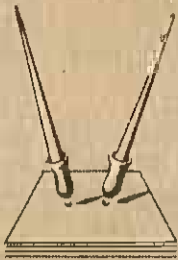




WHITE

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17

Labor Law Occupies International and Local Officers



Looking over day's agenda are Walter Colleran, attorney; Ben Cohan, Business Agent, Local 153; International Pres. Howard Coughlin; Joseph E. Finley, attorney.



President Coughlin lends attention as Attorney Finley makes a point about bill.



Three Executive Board members—John Kinnick, Leo Wallace and Frank Morton—give close attention to the discussion.



Profiles are those of Sec.-Treas. Howard Hicks and Vice President George Firth.

Lawyers Conduct Intensive Briefing at Open Meetings

An intensive 2-day session, designed to help the International and its local affiliates live in conformance with the new labor law that admittedly makes life more complicated for labor unions, was held in Miami in December.

Conducting the important briefing sessions were Joseph E. Finley and Walter Colleran, the OEIU's general counsel and associate general counsel, respectively. President Howard Coughlin, who had only recently returned from Cologne, Germany, where he served as a U. S. delegate to the ILO's Advisory Committee on Salaried Employees and Professional Workers, chaired the Miami meeting.



Attorney Walter Colleran alternated with Attorney Finley in discussing the bill.

Because many provisions of the new Reporting and Disclosure Act are in some cases ambiguous and in others await court interpretations, the attorneys could not always give explicit answers to questions raised by delegates. However, at the end of the 2-day meeting those in attendance were able to comprehend the bill in its main outlines, and did receive advice and counsel on many specific and intricate points. (The full text of the act was printed in the October issue of "The White Collar.")



A delegate holds LM-1, one of Labor Dept. forms under discussion.



Sabena Brown, Local 352, Franklin, Pa., and Intl. Vice Pres. Max Krug follow a point-by-point talk.



Jack Fricks and John Jones, of Local 46, Tampa, along with Intl. Vice President Oscar Bloodworth, are interested observers of a discussion.

Pattern for the sessions was for Finley and Colleran to discuss individual sections of the law alternately, and then to open a question and answer period. The searching questions asked by the delegates indicated their intense preoccupation with the bill's many ramifications.



Mr. and Mrs. Henry Alexander of Local 55, Toledo, and Lyda Ronches, of Local 32, Newark, found talks informative.



Intently following a discussion are Helen Wise, Local 325, Ft. Wayne, Ind.; International Representative Arthur Lewandowski; and Dan Mortensen, Local 95, Wisconsin Rapids, Wis.



International Vice President Nicholas Juliano with text of new labor bill in hand.

The attorneys, while stressing the severe penalties that apply in some instances for failure to comply with provisions of the bill, noted that the violations had to be "willful" before the penalties were applied.



Louise Williams, Pres. of Local 128, Miami, with Director of Organization Henderson Douglas.



Facing the camera are Susie Rose of Local 215, Lexington, Ky.; Intl. Vice President George Firth and Intl. Sec.-Treas. J. Howard Hicks.



International Vice Presidents J. E. Corum and William Lowe followed proceedings closely.

General Counsel Finley opened the meeting with a talk on Title VII of the Act, dealing with amendments to the Taft-Hartley law. He observed that those amendments which affect picketing were both good and bad for labor unions; that some past uncertainty in the law had been cleared up; and that Congress had spanked the NLRB by upsetting one of its important proceedings.

(Continued on page 3)

WHITE COLLAR

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

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Support March of Dimes!

TO ALL LOCAL UNIONS OF THE
OFFICE EMPLOYEES INTERNATIONAL UNION

Greetings:

The 1960 March of Dimes leads the National Foundation into the most ambitious program ever undertaken by a voluntary health organization.

This program to prevent crippling diseases is a cause to which organized labor can lend its complete support with the firm knowledge that it has much to give and more to gain.

The problem of birth defects alone presents a problem of interest to everyone! Medical surveys show that one out of every 16 American babies is born defective.

You can help our Union do something to stop it by supporting the Labor Service Division of the March of Dimes.

Fraternally,
Howard Coughlin, President
Office Employees International Union

(NOTE: All Local Unions are requested to select a Chairman for March of Dimes collections and send all contributions to Mr. James Herkenham, National Labor Division of the March of Dimes, 800 Second Avenue, New York 17, N. Y., in order that the members of organized labor are given credit for their contributions.)

