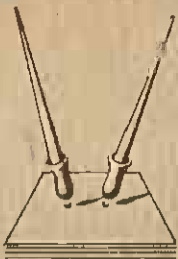




WHITE



COLLAR

Official Publication of the

Office Employees International Union



OEIU Makes Advances in Shipping Field

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Blue Shielders Get Economic 'Armor'

Business Manager Nicholas Juliano, Local 32, Newark, N. J., reports the conclusion of negotiations at Newark Blue Cross-Blue Shield. The primary benefits were a four-to five-dollar weekly increase, increased progression intervals, improved sick leave and insurance, and many other important contract changes.

The four dollar general increase in the pact applied to all classifications from A to F. The five dollars applied to all groups from G through H. The promotional or yearly increments were substantially revised in accordance with salary ranges. In addition to pre-paid hospitalization medical-surgical insurance coverage for retiring employees, they will receive a minimum of fifteen hundred dollars (\$1,500) pre-paid life insurance, up to as much as 50 per cent of the total coverage at time of retirement. At the same time, employee contributions toward insurance premiums were reduced as much as 50 per cent. Added to the current sick leave program which allowed as much as six months of fully paid sick leave, members with less than five years service may now accumulate up to fifty work days per year at full pay.

Review Included

Contract changes included a review of the excluded employees which resulted in the inclusion of some additional twenty-five members in some ten jobs previously excluded. Overtime was revised to provide daily overtime after seven hours per day, thirty-five per week. Seniority was defined and a joint promotional plan was formulated. Car mileage for outside representatives was increased from 8-10 to 9-11 cents per mile. For the first time the Union successfully negotiated an automation provision so that people displaced as a result of new equipment will be trained and maintained for such new jobs. The vacation clause was also strengthened to provide more uniform vacations in addition to bonus weeks. The Union was also successful in obtaining provisions whereby all changes in work assignments and job content must be cleared with the Union, and when new employees are hired at a rate of pay higher than that of the bargaining unit employee performing such work, the Union member will immediately receive equal pay. Many other minor improvements were made which make this contract a model agreement of comprehensive benefits for Union members.

The employee committee which worked diligently to obtain these benefits were: Lida Ronches, president, Arleen Aquilino, Marion La Velle, Elizabeth Militello, Doro-



Colleran Appointed New York State Assistant Industrial Commissioner

Walter M. Colleran, associate counsel to the Office Employees International Union and attorney to Local 153, was recently appointed as assistant industrial commissioner in the State of New York by Governor Harriman.

Brother Colleran is shown above, right, with Governor Harriman, center, and International President Howard Coughlin, following the announcement of his appointment.

Governor Harriman, in announcing the appointment, stressed Mr. Colleran's experience in the labor field.

Harry Van Arsdale, president of

the New York Central Trades and Labor Council, and Peter Brennen, president of the Building and Construction Trades Council of the City of New York, commended Governor Harriman on the excellent choice of Walter Colleran as assistant industrial commissioner.

The Office Employees International Union is particularly gratified at the selection of Mr. Colleran in view of his many years of service to the OEIU and Local 153.

Mr. Colleran is well known to many Local Unions of the Office Employees International Union, particularly in the Northeastern Organizational Conference.

Blue Cross Negotiators in Newark



Those from Local Union 32 who participated in the successful negotiations with Blue Cross-Blue Shield in Newark, N. J., included, from left, seated: Elizabeth Militello; Lida Ronches, president, Local 32; Marion LaVelle; Mr. M. O. Loysen, vice president, HSP; Dr. Nicholas Alfano, executive vice president, MSP; Nicholas Juliano, business manager, Local 32; Dorothea Koot; Arleen Aquilino; Jane Kortin, executive secretary, HSP. Standing: Mr. Wm. M. Bulloch, associate personnel director, HSP.

thea Koot, Vincent Noverino and Ralph Connors.

The complete settlement came after the eleventh hour strike deadline with the assistance of Mr. John Pearce of the New Jersey State

Mediation Board. Negotiations extended beyond the expiration date and the group of five hundred (500) members had voted unanimously to strike unless their demands were met.

