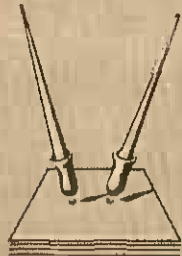




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Office Employees International Union



No. 160

JULY-AUGUST, 1958

17

3 Conferences Hold Productive Work Shops

Sessions Held In Shreveport

The semi-annual meeting of the Southwestern Organizational Conference was held at Shreveport, La., on Saturday, June 7th.

Conference delegates were welcomed by Carroll Shaw, president of the Central Trades and Labor Council, AFL-CIO, of Shreveport.

Victor Bussie, president of the Louisiana State Labor Council, AFL-CIO, addressed the delegates and called their attention to the numerous problems facing organized labor today. Many of these problems are directly related to conditions in the State of Louisiana.

B. A. Gritta, secretary of the National Metal Trades Department of the AFL-CIO, also talked to the delegates and stressed the need for close cooperation with Metal Trades Councils throughout the Southwest area. He called attention to the important part that the Office Employees International Union has played within the various Metal Trades Councils in the United States.

As part of an educational program, the officers of the Southwestern Organizational Conference arranged for a dissertation on National Labor Relations Board procedures by Paul Barker, legal counsel for the Louisiana State Labor Council. Mr. Barker's presentation followed a short film on NLRB Procedure, prepared by the Educational Department of the AFL-CIO.

Mr. Barker outlined, in detail, the numerous problems that local unions as a whole face at the National Labor Relations Board today. He called attention to the many changes in policy which now give to the employer much latitude in combating trade unionism. His presentation was followed by a question and answer program.

OEIU President Howard Coughlin reported to the Southwestern Organizational Conference on the progress of the OEIU throughout the United States and Canada. He described our affiliation with the Maritime Trades Department and detailed our recent organizational meeting at Chicago.

Sister Doris Cates of Local 277, who is the president of the Southwestern Organizational Conference, conducted the entire session.

New Local Chartered

Another OEIU local has been chartered in Illinois. It will be known as Local Union 374, and will be located in Springfield.

According to Northcentral Conference Organizer Gene Dwyer, several active campaigns are already underway, in conjunction with the Teamsters Union, and the Machinists Union. Local 374 will shortly petition the NLRB for an election of approximately 90 office workers from one of Springfield's largest industrial plants.



Delegates to the Pacific Northwest Conference summer session meeting in Victoria, B. C. Seated in right foreground is Director of Organization H. B. Douglas.

North Central Holds Session

(Pictures, Page 3)

The North Central Organizational Conference summer session was held in Ft. Wayne, Ind., at the Van Orman Hotel.

At this meeting the delegates were addressed by the president of the Central Labor Council, several members of the Executive Board of the State Federation of Labor and the Assistant Regional Director of the AFL-CIO.

After the organizational report by Director of Organization Douglas and an activities report of Conference Organizers Hilliker, Dwyer and Lewandowski, a work shop was set up in which the delegates were separated into two groups and given a subject to discuss. After the discussion period, each of the groups elected a spokesman who reported to the meeting as a whole on the results of the work shops. A question and answer period followed where information was exchanged regarding the making of contacts for a new organizational campaign and methods and means of creating and keeping the interest of local union members.

Local 325 provided a dinner for the delegates at the noon recess and presented all of the delegates with a notebook and ball point pen inscribed with Office Employees International Union, Local 325, Fort Wayne, Ind.

There was also a hospitality room operated by the host local on the night preceding the meeting.

New Haven, Conn.—Conference Organizer Manning announces the signing of a renewal agreement for members of Local 123 who are employed by the Conn. State Building Trades Welfare and Insurance Fund. The agreement, which is of one year's duration, calls for a Union Shop, a 35-hour week, 9 paid holidays, identical hospital, surgical and disability benefits as are afforded to members of the building trades, and three weeks vacation after 5 years.

Panel Sessions, Work Shop Are Features Of Pacific Northwest Conference Meeting

The Pacific Northwestern Organizational Conference met recently at the Hotel Strathcona, Victoria, B. C.

This meeting proved to be one of the most interesting yet to have been conducted by this Conference.