NLRB Reverses Recommendation of Regional Director in Polk Case

As a result of a decision and direction of election by the National Labor Relations Board on May 14, 1959, an election was held on June 12, 1959 among the employees of R. L. Polk Company in Cincinnati, Ohio. Out of 800 eligible voters, 639 voted and cast a majority of ballots for the Office Employees International Union.

Following this election, the employer filed objections to the conduct of the election based on information circulated by the OEIU prior to the election. The company's objections were based on the claim that the literature distributed by the OEIU contained material misrepresentations as to wages and fringe benefits received by other R. L. Polk Company employees covered by an OEIU agreement. The employer further objected on the basis that the timing of the distribution of this literature made it impossible for the company to reply.

Upon investigation of the objections, the Regional Director found that the company circulated literature claimed that all Polk employees received 7 paid holidays. The OEIU claimed 8 paid holidays. The 8 paid holidays referred to by the Union represented 6 full paid holidays and 2 full paid half holidays, i.e., New Year's Eve and Christmas Eve.

The Regional Director concluded that the employer's objections raised a substantial and material issue with respect to the conduct of the election and recommended that the objections be sustained and the election be set aside and a new election be ordered.

When the OEIU received this information, General Counsel Finley

filed a brief with the National Board in Washington pointing out the appropriate precedent cases that the Board had decided under similar circumstances.

The Board, after considering the findings of the Regional Director and examining the briefs of the company and the OEIU, handed down a decision which stated that the Board did not agree with the Regional Director's findings and over-ruled the objections to the election, stating: "As the tally of ballots shows that the petitioner received a majority of the valid bal-

lots cast, we shall certify the petitioner as the collective bargaining representatives of the employees."

Therefore, on November 17th, the OEIU was certified as the exclusive representative of the employees of the R. L. Polk Company in Cincinnati.

Immediately upon receiving the certification, OEIU representatives notified the company that they wished to negotiate a contract and submitted contract proposals to the company.

It is anticipated that a contract will be negotiated in the near future.

Urging S. F. Registration



Wholehearted participation by members of Local No. 3, San Francisco, has contributed to successes scored by San Francisco Labor Council Committee on Political Education (COPE). Shown above are Mary Lee Washburn, Delegate to San Francisco Labor Council from Local 3, who was elected Secretary of the 22nd Assembly District Committee on Political Education. On the right is Jerry Pickle, Chairman of the 22nd Assembly District who is a delegate from the International Brotherhood of Electrical Workers Union, Local 6. Many hours of volunteer services by Local 3 members made it possible for the San Francisco COPE campaign to develop real strength in its first political effort.

Renegotiate With Scott Paper Company

Waterville, Me.: Local 260 reports the renegotiation of their agreement with the Scott Paper Company pointing out that the new agreement provides a general wage increase of 7c per hour; 3 weeks' vacation after 10 years of service; improved procedure for representing seniority in layoff; 4 hours pay for change of shift; and, provides higher pay when employees fill in on higher rated jobs during vacation periods.

A former requirement of 1200 hours of work to qualify for vacation privileges before an employee had reached 11 years seniority has been amended so that only employees with less than 4 years seniority will be required to meet the qualification of 1200 hours worked.

In the event an employee is required to work more than two hours overtime, they shall have their supper paid for. Along with improved grievance machinery, several changes were made in classifications.

The Committee negotiating this agreement consisted of Local Union President Wilbur Taylor, H. Lesard, E. Powers, M. Spalding, Jeanine De Rosby, and was assisted by Vice President Leo Wallace.

Win Grievance Case

Grand Rapids, Mich.: As a result of a grievance filed on behalf of a member of Local 353 against Federal Credit Union No. 7488, and in order to avoid arbitration, the Union committee and management agreed upon settlement of the dispute after many meetings.

The settlement of this grievance provided for the reinstatement of

Frances Riordan and further provided that Miss Riordan was to be granted full pay for the time lost from the period of June 1st to and including October 31st, 1959.

The Local 353 committee consisting of Eleanor Depriest, Mary Thomasson and Lillian Sherwood was assisted by Conference Organizer Eugene Dwyer.

Curtiss-Wright Signs

Members of Local 212 in Buffalo, New York who are employed by the Curtiss-Wright Corporation voted to accept a two-year agreement which provides for a \$2.00 a week increase immediately and a wage reopener in one year.

