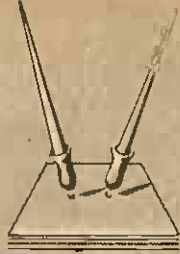




WHITE

Official Publication of the



COLLAR

Office Employees International Union



National Leaders Hail 8th Convention

THE WHITE HOUSE
WASHINGTON
May 14, 1959

Dear Mr. Coughlin:

It is a pleasure to send greetings to the officers and members of the Office Employees International Union, AFL-CIO, assembled in Montreal for their eighth convention.

The United States and Canada are entering a period of exciting change and challenge. The population in North America is rising; economies are expanding; methods and techniques and tools are being revolutionized by engineering and science. All these changes bear upon the kind of work that office employees will perform in the future, as well as upon the abilities and training they will need. More and more, the emphasis is being placed on the employee with a sound education, supplemented by specialized training.

The Office Employees International Union, by improving the status of its membership, creates the conditions that attract such a quality work force. The prestige of administrative and clerical careers will grow as the job demands increase. I am sure this Union will continue to exert a constructive influence in this promising field.

With best wishes,

Sincerely,

Mr. Howard Coughlin
President
Office Employees International Union, AFL-CIO
265 West 14th Street
New York 11, New York

U. S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

SECRETARY'S STATEMENT
EIGHTH CONVENTION OF OFFICE EMPLOYEES INTERNATIONAL UNION

I am sorry that a prior commitment makes it impossible for me to meet with you during your annual convention. You do, however, have my warmest wishes for a highly productive and successful session. The fact that you are meeting in Montreal this year calls attention to the bond which has been forged over the years between the United States and Canada. The union movement in our two countries has advanced as one because working men and women in both nations early recognized the inseparability of the interests and welfare of each other.

In both nations, the Office Employees International faces a period ahead of great effort and challenge. As the economies of our two nations continue to expand, an increased demand for greater skills, higher levels of education, and a ready ability to adapt to change will be made on the office worker. In this regard, your membership will require of you guidance and encouragement, to be added to your continuing efforts to win improved working conditions for the office workers of the United States and Canada.

In doing this job you have my support and my very best wishes. Sincerely yours,

Secretary of Labor



OTTAWA 4, May 14, 1959.

Dear Mr. Coughlin:

I wish to express to you, your fellow Officers and delegates who will be attending the Eighth Convention of the Office Employees International Union my very sincere regret that due to other commitments it is not possible for me to be with you.

I wish to extend to you a very cordial welcome, and may the visit of delegates, other than Canadians, to Canada be a pleasant experience. As to the Canadian delegates, they of course know the beautiful and picturesque of our country and I am confident that they will be worthy hosts to their fellow union members.

The growth of the Office Employees International Union in Canada has been continuous since its inception, but certainly more rapid during the last ten years. In 1948, I believe you had some 20 Branches with slightly in excess of 1,000 members. I note in my Departmental Report "Labour Organization in Canada" for 1958 that you now have doubled the number of Branches and your membership has grown to more than 5,000. I wish to compliment you on this steady progress.

I am sure your Union accepts with a great deal of pride and satisfaction my appointment of your ranking International Representative in Canada, Mr. Alastair F. MacArthur, as a Commissioner of the Unemployment Insurance Commission. I am confident that with his extensive background in the organized labour movement and his service to labour over many years Mr. MacArthur will bring to the Unemployment Insurance Commission a practical and sympathetic approach that will commend itself to labour everywhere.

I wish you every success in all your deliberations, which must ultimately have a beneficial effect on behalf of the office worker whose special problems have too often been overlooked in recent years.

Yours sincerely,

Mr. Howard Coughlin,
President,
Office Employees International Union,
Suite 610,
265 West 14th Street,
New York 11, N. Y.



On the occasion of the Eighth Convention of the Office Employees International Union, I am pleased to send personal greetings to the assembled delegates.

An international gathering of this kind, called to conduct in open forum the affairs of your organization, symbolizes those essential freedoms upon which our society stands.