Director of Organization Douglas made a report on the organizational activities of the International Union throughout the country and reported on the progress of our national organizing campaigns. Following this report, there was a question and answer period which brought out many interesting facts regarding techniques of organizing.

During the meeting the delegates in attendance were assigned to three separate panels and each given a problem to discuss and report back to the entire meeting on the conclusion arrived at by the panel. After this work shop session, each of the three groups reported and these reports were followed by an open discussion which

was led by Director of Organization Douglas, Vice President Gene Corum, Conference Organizer Bill Lowe and Delegate Jim Beyer.

During the luncheon at the noon recess, it was brought to the attention of the delegates in attendance that the Hotel and Restaurant Workers had placed a picket line on the hotel. The delegates, following luncheon, all checked out of the hotel, moved to another hotel and continued the afternoon session in the Victoria Labour Temple.

During the afternoon session, Mr. Roy Brookbank gave a lecture on the "Method For Problem Solving." During this discussion, he outlined ten points in a program to be followed in solving problems.

Following this discussion, a film was shown which dealt with communications within an organization. This film proved to be very educational and was well received by all of the delegates.

Bob Rennie, President of OEIU Local 378 outlined the procedures to be followed and the preparation to be made before entering into negotiations with an employer. During his presentation, he outlined the many situations which should be covered in a collective bargaining agreement in order to adequately protect the rights of employees.

During the election of officers, Director of Organization Douglas chaired the meeting and, as a result of the elections, Bill Swanson of Vancouver, B. C. was re-elected President and Sister Bernice Meyers of Portland was elected Secretary Treasurer.

The Tacoma local union invited the Conference to hold their next meeting in Tacoma and the delegates accepted this invitation.

Before adjournment, a motion was carried to hold the meeting of the Conference for two days instead of one.

Southwest Conference Meeting in Shreveport



President Howard Coughlin of the OEIU (left) with delegates to the Southwestern Organizational Conference meeting held in Shreveport on June 7.

WHITE COLLAR

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OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the AFL-CIO

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Canadian Vacation Laws

IN last month's edition of "White Collar" we referred to Saskatchewan as the first Canadian Province to adopt a mandatory vacation law.

We were promptly corrected by a member of OEIU Local 225 in Ottawa. We were reminded that seven Provinces and Canada, itself, have mandatory annual vacation laws.

Some of these laws have been in force for 10 years or more. The Provinces having mandatory vacation legislation are Alberta, British Columbia, Saskatchewan, Manitoba, Ontario, Quebec and New Brunswick.

The United States could well take a leaf from Canada's book in respect to mandatory vacations.

Senate Labor Bill

THE Senate recently passed S. 3974, officially known as "Labor-Management Reporting and Disclosures Act of 1958".

During the course of debate, numerous restricting clauses were defeated. However, on examining the bill as finally passed by the Senate, it is evident that the government intends to take greater control over labor unions. In some instances, management is also affected, particularly in view of the provision which requires that employers must file non-communist affidavits.

Much additional power is given to the Secretary of Labor over Trade Unions. This, itself, is not desirable because the Secretary is always a political appointee.

While some of the provisions of the Senate bill would tend to eliminate corruption, for the most part it is restrictive.

While the Office Employees International Union would find no fault with provisions calling for secret ballot elections and protection against unjust trusteeships, it is still evident that this bill, if enacted into law, would place unions to a greater extent under government domination. We are fearful of such domination.

As we stated in a previous editorial, if labor is legally restrained, it is only a matter of time before management will be treated in the same manner.

Congressional Influence

WHEN it was proposed two years ago that the United States Senate investigate the part played by oil interests, Senator Barry Goldwater made the statement that if such an investigation were made, at least one-half of the members of Congress would be exposed as having benefited from oil contributions to their campaigns. Such investigation was never made.

More recently, Presidential Assistant Sherman Adams has been placed in a bad light publicly in what he describes as "imprudence" his relationship with Bernard Goldfine, a financier.

Numerous representatives of the present Administration, including the late Air Force Secretary Harold Talbott, former Internal Revenue Commissioner Coleman Andrews, and Farmers' Home Administrator Robert MacLeaish were forced to resign because of their unethical conduct relating to business connections. All of these men were political appointees.