Five Contracts Signed Over Five-Week Period

(Italian Line contract summary, page 4)

Immediately after the Office Employees International Union was ceded jurisdiction over the office and clerical employees in the steamship industry by the International Longshoremen's Association, OEIU Local 153 initiated an organizational campaign which resulted in the rapid unionization of five companies within five weeks.

In quick succession, the employees of the Italian Lines, Grancolombiana, Ward-Garcia, the Greek Lines and the Belgian Lines were organized. In each instance the companies concerned agreed to a card check.

At Grancolombiana, the first of the companies involved, a card check resulted after a strike of one and a half days. This strike of the Grancolombiana office and clerical staff had the full cooperation of the International Brotherhood of Teamsters and the International Longshoremen's Association. All activity ceased on the piers of this company as soon as the picket lines were established.

After a day and a half the company agreed to the card check requested by the Union and Local 153 was successful.

Just prior to the Grancolombiana strike, an employee of Pan Atlantic Steamship Company in New Jersey was discharged for union activity. After a three-hour strike, in which the IBT and the ILA again cooperated, the employee involved was reinstated.

Thereafter, when the Belgian Lines refused to honor our request for a card check, picket lines were again established and after five days it was agreed that Burton Turkus, impartial arbitrator in the shipping industry, would be empowered to conduct a card check. Local 153 was again successful in presenting a majority of the cards for the eligible employees.

The Greek Lines, which had previously refused to accede to a card check, then decided to accept the form of the stipulation agreed to as a result of a strike against the Belgian Lines.

This card check also resulted in a victory for Local 153.

Secretary-Treasurer Ben J. Cohan of Local 153 also announced the completion of negotiations for the employees of the Italian Lines. These negotiations resulted in a 24½ per cent increase for the 100 employees involved in addition to a Union Shop and provisions for annual trips to Europe for the employees and their families.

Secretary-Treasurer Cohan also announced that simultaneous campaigns are being conducted at the American Export Company, the Grace Lines, United Fruit, Standard Fruit, Moore-McCormack, West Coast Lines and Norton-Lilly.

While the number of employees already organized approximates 500, it is anticipated that several thousand will be organized before the end of 1958. The potential in the steamship and stevedoring companies approximates 10,000 in the New York area.

Secretary-Treasurer Cohan feels that the vast majority of these potential members can be organized within one year. He emphasized the fact that the full cooperation of the Unions involved in any industry can result in the quick unionization of white-collar workers.

He stated that Local 153 had attempted to organize the clerical employees in the steamship industry in the New York harbor on many occasions in the past without success due to what appeared to be apathy on the part of the employees. When it became known, however, that their efforts would receive the full cooperation of the Longshoremen and the Teamsters, this attitude changed overnight.

As a result, today Local 153's 16 full-time representatives are occupied to a great extent with the numerous companies seeking representation and, subsequently, collective bargaining agreements.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the AFL-CIO

HOWARD COUGHLIN
President
J. HOWARD HICKS
Secretary-Treasurer

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Billionaire Favors Unions

JEAN PAUL GETTY, the billionaire American oilman, is reputed to be the world's richest private citizen. In a recent interview published in the June issue of "True—The Man's Magazine," Mr. Getty expressed views which are generally not held by many leaders of American industry.

Mr. Getty's comments were as follows: "I don't carry a union card or pay any dues to any local, but I do believe in unions and I believe that free, honest labor unions are our greatest guarantees of continuing prosperity and our strongest bulwark against social or economic totalitarianism."

Getty rapped business executives who say they would go into business for themselves except that "wages are so high I couldn't make a profit. . . . 'Excessive' labor cost is a handy excuse to cover up inept management's inability to meet competition."

"High pay and good working conditions mean more buying power and more production," Getty asserted. "As buying power increases, so do sales and profits."

"Right-to-Work" in California

IN A recent primary contest where candidates can run on both the Democratic and Republican ticket, Senator William Knowland, who has been in the forefront as a proponent of "right-to-work" legislation, was defeated by State Attorney Edmund G. Brown who opposed such a law.

Both Knowland and Brown were nominated by their parties for the office of governor. In the total two-party vote, Knowland was snowed under by 600,000 votes.

The "New York Times," in commenting on the California primary, stated "Voting in the industrial areas of the State indicated that labor was influential in piling up a big margin for Knowland's opponent in the total Republican-Democratic returns."