I am convinced that working men and women in all free countries can do much for the preservation of the things we hold dear and contribute to the solution of problems arising from the communist challenge.

I extend sincere good wishes for an enjoyable and worthwhile convention in Montreal, and express the hope that your deliberations will be fruitful.

Ottawa,
1959.

Prime Minister.



THE Eighth Convention of the Office Employees International Union, AFL-CIO will open at the Sheraton-Mt. Royal Hotel in Montreal on June 15. It is anticipated that the business of the convention will be concluded by Friday evening, June 19.

Labor and management throughout the United States and Canada have evidenced much interest in the deliberations of our delegates. The Office Employees International Union is the only union of its kind in the United States and Canada. Its membership is composed exclusively of white collar workers. Its leadership, through its Local Unions and International Union, itself, is composed of men and women from the white collar field.

The union holds contracts with thousands of firms in diversified industries throughout the United States and Canada.

OEIU members can be found in metal manufacturing, paper, utilities, hotels, breweries, ice cream, motion pictures, television, steel, aluminum, electric supply, steamship, trucking, freight forwarding, insurance, construc-

tion, and every major industry of any importance in both countries.

The total membership of the Office Employees International Union is continuing to increase. The OEIU is widening its activities in all fields. We strongly believe that office and clerical employees, regardless of industry, belong in one strong white collar workers union.

The delegates assembled at this convention will deal with numerous proposals which will be placed before them by Local Unions affiliated with the International Union and the Executive Board of that body.

Delegates will hear representatives of the Canadian labor movement. Claude Jodoin, president of the Canadian Labour Congress, will be a featured speaker at the convention.

It is anticipated that President Jodoin will offer the full cooperation of the Canadian Labour Congress to the Office Employees International Union in

(Continued on page 3)

WHITE COLLAR

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

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

Room 610
265 West 14th St.
New York, N. Y.

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AFL-CIO Opposes S. 1555

The Executive Council of the AFL-CIO, at its meeting on May 20, 1959, unanimously opposed the Kennedy-Ervin Bill, known as S. 1555.

The Office Employees International Union, only a few days before, forwarded to all of its Local Unions in the United States its detailed objections to this legislation.

The bill's so-called "Bill of Rights" would eliminate any control the union has over its membership. In effect, it would provide for control by minorities. Confusion would be the order of the day.

In addition, czar-like powers for the Secretary of Labor, are to say the least, objectionable. A violation of the rules and regulations laid down by the Secretary of Labor, a political appointee, would call for a term in prison plus a \$10,000 fine.

Many other objectionable provisions of this proposed legislation would, if enacted into law, discourage prospective leadership.

In our opinion, this bill is not only anti-union, but also anti-management.

* * *

Bribery vs. Extortion

Recently, representatives of certain leading newspapers in New York testified that they paid intermediaries to insure the fact that they would receive their regular deliveries of color supplements from New Jersey.

In one instance, the owner of a newspaper admitted that he was trying to make a better collective bargaining deal for his newspaper rather than to be bound by the terms of the master agreement.

In each instance, the investigating Senators bemoaned the fact that these employers were forced to go to such lengths to conduct their businesses. The Senators made these statements despite the fact that at least one publisher admitted that he went out of his way to find an intermediary.

These crimes were referred to as shake-downs rather than bribery. Investigating Senators used these instances as another reason for a reform bill. These crimes are already covered in existing legislation. The Taft-Hartley Act states that it is a crime "for an employer to give or for a union representative to receive anything of value."

It seems to us that the publishers concerned should have been indicted immediately for the crime of bribery.

* * *

B. C. Labor Movement Fights Bill 43

Recently, the legislature of British Columbia passed legislation known as the Trade Union Act of 1959, or Bill 43.

This bill is one of the most stringent anti-union acts ever enacted into law anywhere. It restricts and, in some cases, eliminates picketing and prohibits publication of the information about a struck employer.