We believe the system of political appointment of officers in responsible positions should be seriously studied.

The National Labor Relations Board is composed of political appointees. Each and every one of the members of this Board was appointed by the present Administration. Their decisions are decidedly pro-business.

We feel that career men may do a much better job in positions of this kind without the possible tinge of partisan politics.

**Unionists at TVA
Earn Up to \$10,000**

A secretary astute enough to pass the high qualification standards of the Tennessee Valley Authority could find herself employed in a position paying \$322 per month to start. In several years, she would have every right to anticipate and receive a salary exceeding \$400 per month without any significant change in required duties. If she is fortunate and progresses to a position where she serves members of the top executive body, she will ultimately earn a monthly salary of \$558 as afforded under provisions of negotiation conducted during the first week of June, 1958.

Operating under a policy of negotiation that observes prevailing rate practice in the TVA watershed area, OEIU negotiators stressed the high standards required by the Authority when supporting proposals for significant increases.

An overall increase of 5.3 per cent was effective June 29, 1958, covering approximately 6,000 people. Of this number, engineers and chemists are also represented.

The Tennessee Valley Salary Policy Council representing OEIU interests skillfully negotiated the first five figure salary ever gained by a labor organization in TVA. Classifications such as Auditors, Accountants, Property and Supply Officers, Administrative Officers, among others, are assured a rate of \$10,000 per annum as they reach the top step in the current rate progression schedule. Since many have progressed through the schedule and now occupy a position on the top step, local unions throughout the valley can point with pride toward their \$10,000 per year members.

Evidence of a successful negotiation during a time of recession in which there has been negligible layoff is readily seen by viewing the starting and maximum rates of familiar job titles effective June 29, 1958.

	Start	Maximum
Secretary	\$322 mo.	\$558 mo.
Clerk-		
Stenographer	\$280 mo.	\$458 mo.
Clerk-Typist	\$280 mo.	\$395 mo.
Clerk	\$280 mo.	\$500 mo.
Accountant	\$408 mo.	\$833 mo.
Personnel		
Clerk	\$280 mo.	\$500 mo.

The maximum rates in all cases reflect added responsibilities.

Eight holidays per year which has long been a TVA practice was a subject of debate. It was agreed that 2½ times the straight time rate would be paid for holidays worked.

OEIU members in TVA form a 680-mile backbone through the Southeast extending through five states. The presence of negotiated contract over the past decade has elevated the TVA employe into a position that should be most encouraging to unorganized white collar workers in the Valley who have longed for the dignified representation that is synonymous with OEIU membership.

OEIU Makes Gains at Joy Manufacturing

OEIU, Local 352 negotiated a renewal agreement with the Joy Manufacturing Company at Franklin, Pa.

The following gains were attained:

Double time for overtime plus holiday pay.

Three (3) weeks' vacation after 12 years of service.

Plant-wide seniority instead of departmental seniority.

An overall increase of \$12 per

Sign First Contract

National Rural Electric Cooperative Association contract consummated. Shown at the signing of the initial contract between Local No. 2, Washington, D. C., and the NRECA are: seated, left to right, Joseph Jenness, assistant general manager; Clyde T. Ellis, NRECA general manager; John P. Cahill, president of Local 2. Back row, left to right, members of the employe committee, Sam Portwine, Stanley Benjamin, Bob Tiley, Andrew McClay and Betty Quinn. This first contract provided wage increases of up to \$300 per year, and in some instances inequity adjustments up to \$800 per year; four weeks' vacation with pay after 10 years of service; job posting; and an excellent seniority clause. There are approximately 40 people in the bargaining unit.

Wins a Portable

SCINTILLATING SECRETARY FROM CINCINNATI, smiling Betty Kinkade meets three judges at the recent Union-Industries Show. They are (from left) Alex Smith, president of Union Advertising Service; Joseph Lewis, secretary-treasurer, Union Label and Service Trades Dept. of the AFL-CIO; and Harry R. Lee, manager of the Remington Rand branch office in Cincinnati. Chosen "Miss Union Secretary of Cincinnati," Mrs. Kinkade was presented with a union-labeled Remington Portable Typewriter, and she's now after the thousand dollars awaiting the winner of the national "Miss Union Secretary" Contest. An employe of the Cincinnati Cooks Local 177 for the past 6 years, Betty Kinkade is an active member of the Office Employees International Union.

month now and an additional \$7 on December 8, 1958.