It would appear evident from the recent returns in California that the working men and women of that state, both organized and unorganized, are aware of the threat to their economic conditions of this so-called "right-to-work" legislation. More and more people are getting to know that those states which have "right-to-work" laws have the lowest wages in the country.

More recently, numerous representatives of industry have come out openly against these laws.

If the laboring man does not have the purchasing power to buy articles produced, it is only a matter of time before the economic structure of our country will be affected.

NLRB Extends Jurisdiction

FOR some time now, the National Labor Relations Board has refused to assert its jurisdiction in cases involving companies affecting commerce where, in their opinion, the companies involved did not meet their standards of volume business. This brought about a situation whereby numerous companies were placed in a position where they were not subject to either Federal or state governments with respect to their labor relations.

Millions of workers, therefore, had no remedy whatsoever.

In recent testimony before the Senate Labor Committee, President George Meany strongly urged the elimination of the so-called "no man's land" by having the board assert its full jurisdiction.

Congress recently appropriated an additional 1.5 million dollars for purposes of assisting the Board to assert its full jurisdiction. As a result, the NLRB recently announced that it will assert its full jurisdiction in the small case area formerly excluded. The new standards will be effective September 1.

This is a break that Labor has long sought for the employees of small business who were, in many instances, denied unionization by virtue of the Board's failure to act as instructed under the Labor-Management Relations Act of 1947.

REGISTRATION DRIVE

JAMES L. McDEVITT, National Director of the Committee on Political Education, has called our attention to the need for the complete registration of our members and their families in the United States.

The coming elections are crucial to labor. We are all concerned with the extension of unemployment compensation, the extension of minimum wage requirements, tax relief for lower income persons, social security improvements and school construction, in addition to aid for small business.

At the present time, most measures for these programs have been pigeon-holed. Worse still, we are being forced to fight "right-to-work" legislation aimed at destroying labor at both national and state levels.

We are certain that labor people, if registered, will vote constructively.

We believe it is necessary for all OEIU Local Unions to make sure that our membership and their families are registered.

The following are the closing registration dates for 1958 general elections:

State	Senate Rate	Governor's Race	Last Registration Date
Arizona	Yes	Yes	September 29
Arkansas	...	Yes	October 1
California	Yes	Yes	September 11
Colorado	...	Yes	October 20
Connecticut	Yes	Yes	Sept. 27 & Oct. 11
Delaware	Yes	...	October 18
Florida	Yes	...	August 9
Idaho	...	Yes	November 1
Illinois	October 6
Indiana	Yes	...	October 6
Iowa	...	Yes	October 25
Kansas	...	Yes	October 14 & 24
Maine	Yes	Yes	August 19
Maryland	Yes	Yes	September 23
Massachusetts	Yes	Yes	October 3
Michigan	Yes	Yes	October 6
Minnesota	Yes	Yes	October 15
Missouri	Yes	...	October 8 & 11
Montana	Yes	...	September 20
Nebraska	Yes	Yes	October 24 & 25
Nevada	Yes	Yes	October 4
New Jersey	Yes	...	September 25
New Mexico	Yes	Yes	October 6
New York	Yes	Yes	October 11
Ohio	Yes	Yes	September 24
Oklahoma	...	Yes	October 24
Oregon	...	Yes	October 4
Pennsylvania	Yes	Yes	September 15
Rhode Island	Yes	Yes	September 5
South Dakota	...	Yes	October 28
Tennessee	Yes	Yes	October 15 & 25
Utah	Yes	...	October 29
Washington	Yes	...	October 3
West Virginia	Yes	...	October 5
Wisconsin	Yes	Yes	October 22
Wyoming	Yes	Yes	October 20

Southern Kraft Inks Great New Contract

A new agreement between the OEIU and the Southern Kraft Division of the International Paper Company has been reported by Vice President Oscar Bloodworth.

The new wage agreement provides for an across-the-board increase of 2½ per cent, three weeks vacation after ten years and many other improvements. With this increase, the minimum rate for employees in the unit is \$300 per month. Automatic increases in each labor grade are also provided.