The new contract also provides for improvements in hospitalization, surgical and life insurance and an improved vacation program.

Contract Extended

The present contract between the Wurlitzer Company and OEIU Local 212, Buffalo, N. Y., has been extended to November 30, 1960.

As a result of this extension, the company has agreed to make effective November 1, 1959 a 6c per hour increase across-the-board, and an improvement in the contract where it provides for a leave of absence in the case of death of a member of the immediate family.

Sign in Chattanooga

Chattanooga, Tenn.: Local 179 has announced the renewal of their contract with the McKesson Robbins Company.

The new two-year agreement improved the overtime provisions to provide overtime on a daily basis rather than weekly; included pro-

visions for 3 weeks' vacation; and, granted a 7½ cents per hour across-the-board increase this year with an additional 6 cents across-the-board next year.

Negotiations were conducted by M. H. Hale, President of Local 179, and members Dan East and Nadine Eslinger.

November Jobless Up by 398,000

The nation's unemployed rolls swelled by 398,000 over the month to a total 3,670,000 as of mid-November, according to the Labor Dept.'s monthly report on the job situation.

The total unemployed last month was the second highest for November since World War II. It was exceeded only by the 3.8 million of last year. It contrasts with only 2.6 million jobless in the pre-recession November of 1956.

The total jobless will rise to about 4.25 million early in 1960, estimated Seymour Wolfbein, deputy assistant secretary for employment and manpower.

The rate of unemployment, adjusted for seasonal variations, declined to 5.6 percent from the 6 percent of October, the report said.

This dip in the jobless rate was attributed in part to the "smaller-than-usual" number of women and teenagers entering the work force in search of pre-Christmas work.

Total employment dropped by 1.2 million between October and November, to 65,640,000, the report also showed.

Wolfbein said the two major influences behind the November figures were the "cross-current effects of the steel strike" and the twin seasonal movements of a downturn in construction and an increase in holiday trade.

Southeastern Conference Holds Atlanta Meeting



The Southeastern Organizational Conference recently held its semi-annual meeting at the Dinkler Plaza Hotel in Atlanta, Ga. During the meeting there was an extended session devoted to discussion of the recently passed Labor-Management Reporting and Disclosure Act of 1959. The Conference voted that future meetings of the Southeastern Organizational Conference be of two days' duration.

More Labor Bill Discussions



Provisions of the new labor law were the subject of discussion at a recent meeting in Washington at which Stuart Rothman, left, general counsel of the National Labor Relations Board, was the speaker. Talking over a point with him are Joseph Finley, OEIU general counsel, and Henderson B. Douglas, OEIU Director of Organization.



In front row, around table, are Vice President Edward P. Springman, Vice President Nicholas Juliano, and Emil Steck, Local 212, Buffalo. Profile at lower right is that of J. Howard Hicks, Intl. Secretary-Treasurer.



From left are Emil Steck, Local 212; Thelma O'Dell, Local 10, Detroit; Elva Sees, Local 128, Miami, and Louise Williams, Local 128, Miami.

Miami Meeting

(Continued from page one)

tant anti-labor rulings regarding boycotts. The Act seeks to regulate recognition and organizational picketing in three areas.

1. Outlaws picketing by a union for recognition or organization within 12 months after an election has been held.

2. If an employer has a contract or has lawfully recognized another union, there may be no picketing as long as a contract is a bar to an NLRB election. If a local can prove unlawful assistance or lack of majority representation on the part of a union which has a contract, it may be able to avoid this restriction.

3. Picketing for recognition or organizational purposes is regulated where there has not been election in the past year

and where there is no incumbent union. Picketing may be conducted for 30 days where no election petition has been filed with the NLRB before it becomes an unfair labor practice. But after a month has passed and there has been no petition, the Board may enjoin your picket line.

Finley noted that primary picketing had been preserved and that "new challenges and new opportunities" were offered the imaginative trade union.

In discussing economic strikes, Attorney Walter Colman noted that primary strikes and primary picketing were lawful.

As to the reporting provisions of the Act, both attorneys lent particular importance to Section 501 which, in addition

Season's Greetings

to all our members and friends

Once again we thank you for your loyalty and friendship and extend our best wishes for a happy Holiday Season. May everything you hope for be yours in the year ahead.