Further, all changes made in job descriptions or job content must be submitted to the union prior to the assignment of an employe to a new or changed job.

A negotiating committee of Joy Manufacturing Company employes was led by International Union Representative James Sleeth.

Stamford, Conn.—Local 90 President Nick Bolanis announces that a new agreement has been negotiated with Yale & Towne Mfg. Company in Stamford calling for a general wage increase of \$4 per week, an increase in weekly sick benefits from \$25 to \$35 per week, a continuation of the Severance Pay Plan which guarantees, upon lay-off, \$50 for each year of service plus \$1.00 for each odd month of service, 2½ weeks vacation

from 10 to 15 years of service and 3 weeks after 15 years, and an agreement that retiring employes shall have the option of taking Severance Pay or the Pension Payments, whichever is greater. In addition the Profit Share Plan Payments are given immediately to employes who either retire or are severed.

In addition to President Bolanis the following committee participated in the negotiations: Hubert Malin, Ray O'Connell, Bowen Dunn and P. J. Fitzpatrick. Conference Organizer Bud Manning assisted the committee.

Register and
VOTE

OEIU Wins Transfer of Clericals from the ILA

After numerous conferences between Captain Bradley of the International Longshoremen's Association, independent, and Howard Coughlin, President of the Office Employees International Union, AFL-CIO, it was agreed that the I.L.A. would transfer its interest in office and clerical organizations in the steamship and stevedoring industry to the Office Employees International Union.

Captain Bradley, in making the public announcement, stated that he recognized the fact that the OEIU is the only union chartered for the exclusive representation of office and clerical workers by the American Federation of Labor—Congress of Industrial Organizations. He further stated that, while the I.L.A. is independent, it intends to work closely with all segments of the organized labor movement for purposes of promoting labor's common interests.

It is his feeling that office and clerical workers should be represented by an organization skilled in the problems of white-collar workers, particularly in view of the plight of white-collar workers today.

Membership already organized in the French Line, Italian Line, Ward Garcia, Grancolombiana and Greek Line will be immediately transferred to Office Employees International Union, Local 153.

The Office Employees International Union will immediately initiate a campaign to organize all of the remaining unorganized companies.

Captain Bradley gave his assurance that the International Longshoremen's Association will cooperate fully in the efforts of the Office Employees International Union.

President Coughlin extended his congratulations to Captain Bradley and the International Longshoremen's Association on its display of cooperative trade unionism. He pledged that the OEIU would do everything possible to better the conditions of clerical workers in the steamship and stevedoring industry.

The OEIU will embark on campaigns to complete the unionization of clerical employes in this industry, all through the East Coast, down to the Gulf Coast ports.

While the initial campaigns will involve unionization of clerical employes in the Port of New York, it is expected that campaigns will also be initiated in Boston, Portland, Maine, Philadelphia, Baltimore, Savannah, Charleston, Tampa, Mobile, New Orleans and Galveston in the near future.

OEIU Makes Gains At Toledo Edison

OEIU Local 19 announced the signing of a renewal agreement with the Toledo Edison Company which provides for increases ranging from 8 to 15c per hour, depending on job classification.

The new agreement establishes Saturday as a premium day for employes not scheduled to work on that day.

Severance pay is now included in the new agreement for the first time in the history of the relationship between union and company.

Three (3) weeks' vacation after 10 years of service was also gained. Changes in the welfare program were also negotiated.

OEIU Local 19 was represented by Ron LaBrecque, Marie Smith, Lowell Murray, Stephanie Elliott and Herbert Craig. L. J. "Chick" Barnard, Local 19 business representative, was the spokesman for the negotiating committee.

The agreement was reached after 13 bargaining sessions between the union and the company.

20-Cent Increase

Modesto, Calif.—Local 208 reports that as a result of recent negotiations with the National Can Company of Modesto, the new agreement provides for a 20c per hour increase for all employes retroactive to April 1, 1958.