Sessions In Mobile

The contract was negotiated in recent sessions held in Mobile, Ala. Those who took part in behalf of the OEIU included International Vice President J. O. Bloodworth; David Ogburn, president of Local Union 209, Kreole, Miss.; Louie Combest, also of Local 209; Jerry Fletcher, Local 203, Georgetown, S. C.; Jean Bozeman and Wilbur Avery, Local Union 80, Panama City, Fla.; W. E. Coyle, president of Local 80; Nina Thomas, also of Local 80; Daniel D. Hearl, president of Local Union 233, Georgetown, S. C.; Ruth Brown, Local Union 71, Mobile, Ala.; Perry C. Mann, president of Local Union 71, Mobile, Ala., and Clayton Lawrence, also of Local 71.

Detroiters Get Good Raise

An agreement has been concluded between Local Union 10, Detroit, and the Detroit and vicinity Construction Workers Insurance Fund, according to Thelma O'Dell, president of Local 10.

The package was 17 cents an hour, \$3.25 a week general increase and an annual severance pay plan of \$150 which became effective as of April 1 of this year.

According to Sister O'Dell, the 17½ cent figure represents an increase of 2½ cents above the average received by the building trades in the Detroit area.

Signing With Detroit Credit Union



Pictured above shaking hands after signing a new contract covering the office employees at Dairy men's Federal Credit Union in Detroit, Mich., are Mr. F. A. Foster, treasurer-manager of the Credit Union and Winifred Shapero, president of OEIU No. 42. Sitting and standing are the majority of the office staff.

Federal Credit Unions are prohibited by law from paying unemployment compensation on their employees. Under the contract the Credit Union has agreed to put 5 cents an hour for every employee into a separate fund for the purpose of paying unemployment compensation to any laid-off employees.

When the fund is solvent the contributions will cease until such time the reserves fall below the minimum needed, and then they will be resumed. The plan is effective immediately. If anyone is laid-off before adequate reserves have been built up, the Credit Union will advance funds to meet the demand.

Any laid-off employee will receive the same amount of benefits and for the same length of time, as they would receive from the Unemployment Compensation Commission if drawing from there. Dairy men's Credit Union is one of the largest in the State of Michigan. Sister Shapero is very happy that she was

able to secure this security for the employees and feels much credit should be given to the Board of Directors of the Credit Union in their liberal thinking of the welfare of their employees.

Plus the above, paid sick and accident insurance was granted, (they were already covered by Blue Cross) half of all unused sick days will also be put into a separate fund and will be paid to them when terminating their service with the Credit Union. Under contract they are entitled to fourteen paid sick days per year. Wage increases were granted ranging from five cents to 21 cents an hour in accordance to classifications and adjustments that were made.

Win Checks in Portland



Teamsters Pay \$10,864, Settle NLRB Dispute

Pictured above are five former Teamster employes, members of Local 11, Portland, Oreg. The checks they hold represent a total of \$10,864.51, broken down as follows:

Mary R. Ermence and Marion K. Henry, both from Teamsters Security Administration, \$3,755.50 and \$1,644.50, respectively. Irene Barnes from Joint Council of Teamsters No. 37, \$1,466.36. June Cook from Warehousemen's Union, Local No. 206, \$1,589.04. Virginia Olstad from Teamsters Building Association, Inc., \$2,409.11.

The dispute between the Teamsters and our Local 11 in Port-

land established a precedent when the U. S. Supreme Court ruled that a Union is an Employer within the meaning of the Labor-Management Relations Act of 1947.

After the Supreme Court handed down this ruling, reversing the Court of Appeals, the NLRB upheld the Field Examiner's findings, wherein the Teamsters in the Portland area were found guilty of unfair labor practices.

Following the Board's decision, the Teamsters appealed to the Circuit Court in San Francisco. At this point, President Coughlin met with the International President of the Teamsters and was able to negotiate the settlement which provided the above-mentioned payments.

OEIU Members Active in Competition For 'Miss Union Secretary' Laurels

The second annual "Miss Union Secretary" Contest is again attracting a heavy response from OEI-Unionists who have their hopes set on winning the first prize of a thousand dollars plus a Remington Portable Typewriter plus a week's vacation with all expenses paid. The contest is open to all female office workers who are employed by labor organizations.