Howard Coughlin, President

J. Howard Hicks, Secretary-Treasurer

Henderson Douglas, Director of Organization

Edward Beaupre

J. O. Bloodworth

J. E. Corum

John T. Finerty

George P. Firth

A. J. Fritz

Nicholas Juliano

John B. Kinnick

Max J. Krug

Edward P. Springman

Leo J. Wallace

Frank E. Morton

William A. Lome

to declaring that union officers occupy positions of trust, requires that union money must be handled and expended solely for the benefit of the union and its members. Officers may not deal with the union in any adverse capacity, or may not have any "conflict of interest." If it is alleged that any officer or agent of a union has violated any of his fiduciary duties, and the union fails to act to recover damages or sue for an accounting, any member may bring a lawsuit to accomplish these goals.

Asking the question, "As a practical matter, how may you spend union money under this law?" Finley answered, "Any broad trade union purpose, for the general benefit of the membership, is permissible."

Going on to a discussion of Title I, the bill of rights of members of labor organizations, Finley declared, "I am very proud to state, as a lawyer, that the OEIU has never had any trouble, and that Title I is

not going to change the International's way of doing business." He cited the International's many "built-in" safeguards for democracy in the local unions.

While criminal penalties in the law do not apply to the Title I sections, unions are subject to civil suit for violations, and members can seek injunctions in federal court.

Title I gives all members equal rights to nominate candidates, vote, attend meetings, and discuss and vote on matters in union meetings, subject to "reasonable rules and regulations." Freedom of speech and assembly is guaranteed, also under reasonable rules. Dues and initiation fees are frozen at present levels, with all increases to be handled under the new law. Members must vote in secret ballot after advertisement by reasonable notice. Union trials are put under stiff procedural requirements. Written charges, reasonable time to prepare a defense, and a full

and fair hearing are required. Copies of collective bargaining contracts must be provided members upon request.

Summarizing discussion of the bill of rights, the attorneys observed that every union, even the most democratic, must be very careful in running its internal affairs. They declared that many portions of the bill of rights are vague, such as "reasonable regulations," "reasonable rules," "full and fair hearing," and predicted there would be some lawsuits against unions as a result. Some observers have predicted that in the first few years, more litigation may come out of the bill of rights provisions than any other portion of the new law.

Members of the International Executive Board, as well as the officers of more than a score of local unions who were present, expressed the view that the intensive briefing sessions would better enable them to fulfill their duties as union officials.

Sign with Utility in East St. Louis



LOCAL 130 of East St. Louis is continuing its fine progress in raising the standard of living for their members by renewing old contracts and organizing new firms and negotiating wage increases and improvements in working conditions. Shown after they had concluded a one-year renewal agreement with the East St. Louis & Interurban Water Co. are: SEATED (from left) Assistant office manager Stanley Wylie; Office manager T. E. Mentzer; general manager and vice president F. J. McAndrews; and Local 130 President Bess Dieffenbach. STANDING (from left) Local 130 secretary Chester Borkowski and Union committee members Esther Eno, Erna Rehg, Lenita Stacer, Ruth Sharp, Mary Allen, and International Union Representative Robert R. "Bob" Babcock, under whose direction the negotiations were conducted. Obtained for the some 36 members employed by this firm was a 10 cents an hour increase, an additional paid holiday on the birthday of a member, improvements in the grievance and arbitration procedure and improved sick leave. In a memorandum, the firm also agreed that when it moves into its new headquarters now under construction, a complete reclassification and job descriptions survey will be made.



from the desk
of the

PRESIDENT

HOWARD COUGHLIN



Automation and Office Workers

NOVEMBER 20, 1959—Your President has again been designated as a delegate to the Fifth Session of the Advisory Committee on Salaried Employees and Professional Workers of the International Labor Organization which will open at Cologne, Germany on Monday, November 23rd. It is expected that this meeting will terminate on December 4, 1959.

For purposes of explanation, it is desirable to note that the International Labor Organization was founded after World War I by the governments of the world for the prime purpose of taking human labor out of competition in world markets. It is intended that wages and working conditions throughout the world should be brought into proper balance so that competition between nations for world trade would depend on factors other than human labor.

The ILO delegates much of this work to sub-committees known as Advisory Committees. These Committees represent building trades, transportation, maritime and navigation, and numerous others.