Local 225 Elects

The election of officers for 1958-59 was held recently in Ottawa by Local 225, Office Employees International Union. June Pappas, of

the CLC unit, was re-elected president for a second term. First vice-president is Gilbert Levine, of the National Union of Public Employees unit, and second vice-president is Ruth Cook, of the Co-operative Commonwealth Federation unit.

Other officers are: Treasurer—Ellen Post (CLC); recording secretary—Adeline Bradshaw (CLC); corresponding secretary—Joyce Jones (CLC); trustees—James McMillan (Canadian Brotherhood of Railway Employes), Margaret Bishop (CCF), and Mildred Hayes (CLC); delegates to Labour Council—Gilbert Levine and Reta McGillis (Borden's Dairy); alternate delegates to Labour Council—Martha Choquette (National Defence Employes Association) and Dorothy York (CLC); chairman of negotiating committee—Rita Wilcox (CLC); social committee—Georgette Couillard (CLC) and Martha Choquette; publicity committee—Dorothy York.

Canadian Corner

By LLOYD CHAPMAN
President, Canadian
Organization Conference



First Agreement at Canadian British Aluminum

The Office Employees International Union, Local 361, Baie Comeau, Quebec have signed a first collective agreement with the Canadian British Aluminum for a duration of two (2) years.

This first contract was overwhelmingly accepted by the 90 office employes. It provides for a general wage increase ranging from \$30 to \$100 per month depending on the new classification and this retroactive to April 1, 1958. The agreement provides also for an additional wage increase of 2½ per cent effective July 1, 1958, and a further 5 per cent effective July 1, 1959.

A modified Union Shop and Rand formula with dues check off was agreed upon.

Vacations are 1 week after 13 weeks' employment and 2 weeks after 26 weeks' employment.

New provision for overtime payment instead of time off allowance.

Good seniority and grievance procedure clause were negotiated.

In case of lay-off employes would get 2 weeks notice and in addition at least 2 weeks' pay.

Employes are entitled to 1 month sickness pay per year.

The negotiations were firm but

conducted on a friendly basis. The union negotiating committee was composed of Charles Caron, pres.; F. Romeril, v.-pres.; G. Hayes, rec.-sec.; F. Lalancette, fin.-sec.; and Miss Rolande Sergerie; they were assisted by Romeo Corbeil, organizer, Canadian Organizational Conference. Brother Corbeil feels this settlement should bring about more OEIU white collar organization in the Quebec North Shore area, which is developing tremendously.

Sign With Borden

A two-year renewal of the contract between Office Employees International Union, Local 225, Ottawa, and the Borden Company Limited was signed recently, covering office employes in the company's Ottawa Dairy Division.

A \$12.50 across-the-board monthly increase was gained, effective May 1, 1958, with an additional \$7.50 on May 1, 1959.

Renewed provisions include: two weeks' paid vacation after one year's service, with three weeks after 15 years; eight statutory holidays; Blue Cross and Physicians' Services Incorporated premiums to be shared equally by the employer and employe.

June Pappas and Ellen Post, president and treasurer respectively of OEIU 225, signed the agreement on behalf of the union, and F. J. Reynolds signed on behalf of the Borden Company Limited.

Writ of Prohibition Issued in Montreal

The Légaré Stores in Montreal, subsidiary of Great Universal Stores in Canada and England have asked for a writ of prohibition against the Quebec Labour Relations Board to prevent the Board to continue its enquiry in regards to the petition of certification asked by the Office Employees International Union, Local 57.

This court action was taken because the Labour Board refused to give the company the list of employes who had signed in the union.

The OEIU, Local 57 had petitioned for certification for the 95 employes working in 12 stores in Montreal, on April 1st, 1958.

This case is the same as the Gaspe Cooper Mine's one at Murdochville, P. Q. where a writ of prohibition was also asked against the Labour Board and after a delay of over a year during which time the Steelworkers members were on strike it was rejected by the Superior Court.

Sign With Brotherhood

A one-year agreement effective from February 1, 1958, was recently signed by Office Employees International Union, Local 225, and the Canadian Brotherhood of Railway Employes and Other Transport Workers. The agreement covers office workers in CBRE offices in Ottawa, Montreal, Toronto, Winnipeg and Moncton.