It places a union's funds in jeopardy and will eliminate collective bargaining under certain circumstances.

The Trade Union movement in British Columbia has called meeting in which the Office Employees International Union has participated for purposes of laying down plans to repeal this vicious legislation.

It is imperative that all Trade Unions in British Columbia work together for purposes of eliminating Bill 43.

**Be Union—Buy the
Union Label**

Local 57 Welcomes OEIU Convention to Montreal



Seated above are Donald Martin, treasurer; Roger Jeanneau, vice president; Marcel Franco, president; Helene Antonuk, recording secretary, and Owen Prince. Standing are J. Tunney, Diana Desmarteaux, Romeo Corbeil, organizer; Marguerite Sylvestre, Jacqueline Lavoie, Jacques Danks, Maurice Warren and Jean Simard.

Continental Can Gains



Montreal Local 57 members employed by the Continental Can Company gained wage increases of from \$4.75 to \$6.75 per week. The new wage scale provides for a minimum rate of \$76 per week for messengers. The highest classifications call for a salary of \$148 per week. It is estimated that this wage scale is one of the highest in Montreal. The agreement also provides for 36½ hour workweek, in addition to an insurance and pension plan fully paid for by the company. Diana Desmarteaux, Roger Jeanneau and Owen Prince, pictured above, assisted by OEIU Representative Romeo Corbeil, represented the union in the negotiations.

Arbitration Case

Bridgeport, Conn. — Organizer Bud Manning announces that Local 123 recently won an arbitration case involving the evaluation of an expediter's job. The case was heard before a tri-partite panel of the Connecticut State Board of Mediation and Arbitration.

The hearing was the result of a grievance filed by Local 123 on the premise that the position of Expediter A at the Jenkins Bros. Co. was improperly evaluated because insufficient weight was given to certain job factors in the system of evaluation in use at this company. Specifically, the local claimed that because the expediters worked with little or no supervision and because, in the course of their duties

they made frequent contact with outside vendors which entails considerable initiative and responsibility they, the expediters, should receive greater weighing in the point system applied to those particular factors.

The Connecticut State Board sustained the union's position and reweighed these factors by 20 points respectively which moved the job from a Labor Grade 6 to a Labor Grade 7. The new pay rate was made retroactive back to March 3, 1959. Organizer Manning, who prepared and presented the case asserts that it was mainly due to the able assistance of Local 123 President Phil Clark and Local Grievance Chairman Bill Stone that victory was made possible.

Ray O'Connell Honored as Labor Man of the Year

Raphael O'Connell, secretary-treasurer of OEIU Local 90 at Stamford, Conn., was recently honored by the Central Labor Council as Labor Man of the Year.

Vice President Leo Wallace represented the Office Employees International Union at a dinner in Brother O'Connell's honor.

Vice President Wallace, in his remarks, referred to Mr. O'Connell as a man of dignity, possessing a high degree of excellence in his work, the ultimate in moral worth as attested to by his long and happy marriage and his lovely wife, and qualities suited to inspire and command respect. The qualities to inspire were proven when he led the effort to bring unionization to his fellow workers at Yale & Towne.

New Local Signs Hertz Agreement

Oklahoma City, Okla. — Employees of the Hertz Corporation, who are members of Local 381 recently organized in Oklahoma City, have signed their first agreement with their employer.

This agreement provides for the normal OEIU protections, such as union shop, dues check-off, seniority in promotions, layoffs and recall, paid holidays, time and a half for overtime, and raises amounting up to 30 cents per hour the first year and automatic promotion in the second year to the maximum of the rate range.

Hunt's Agreement Signed



An initial collective bargaining agreement between Hunt Foods and Industries, Inc. at Fullerton, Calif. and OEIU Local 30 was finally concluded. This agreement, covering 275 employees, provided for a \$25 a month across-the-board increase. This is in addition to \$25 per month granted during the organizational drive. Night shift employees will receive a differential of 20 cents per hour. A strict seniority clause, an excellent severance pay schedule and a sick leave plan, which provides for thirty (30) days' sick leave for senior employees, were attained. Don Camp, business representative of OEIU Local 30, Ben Field of the Local 30 Negotiating Committee and International Representative Jnc McGee represented the union during negotiations. The Negotiating Committee was also composed of Mark Dimond, Len Maxwell and Frank Dunivant.