Some years ago, recognizing the tremendous growth of the white collar class, the ILO set up the Advisory Committee on Salaried Employees and Professional Workers. This Committee met in 1957 and 1954 and at two previous sessions after it was formed. It has performed many useful functions in recommending, through the ILO to the nations of the world, many changes with respect to minimum wages, hours of work, working conditions, sanitary conditions, etc.

These meetings are tripartite in nature. The countries designated to be represented on the White Collar Committee are entitled to two delegates from the government, two from industry and two from labor. These groups, during the sessions, meet both separately and together. In the plenary sessions, recommendations to the ILO must be adopted by a majority vote of all three groups.

At the meeting to be held at Cologne, the agenda is as follows:

(1) General report dealing particularly with (a) action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee; (b) steps taken by the office to follow up the studies and increases proposed by the Committee; (c) recent events and developments affecting salaried employees and professional workers.

(2) Problems of women non-manual workers (white collar).

(3) Effects of mechanization and automation in offices.

In previous session, the right of white collar workers to organize was agreed to as a doctrine. While this right had already been attained in our country, it was questionable in numerous other countries particularly the under-developed nations. This right to organize as a doctrine not only involved employees in private industry but also extended to civil service employees.

Previous sessions of the Committee had also agreed that collective bargaining is the normal method of fixing the conditions of employment of salaried employees and professional workers. It had also been agreed that collective bargaining should deal not only with matters of remuneration but also conditions of employment and any other matter of procedure which affected the relationship between employers and employees.

The agenda for the coming session is particularly interesting in view of the fact that we in the United States are beginning to feel the effects of automation.

Remington Rand's Univac and the IBM's giant computers are becoming more and more popular in the larger offices of our country. More and more banks are going in for electronic data processing machinery and each week we hear of a new and better computer especially adapted for smaller offices.

The impact of this newer equipment will be felt by our white collar staffs in the next few years. The growing number of white collar workers will at least be stemmed if not reversed in the next five years.

Automation, as a subject, for the White Collar Advisory Committee, is timely to say the least.



View of the ILO's Advisory Committee on Salaried Employees and Professional Workers in session in Cologne, Germany. Below, President Howard Coughlin of OEIU and President Paul Nagle of National Postal Transport Association, U.S. delegates, listen to a translation of a speech.

Automation Topic At ILO Sessions

Returning from Europe where he attended a meeting of the ILO's Advisory Committee on Salaried Employees and Professional Workers, President Howard Coughlin of the OEIU noted that deep and widespread interest was being taken in studies of the effects of mechanization and automation in offices.

Virtually all industrialized countries of the world have made studies of the subject, President Coughlin reported.

Some of the conclusions reached by the delegates at the last ILO meeting, which President Coughlin and President Paul Nagle of the National Postal Transport Association attended in Cologne, Germany the first week in December, follow:

Application of mechanization and automation in offices has to be recognized as an inevitable development in the search for improved methods and increased efficiency.

Office automation is still in its infancy, even in those countries and companies which are farthest advanced. For various reasons, the introduction of automation in offices has thus far not brought about any significant dismissal of personnel nor resulted in a decline in the general level of employment of office workers.

Introduction of office automation has generally occurred during periods of a high level of economic activity. Its introduction in an undertaking takes place over a long period of time, sometimes as much as three years for the first application, so that it has been possible to



give careful consideration to the potential effects on the staff.

Because of problems of possible redundancy in an undertaking, and because automation is still in a pioneering stage, special attention needs to be given to training.

Mechanization and automation in offices bring about changes in occupational structure and in the kinds of skills needed for office work.

It has been found advisable, where automation has been introduced, to pay attention to appropriate medical supervision; adequate hygiene, heating, lighting, ventilation and cleaning; arrangement of workplaces, particularly in respect to elimination or reduction of noise; suitable arrangement of hours of work and rest periods.

In a broader perspective, the spread of mechanization and automation in offices may have certain general social repercussions which

call for action on a national scale.

In a concluding point, it was noted that the "full cooperation of employers, workers and public authorities is essential in order to ensure that the transition to automation on a broad scale takes place in an orderly manner, and that the benefits are shared by society as a whole."

Discuss Employment of Physically Handicapped



Representatives of Local 153, New York City, recently met with representatives of management, the Governor's Committee on Employing the Physically Handicapped, the New York State Employment Service, and the Medical Director of the Workmen's Compensation Board, to work out means of employing the physically handicapped in jobs suitable for such employees. OEIU Local 153 promised complete cooperation in the use of their free placement service.