Second prize in this year's search for the outstanding union office employes will be \$300 in U. S. Savings Bonds and a Remington Portable. A \$200 U. S. Bond awaits the winner of third prize, and she, too, will receive a Remington Portable Typewriter. There are, in addition, twenty honorable mention awards, each providing a \$25 U. S. Bond.

This search for "Miss Union Secretary of 1958" is again being sponsored by Remington Rand whose typewriters and other office equipment carry the Union Labels of the International Association of Machinists, AFL-CIO, and the International Brotherhood of Electrical Workers, AFL-CIO. The liberalized eligibility rules permit any female office employe of a labor organization — secretary, stenographer, bookkeeper, office manager, etc.—to compete. Winners will again be determined on the basis of efficiency, personality, outstand-

ing citizenship and union interest.

In the last year's "Miss Union Secretary" Contest, OEIU members walked off with full laurels. Winner of the coveted first prize was Mrs. Kathleen Kinnick of OEIU Local 3 in San Francisco. Mrs. Thelma N. Dawson, a member of OEIU Local 2 in Washington, D. C., won second prize, and third place went to Miss Lee Wacker of OEIU Local 31 in Salt Lake City.

Entries from OEIU members began arriving at Contest headquarters shortly after this year's "Miss Union Secretary" Contest was first announced. Among the first to enter was Mrs. Betty R. Silverforb, a secretary at OEIU Local 174 in Hollywood, Calif. In an accompanying letter, OEIU International Vice President Max J. Krug described Mrs. Silverforb as "the perfect secretary." Mrs. Silverforb devotes a great deal of her free time to volunteer work in behalf of the Motion Picture Industry's Permanent Charities Committee as well as to the Motion Picture Industry's Blood Bank.

Miss Mary Markey, employed by the New Jersey State Federation of Labor, was also among the early entrants. Miss Markey is an active member of OEIU Local 32 in Newark. Famed labor editor Lewis M. Herrmann of the New Jersey Labor Herald described Miss

Local 173 Gets Good Pact With Stove Firm

Provisions of an eminently successful new contract between Local Union 173 and the Newark Stove Company in Newark, Ohio, were recently announced by Jim M. Sleeth, organizer.

Many attractive new provisions were contained in the contract, chief among which are listed below.

Jury duty pay—that will provide for the differences in pay between what is paid as jury pay and what the employes ordinarily make, not to exceed seven working days.

Shift differentials will be increased from five cents and eight cents to six cents and nine cents.

Vacation requirement for two weeks vacation will be lowered from four years to three years. This will benefit about twenty per cent of the membership.

Cost of living clause with a floor of 123.7 on the index with the rise up or down at one cent per hour based on an increment of .5. The reviews are to be made quarterly with the first review to be made on the first Monday of December of this year.

Effective Aug. 4, 1958, an increase in the hourly wages of eight cents and an increase in the hourly wages of six cents on Aug. 3, 1959.

These were joint negotiations with Local 16 of the International Brotherhood of Stove Mounters and Local 290 of the International Brotherhood of Firemen and Oilers. The three other unions (Machinists, Federal Labor Union and Enamellers) will be offered the package we settled for. This new agreement was ratified by the membership of Local 173 without a dissenting vote on August 7.

Markey as "a real asset to the labor movement of our state." The president of the Union County Central Labor Union, James J. Rafferty, wrote, "... Her mellow voice is the personification of an evangelist; her smile represents the rays of sunshine; she transacts her duties with the modesty and dignity of Princess Grace Kelly combined with the diplomacy of Clare Booth Luce."

From Tampa, Fla., came the entry of a member of OEIU Local 46—Mrs. Marguerite P. Fernandez, employed by the Painters Local Union 88 for the past five years as the office secretary. Business agent Chris C. Roos wrote about Mrs. Fernandez, "... The smile which she always wears and her pleasant conversation with the membership and their families who see her on occasion outside as well as inside our office, helps to create good will among the membership. This is most helpful to me and the Union since she is our main contact with our members."



Canadian Corner



By LLOYD CHAPMAN
President, Canadian
Organization Conference



Canadian Labour Congress And Local 225 in New Pact

A new collective bargaining agreement was signed recently between Office Employes' International Union, Local 225, Ottawa, and the Canadian Labour Congress, covering 35 employes in the CLC's head office at Ottawa and regional offices in Moncton, Montreal, Toronto, Regina and Vancouver.