The contract provides salary increases in the \$11.25 to \$17.00 range; an eleventh statutory holiday (Remembrance Day); and twenty days paid vacation after fifteen years' service (previously twenty years).

Iris Martin, Myrlah Pranschke and Laurette Emery signed on behalf of the union, and William J. Smith, national president, D. N. Secord, national secretary-treasurer, and Elroy Robson, national vice-president, signed for the CBRE.

Visitors at North Central Summer Session



Pictured, left to right, are H. B. Douglas, director of organization; Wayne Kepler, executive board member of the State Federation of Labor; Helen Sterline, business agent of OEIU Local 325 and financial secretary of the Central Labor Council; Jacob Roberts, vice president of the State Federation of Labor; Earl Whitehurst, executive board member of the State Federation of Labor, and president of the Ft. Wayne Central Labor Council.



Delegates who attended the sessions at Fort Wayne, Ind. (Story, page one.)

Interpreters' Guild Receives OEIU Charter

Washington, D. C.—A unique new professional union, the Interpreters' Guild, organized by language specialists who work in more than a dozen languages, yesterday received a charter from the AFL-CIO as an affiliate of the Office Employees International Union.

The Guild is composed of interpreters and translators employed with private corporations and such government agencies as the Department of State, the International Cooperation Administration, the U.S. Information Agency and the Pan American Union. Many are free lance specialists who interpret at international conferences here and abroad. Others are under contract with I.C.A. to escort foreign visitors around the country who are invited here by the Government.

In presenting the new union charter at a ceremony here recently, Office Employees' Secretary-Treasurer J. Howard Hicks said:

"The Interpreters' Guild is unique in many ways. To qualify, members must possess, in addition to language skills, a broad educational and cultural background which will permit them to work intelligently and effectively with individuals representing a variety of nationalities and points of view. They deal, on a day-to-day basis, with complicated and exacting subjects ranging from cold-war diplomacy through medicine, international law, labor relations, industrial production, nuclear energy and contemporary music, to archeology and semantics.

"The Guild's membership includes former journalists and diplomats, lawyers, teachers, political scientists, retired military officers, editors, and even an atomic sci-



Presentation of charter to the Interpreters' Guild. From left: Adolphe Bonnefil, secretary-treasurer; Manuel Silva, president; J. Howard Hicks, secretary-treasurer, OEIU; Lucia Donnelly, public relations chairman.

list. Many of its members who were not native-born citizens have amply demonstrated their faith in America by becoming citizens the hard way, through the long process of naturalization.

"Language specialists are playing an increasingly important role in the cultural, economic, and international affairs of this nation. However, in a land of highly-paid workers protected by liberal social benefits, they are largely unrecognized. As members of an AFL-CIO union, they will be in a position to seek that recognition. We welcome the members of the Interpreters' Guild to the ranks of organized American labor."

The Guild's charter gives it authority to represent language

specialists in this country and Canada.

President of the Guild is Manuel Silva, a lawyer who was previously on the staff of Thomas E. Dewey's law firm in New York. Secretary-treasurer is Adolphe Bonnefil, formerly with the military attaches office of the Haitian Embassy in Washington. Public relations chairman is Lucia Donnelly, former Washington newspaper woman and publicist.

Languages spoken by Guild members—some of whom work in five—include: Armenian, English, French, Portuguese, Spanish, German, Dutch, Russian, Swedish, Japanese, Chinese, Serbo-Croatian-Slovenian, Turkish, Arabic, Italian and Rumanian.

Signing with Convair Aircraft



SIGNING NEW CONTRACT—Shown here are representatives of OEIU Local 277 and Convair in Ft. Worth as they signed a new collective bargaining contract. From the left: N. J. Manley, senior wage and salary representative, Convair; Dorothy Hill, Vada Wilson, and Wanda Minter, all members of the union negotiating committee; R. E. Norman, local union president; J. L. Budros, manager of personnel, Convair; C. J. Chamberlain, W. R. Porter, and M. O. Cartwright, union negotiators; Frank E. Morton, OEIU international representative; and R. B. Smith, senior labor relations representative, Convair.