British Columbia Passes Anti-Union Legislation

The legislature of the Province of British Columbia repealed its former trade union act and passed restrictive legislation which takes away many important rights formerly held by trade unions and effects many prohibitions against the usual activities of unions.

This new legislation is known as the Trade Union Act of 1959 (Bill 43). In effect the new Act:

1. Prohibits picketing except at the employer's place of business and by members of the striking union only.

2. Prohibits other unions from supporting the strike of the striking union. It also makes refusal to handle struck goods illegal.

3. It strikes a death blow at "free speech" by prohibiting the

publication of information about the unfair labor practices of the struck employer.

4. It not only states that any infraction of the Act is illegal and subject to certain penalties incorporated in the law, but also provides that the employer can civilly sue the union for such infractions.

5. All picketing will be declared illegal and the union liable to conviction for damages if one member of the union commits an illegal act in regard to picketing.

6. The union's funds can be attached if and when the employer sues for damages. Worse still, if a judgment is rendered by the courts and the funds of the union do not satisfy the judges, it is possible for the courts to attach the

welfare fund of the union and the personal assets of the members.

7. The new Act provides the employer with an opportunity to delay negotiations interminably if there is any infraction of the Act which the employer can use for purposes of damages.

It is quite apparent that the purpose of the Trade Union Act of 1959 is designed to prevent strike action by restricting picketing and similar activities which make for a successful strike.

It is possible for an employer to bankrupt a union through civil suits for damages.

The proponents of this legislation would appear to have for their goal the total destruction of trade unions in British Columbia.

Forst Stores Strike Settled After Six Weeks

Pat Landsley, Business Manager of OEIU Local 15 in Vancouver, B. C., announced the settlement of a strike which lasted approximately six (6) weeks against Forst Stores.

Mr. Halford Wilson, City Alderman of Vancouver, acted as mediator at the request of Teamsters Local 31, I. B. E. W. Local 213 and the Retail Clerk, Local 1518.

On the basis of Mr. Wilson's recommendations, the strike was terminated and the employees involved received the following benefits:

1. Classification salary increase ranging from \$2.00 to \$7.00 per week, retroactive from May 1, 1958, to April 30, 1959.

2. \$2.50 per week across-the-board for all classifications, effective May 1st, 1959, to April 30th, 1960.

3. \$2.50 per week across-the-board for all classifications, effective May 1st, 1960, to April 30th, 1961.

4. Vacation provisions revised to comply with Labour Relations Act.

5. Overtime work compensated by time and a half for the first four hours and double time thereafter.

6. The layoff and discharge section improved.

The trade union movement in Vancouver, B. C., actively supported our strike both financially and with voluntary pickets.

Our sister Local Unions throughout the United States and Canada at the request of President Howard Coughlin contributed various sums of money to the striking Local 15 members. The strike expenses averaged \$2,000.00 per week.

Local 15 expressed its sincere appreciation to the International Union and its Local Unions for the support rendered in this struggle.

The settlement represents a victory for clerical employees in the Vancouver area.

The officers and membership of OEIU Local 378 in Vancouver were particularly helpful in rendering assistance to Local 15.

hours each day. Sick leave increased from 8 to 10 days per year with such leave cumulative up to 40 days. The previous requirement of 35 years of service for 4 weeks vacation reduced to 30 years. The present eight paid holidays maintained but the additional proviso that all holidays occurring on Saturdays be counted as paid holidays. Any work performed on these holidays to be paid for at 2½ times the rate instead of the hitherto double time. Existing inequities were corrected to reclassify all positions in the printing department and upgrade them from Labor Grade 4 to Labor Grade 5, and all maintenance clerks from Labor Grade 5 to Labor Grade 6.