Increases in the minimum rates for all job classifications ranged from \$20 to \$35 monthly; maximum rates were increased by \$15. The wage scale is subject to renegotiation after six months. Four new job classifications were created. The time to maximum was decreased from two years to one.

Blue Cross and Physicians' Services Incorporated premiums will be paid entirely by the employer; previously Blue Cross and half the PSI premiums were employer-paid. Premiums on a group life insurance plan providing for \$2000 for female employes and the equivalent of two years' salary for male employes will be paid by the employer.

In lieu of severance pay, the CLC has agreed to pay 50 per cent of accumulated sick-leave credits to a maximum of 30 days pay upon the retirement of an employe with at least two years' service.

Renewed provisions include; a 30-hour work-week; time-and-a-half for overtime with double time

for Saturdays, Sundays and holidays; eleven statutory holidays plus such others as may be proclaimed by the Dominion Government; or the provincial or municipal government in the employment area; one and one-half days paid sick leave per month, cumulative maternity leave of absence without pay of one year or less. Vacations with pay are on the following basis: after six months service—one week; from one to two years service—two weeks; three to fourteen years—three weeks; fifteen or more years—four weeks.

Leave of absence without pay and with continuing seniority may be granted for an employe wishing to work for the Office Employes International Union or any union affiliated to the CLC, or for any other adequate reason.

The agreement is retroactive to May 1, 1958, and will be in effect until November 30, 1959.

Rita Wilcox, June Pappas and Ellen Post negotiated the agreement on behalf of the union, assisted by A. F. MacArthur, Toronto, representative of the Office Employes International Union. June Pappas and Ellen Post signed the contract on behalf of the union and Donald McDonald, secretary-treasurer of the Congress, and Stanley Knowles, executive vice president, signed for the Canadian Labour Congress.

Euclid Local Sponsors Junior Teen Team



The Local 17 team participated in the Euclid Jaycee Teen Softball League. They were in the Junior Teen League for boys 13 to 16 years old. Most of the boys live in a housing project and need organized activities to keep busy during the summer. The boys finished third in an 11-team league with a 7-3 record. They went to the semifinals in the play-offs before losing to the eventual champions.

"Miss Union Secretary" Contestants



Betty Silverforb
OEIU No. 174
Hollywood



Mrs. Marguerite P. Fernandez



Mary Markey
N. J. State AFL

Pass This Issue Along to
Another White Collar Worker

Italian Line Signs First Shipping Pact

The first contract signed by Local 153 in the shipping industry resulted in a record smashing 24½ per cent increase retroactive to January 1, 1958 for the 97 Local 153 members employed at the Italian Line.

The contract was signed approximately three weeks after Local 153 began its organizational campaign in the shipping industry. The campaign got into full swing after the International Longshoremen's Association agreed that the steamship and stevedoring clericals could best better their working conditions through membership in The Office Employees International Union and pledged cooperation to The OEIU in the campaign.

Average Salary—\$100 Per Week

The Italian Line contract is the first union shop agreement in the steamship industry and brings the Italian line clericals to the highest pay level in their field. As a result of the contract just signed by Local 153, The Italian Line Local 153 members not enjoy a \$100 per week average salary.

The contract provides for up to four weeks vacation. Vacation may be accumulated for the purpose of taking a company-paid voyage to Naples or Genoa. The employee, spouse and children under eighteen are entitled to free passage.

Other Contract Benefits

A system of posting and job bidding is provided for. Layoffs will only be permitted in accordance with the seniority provisions of the contract with the right of a more senior employee to bump a less senior employee. Severance pay is to be paid to laid-off employees.

Local 153 members at the Italian Line are entitled to 1½ holidays per year. Holidays falling on Sunday are to be observed on Monday. Any holiday falling or observed on Monday through Friday is to be considered a day worked for purposes of computing overtime.

Up to sixty-five days sick leave may be accumulated.

All disputes are subject to the grievance and arbitration machinery in the contract.

The contract was signed by Secretary-Treasurer Ben Cohan, Business Representative John Kelly and by the members of the negotiating committee—Gastone Bianchi, Vincent Barba, Anthony Andrioli, Albert Palumbo, Ermando Calimeri and Joseph Ellia.