New Contract With Convair

OEIU, Local 277 ratified a new two-year agreement with Convair at Ft. Worth, Texas, after numerous negotiating sessions.

The new contract contains a 17c per hour increase or 8%, whichever is greater. This increase will apply, not only to our employes, but also to the minima and maxima of the rate ranges. In addition, a 3% increase will be effective after one year.

Numerous adjustments in individual classifications were effectuated up to a maximum of 14c per hour.

An escalator clause which reflects a cent increase for each .05% increase in the cost of living with

a floor to be placed at 123.3 was also included.

Holidays that fall on Saturday will be paid for or the Friday preceding such holiday will be observed as the holiday.

There were other changes in the grievance procedure and arbitration machinery.

The contract was signed on May 26, 1958.

A negotiating committee, led by International Representative Frank Morton and Local 277 President Ray Norman, represented the Office Employees International Union, Local 277.

Elmira, N. Y.—Local 137 announces the negotiation of an agreement for the Service School employes of Remington Rand in Elmira. The agreement calls for

wage increases of \$8 per week spread out over the next 26 months with \$2 immediately, another \$2 on September 30 of this year, and additional \$2 increases on September 30 of 1959 and 1960 respectively. There is also a provision for a wage reopener on January 15 of 1959 providing the cost-of-living index reaches 122.5. Inasmuch as this figure has already been reached the reopener is assured. The union has the right to strike during reopening provided no agreement can be reached. Also included in the settlement are hospital and surgical benefits paid for by the employer, sick leave, an arbitration clause, union security, agreement on re-classifications, and a pension plan. Conference Organizer Bud Manning and Local 137 President Lee Cowles negotiated for the local.

New Agreement Signed at Sandia

OEIU Local 251 reported that the negotiations at the Sandia Corporation in Albuquerque, New Mexico have been brought to a satisfactory conclusion.

The new agreement provides that the company contribute \$2.00 per month to the Group Health Care Plan and amends the wage schedule to increase the rates in Grades 31 through 34 by \$3.20 per week and Grades 35 through 40 to \$3.60 per week.

International Representative Frank Morton assisted this local union in these negotiations.

New Organizer Appointed



Fred Dennington, formerly of the Ironworkers International Union, was recently appointed as an organizer to represent the OEIU in the Southwestern Organizational Conference.

Sign With Martin Segal Co.

New York, N. Y.—Negotiations were recently concluded between Local 153 and Martin E. Segal and Co., Inc., pension and welfare plan consultants.

Major feature of the new two-year contract is the provision for a classification system with rate ranges and automatic progression from the minima to the maxima of the ranges.

Wage increases negotiated provide for a \$4.25 increase effective February 1, 1958, for clerical employes in labor grades V to VII and a \$3.25 increase for employes in labor grades I to IV. All clerical employes are to receive a \$3 increase on the anniversary date of the agreement.

As a result of this contract Local 153 members will receive four weeks' vacation with five years of service. Contributions to the Local 153 Welfare Plan were changed to \$14 per employe per month. Doctor bill insurance was extended to include the member's family.

The contract was negotiated by Business Representative Meyer Drucker, Shop Steward Roselyn Dlutman and Committee Members Mildred Adolph, Bunny Cannarella and Dorothy Galnil.

OEIU Wins Election In Richmond, California

Conference Organizer Chuck Hogan reported the results of a recent NLRB election at the Mutual Grocery Company in Richmond, Calif.

After an organizing campaign that began in February and ran through June, the employes of the Mutual Grocery Company voted at the rate of four to one to be represented by OEIU Local 243.

OEIU Member Publishes Audit Aid

Percy A. Lockitch, an active member of OEIU Local 8 in Seattle, Wash., received recognition in the Journal of Accountancy through his publication of a 15-point audit program adaptable for health and welfare funds.

Mr. Lockitch's publication is used as a guide by Union-Employer health and welfare funds.

Local 367 Receives Charter



The officers of Local 367 are pictured above with Carl Holt, Office Employees International Union representative. Left to right are Mildred Gresham, financial secretary; Elenor Britton, president; and Brother Holt.