are reducing prices sooner than others as new stocks arrive.

There is no law that manufacturers must pass on the reductions in excises levied at the manufacturer level. In fact, there are indications that even those reductions which have been made may be short-lived. A survey by "Retailing," home-furnishings industry newspaper, indicates leading manufacturers may return to traditional price levels when 1955 models are introduced.

Usually nationally-advertised makes of refrigerators carry a list price of \$299.95. Many now are listed at \$286 due to the tax reduction. When purportedly new models are introduced next year, manufacturers thus may take advantage of the model change to revert to the traditional price line.

### Extra Shopping Required

Our advice to readers seeking good values in appliances this month, especially refrigerators and ranges:

To get the most advantage from the excise reduction, you'll have to do extra shopping. You can't assume an automatic price cut, because as shown above, the reductions are uneven and some are being pocketed. Even where the list price has been reduced, you still should be able to get a sizable further discount of 20-30 per cent, depending on competitive conditions in your area. The more expensive the item, the higher the percentage of discount you should get. Since spe-



"The union grievance committeeman to see you, sir, with fire in his eye!"

cial sales and price cuts are normal on refrigerators in late May and June, you can expect further price breaks this month if you shop for them and watch the ads. The fact that the excise tax cut has proved a dud so far in stimulating people to buy, as *Retailing* reports, is further assurance that "special sales" will be available in late spring and early summer.

Here are other tips on opportunities in finding values in these and other goods in May:

**TELEVISION SETS:** Add to lower prices already reported, Crosley's new 17-inch table model at a list of \$140. Usual discounts bring it down to about \$125. It's compact and light in weight, and is offered as a "second set," but has only 15 tubes and thus may not be powerful enough for fringe reception areas.

**WASHERS, DRIERS:** Good news for families in apartments and smaller homes is the introduction of several more models of more compact automatic washers and driers. These are generally eight-pound capacity in comparison to the nine-pound full-size models. Some compact automatic washers are now available in wheeled models for small homes where the washer must be stored in a closet when not in

use. Prices are lower too; such washers are now available around the \$200 mark. Eight-pound driers are also available now for as little as \$150-\$160 in electric models, and \$180 in gas. Although gas models cost more initially, operating costs are much lower.

### Summer Clothing

Prices of garments of the newer synthetic materials continue to decline sharply. Some stores now offer men's Dacron-worsted suits for as little as \$42.50, a revealing reduction from the \$85 such suits commanded only two years ago. Women's nylon dresses are now available for as little as \$4 in post-Easter promotions. Some manufacturers got caught with overstocks of women's woolen spring suits, and stores are now offering these at sharp reductions, a money-saver over the higher price tags they'll carry in the fall.

**MEN'S SHOES:** A drop of \$1 has been announced by Regal shoes, already one of the better values in men's shoes. But otherwise time your shoe buying for the semi-annual July shoe sales when most stores reduce prices on standard styles and brands.

**SHEETS, CASES:** Values are excellent in this year's May white sales, with bargains in contour sheets particularly noticeable; now available around \$2 in some stores.

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## Organizing, Education and Publicity

It is the intention of your International officers to use our various conferences for the purpose of educating local union leadership and active members in the basic essentials of organizing, collective bargaining and National Labor Board procedure. Therefore, during the subsequent meetings of the respective conferences after each conference has been established much of our time will be utilized in this direction.

At the present time we are preparing an Organizational Manual, a Collective Bargaining Guide and a Schedule of Information designed to assist our local union leadership before the National Labor Relations Board. These conferences will eventually become the focal point of all organizational and educational activity in the various conference areas. We realize that it is necessary not only to activate our leadership, but also to obtain the greatest interest and participation of the membership of our conference-affiliated local unions.

We have the job of organizing tremendous numbers of white collar workers. This job can only be accomplished if our membership participates to a great degree in the organizational efforts of our local unions and conferences. Our job could be made a great deal easier if we could convince our individual members of the tremendous amount of good they can achieve not only for the union but for themselves and their fellow members as well.

A local union can be advertised better by individuals who are convinced of the good results that a local union for clerical workers can attain than we can gain through paid advertisements in the newspapers. When our individual members achieve successful contracts through local union collective bargaining with their employers, such members have it within their power to establish sound public relations for their local unions.

When a reputation for honest, forthright collective bargaining is achieved by a local union through its membership, we are in effect practicing good public relations.

## Nothing Succeeds Like Success

It has been said that nothing succeeds like success. A trade union's organizational success and subsequent good contracts are its best advertisement. We have found and will continue to find that success breeds success. It is important that we explain this breeding, so to speak. Too many of our members who are completely satisfied with their collective bargaining attainments fail to publicize those attainments.

In many given instances individuals have been able to convince employes of other companies as to the value of organization by simply telling of the results obtained in their own collective bargaining negotiations. If this policy were followed on a mass basis unionization of unorganized clerical employes could be accomplished on a large scale both locally and internationally.

It will, therefore, be incumbent upon our local unions to invoke large scale word of mouth campaigns designed to interest the unorganized. This is particularly important in metropolitan areas where large numbers of unorganized clericals exist.

## Nation-Wide Publicity

Our International Union has been receiving much favorable publicity particularly in many of the more important labor publications throughout the nation. Within the last few months we have had two articles published in the *FEDERATIONIST*. These have been reprinted in other publications. We have received requests for additional articles from other periodicals, both labor and scholastic.

While this type of publicity is important, we intend to promote if possible a type of publicity which will be of great benefit to all of our local unions. We delayed any concerted effort in this direction until such time as we had appointed a sufficient number of organizers in the field, particularly in metropolitan areas, to take advantage of any organizational leads created through such publicity.

We are at the present time meeting with various representatives of publicity firms for the purpose of working out arrangements which will give us access to necessary channels of national publicity, taking into consideration, of course, our financial limitations.