Local 29 Wins Four Elections in Week

Oakland, Calif.—Vice President John Kinnick announced that Local 29 won four NLRB elections in one week.

In the election covering Langendorf, Continental and Grandma Bakeries, a group of thirty office employees voted for Local 29 with only two votes for "no union." Then, in a consent election held on August 8, Local 29 defeated the Motor Freight Employees Association in the PIE general office for a group of 170 employees—73 votes for Local 29 and 68 for the Association with one vote for "neither." This adds 200 new members to Local 29, making a total membership of over 2100.

Also settled was the Kaiser strike August 8, after being out for two weeks. The settlement was much better than the offer at the time the strike started. We signed a three year contract with six cents an hour wage increase, retroactive to July 1, with one additional holiday—employee's birthday and an increase in the night shift premium. Wage increases will be granted on July 1, 1959 and July 1, 1960.

Negotiated New Southern Craft Pact



Those who negotiated the successful new contract covering members employed in the Southern Kraft Division of the International Paper Company are shown at the bargaining table with company representatives at Mobile, Ala. They include, left to right, front row: David Oghorn, president, and Louie Combest, Local 209, Kreole, Miss.; Jerry Fletcher, Local 203, Georgetown, S. C.; Jean Bozeman and Wilbur Avery, Local 80, Panama City, Fla.; J. O. Bloodworth, vice president, OEIU; W. E. Coyle, Jr., president, and Nina Thomas, Local 80, Panama City, Fla. Back row: Ruth Brown, Local 71, Mobile, Ala.; Daniel D. Hearl, president, Local 233, Georgetown, S. C., and Clayton Lawrence and President Perry C. Mann, Local 71, Mobile, Ala.

At Successful Local 360 Negotiations



Pictured during negotiating session between Local Union 360 and officials of ARO, Inc., Tullahoma, Tenn., are, from left, seated: Miss June Bennett, chief steward, Local 360; Mr. A. J. Moore, director of maintenance and administration, ARO; Mr. J. O. Bloodworth, vice president of Office Employees International Union; Mrs. Elizabeth Daniel, secretary, Local 360; Mrs. Betty Gattis, steward, Local 360. Standing are: Mr. C. E. Plunk, employe relations, ARO; Mr. J. C. Byrd, employe relations, ARO; Mr. L. H. Snelson, president, Local 360; Mr. Charlie Hale, vice president, Local 360; Mr. W. R. Davidson, chief of employe relations, ARO; Mr. J. M. Rutland, employe relations, ARO; Mr. Carl Holt, Representative, Office Employees International Union. An agreement was reached extending the present contract to June 20, 1960, adding a wage increase of 10 cents an hour as of last June 20, another 10 cents next year plus a cost-of-living clause to provide for an additional cent-an-hour raise for each half-cent rise in the cost-of-living index above a base of 126.8.

Local 2, Washington, Signs Three Contracts

Three successful new contracts covering members of Local Union 2, Washington, D. C., have been announced by John P. Cahill, president.

The contract with the Continental Baking Co., (Wonder Bread), was renewed with a ten cent an hour increase retroactive to last May with another ten cents effective on May 1, 1959. The contract does not expire until May 1, 1960. The vacation service requirement for three weeks vacation was reduced from ten to eight years.

The union shop clause was included in the contract for the first time, which will mean an increase in membership of about five people who previously had not chosen to join the union. An understanding on sick leave, obtained in a separate letter of agreement, was also obtained for the first time.

At the conclusion of negotiations with the Washington Gas Light Company, a general five per cent wage raise was obtained. Other clauses in the contract were not changed.

Negotiations with the Sheet Metal Workers International Association resulted in a general wage raise of \$5.25 a week; a reduction of the requirements for three weeks vacation from ten to five years and other betterments of the working conditions of the employees.

Named to Saginaw Council



Ruth Lukowski, member of Local Union 10, Detroit, Mich., and chief steward for the Saginaw Area, has been elected a member-at-large of the executive board of the newly merged Saginaw Labor Council. Sister Lukowski has been a delegate to the Signaw Federation of Labor for many years. A few years ago, in a "Man of The Year" event sponsored by the Saginaw Federation of Labor, Sister Lukowski was the victor, was named "Woman of The Year" and was honored by a banquet by the Federation.

Local 153 Organizes Employes in Medical Group Practice Offices

The office, clerical and technical employes at two New York City medical centers have signed their first union contract. The contract is between Local 153, New York City, and the East Bronx Medical Group and the Brooklyn Medical Group, both affiliated with the Health Insurance Plan of Greater New York.

These are the first two of the groups affiliated with HIP to sign union contracts. There are thirty-two groups in all affiliated with the Health Insurance Plan and an intensive organizational campaign is under way among the other groups. Each of these groups is an independent partnership which receives its funds through the Health Insurance Plan.

The employes involved received a \$5 per week increase, a thirty-seven hour week and a five-day work week. Previously, most of these employes worked on a six-day per week schedule.

The employes will receive 10½ holidays per year, two days of which may be taken at any time convenient to the employer and the employe.

Twelve days sick leave per year, cumulative to thirty-six days.

The employer will pay one-half the cost of Blue Cross and HIP coverage for the members and his family.

A classification system will be put into effect by November 1 of this year.

The vacation schedule has been improved to include three weeks vacation after three years of service.

Promotion from within has also been guaranteed, with a job posting and bidding system to insure its effectiveness.

The International's recommended clauses on automation and grievance procedure have also been included in the agreement.

LABOR IN ISRAEL

Israeli Office Employes Know Well the Value of Organization

The American white-collar worker will be interested in the fact that his counterpart in Israel is one of the best-organized workers in the world. The Office Employees Union of Histadrut is now in its fortieth year. Like some of the country's strongest unions, such as the Agricultural Workers Union, it antedates the Histadrut itself and was already going strong when the Histadrut was created in 1920.

The Office Employees Union was organized in 1919 with 400 members. Most of these were employed by public institutions such as the Zionist Executive Committee, but even then the Union established the important principle of opening its ranks to all office employes in industry, commerce, banking and agriculture. It has persisted in this aim from its inception, and today its more than 50,000 members represent 80 per cent of all white-collar employes throughout Israel with the exception of the Government employes, who have their own union.

The Office Workers Union has secured excellent working conditions for its members and has obtained some noteworthy benefits during the last four decades. A total of 40,000 of its members are protected by collective agreements between the Union and employers covering salaries, working hours, hiring and dismissal, severance pay, annual paid vacation, paid sick leave, paid transportation to and from work and other benefits.

If the two sides fail to reach agreement on the interpretation of any of the provisions of the collective agreement, the dispute is referred to an arbitration panel consisting of representatives of each side and a neutral chairman chosen by them. Any organizational measures adopted against an employer must have the prior approval of the Union executive. Disputes with employers with branch offices throughout the country are settled at the top level of management and the Union.

Under the terms of the collective agreements, employers must hire new workers through the Labor Exchange; only if the Exchange fails to supply the worker within a set period of time can the employer hire through other channels. Employes have priority rights to new jobs within the enterprise.

Negotiations with an individual employer are carried out by offi-

cial of the Union and the shop committee, whose members are elected directly by the employes.

Grading of employes differs within three categories of employes: civil servants, industrial office workers and bank employes. The civil servants category embraces municipal employes, the national Zionist organization's institutions and other public bodies, but not Government employes.

The basic wages are substantially increased by payment of automatic cost-of-living allowances. The cost-of-living index to which this allowance is linked is calculated by a public committee rep-

resenting the Government and the public.

Grading is based on the nature of the employe's duties as agreed upon by the Union and the employer and as set forth in a special catalogue of job classification at the place of work. Salaries are the same for men and women for the same job. Most office employes in industry and banking enjoy a "thirteenth month" salary, which in effect increases all pay checks by 8½ per cent.

An important feature of the collective agreement is that it provides for similar protection and grading of salaries for all employes in the enterprise.

Many fringe benefits are included in the collective agreements. Every worker enjoys a paid vacation of at least two weeks (now provided as a minimum by legislation) and as high as four weeks after eight years of employment (or in the higher grades). During vacation, every worker is entitled to a certain period of time at recreation and convalescence resorts at the employer's expense. This period ranges from five or seven days for the civil servants category to twelve days for bank employes.

**Register Today, So You Can
Vote for a Better Tomorrow**