That the membership was pleased with the results of the negotiations

was manifest by the fact that it was ratified by a 20 to 1 ratio. President Greene was unstinting in his praise for the able assistance provided by Organizer Fitzmaurice.

Local 32 Signs

Newark, N. J.—Brother Juliano, business manager, reported agreement in two other units of Local 32.

At Austin-Nichols Company, Hillside, N. J., a new two-year agreement was entered into which provides for a general increase of \$3 per week effective April 15, 1959 and a \$2 general wage increase effective April 15, 1960. The agreement also provides for an additional holiday and reduction in vacation eligibility for three weeks' vacation.

At the Newark Division of the White Motor Company, recently organized by Local 32, a two-year agreement provides wage increases over a two-year period that range from a minimum of \$8 per week to \$25 per week to be granted from May 4, 1959 at the rate of \$5 per week every six months. The agreement, in addition to many other general benefits, provides for vacations up to four weeks, and a 37½-hour week with overtime after 7½ hours a day of 37½-hour a week, and two additional holidays.

Blue Cross Signs

Local 32, OEIU, Newark, N. J., reached agreement with the Hospital Service Plan of New Jersey (Blue Cross) and Medical-Surgical Plan of New Jersey (Blue Shield) after protracted negotiations that threatened to result in a walkout by its 586 members.

Local 32 sought a 5 per cent wage increase in a wage reopener dated May 5, 1959. The current

Sign Agreement With Quebec Natural Gas



Romeo Corbeil, OEIU organizer, announced that the first collective bargaining agreement covering 385 office and clerical employees of the Quebec Natural Gas Corporation has been negotiated. The agreement provides for promotions from within; seniority rights; 37½ hour workweek; eight holidays; two weeks' vacation after one year and three weeks' vacation after 15 years; welfare benefits, including life insurance, sickness and disability, and surgical benefits. The contract also provides for a irrevocable check-off, night shift differential and a grievance and arbitration procedure. Job classifications and rate ranges and a system of wage increases within the ranges will be negotiated by November 1959. Jacques Danis, J. B. Simard and Maurice Warren, pictured above, along with Romeo Corbeil, were the chief negotiators.

agreement provided that the "no strike" clause would become suspended if the union and the company failed to reach agreement.

The membership, by secret ballot, gave its negotiating committee authority to call a strike if no settlement could be reached. After two weeks of negotiations at the request of a New Jersey State Mediator, the following conditions of agreement averted the walkout:

1) The current contract was extended for one year to expire May 5, 1961.

2) Effective May 5, 1959, all members would receive a general wage increase of 3.9 per cent, and on May 5, 1960, a general wage increase of 2.6 per cent.

3) Automatic salary increments were increased from 8 per cent to 25 per cent. Two classification salary ranges were increased 15 per cent in maximums.

Extra Increment

4) In addition, members at the maximum rate of any salary range for a period of five years or more would receive one extra salary increment over and above the maximum rate of the specific salary range.

5) The grievance procedure was revised to include a penalty feature for management failure to meet the specific time limitations in which grievance are to be processed.

The committee of members assisting Business Manager Nicholas Juliano were Lida Ronches, Arleen Aquilino, Marion LaVelle, Vincent Ammann, Alma McLaren, Ralph Connors and Leonard Miller.

Named in Canada



Michael Starr, Minister of Labour in Ottawa, recently appointed Alastair MacArthur, International Representative of the Office Employees International Union in Canada, to the Unemployment Commission.

The Unemployment Commission is a tripartite body which, in addition to administering Unemployment Insurance, also is in complete charge of the Employment Placement Services in the Canadian Provinces.

The Office Employees International Union is honored in this appointment.

Brother MacArthur, in forwarding his resignation to President Coughlin, voiced his thanks to the OEIU for the opportunity it gave him in a most unique field of industrial and human relations. He stated that his experience with the OEIU convinced him beyond a doubt that white collar workers belong in a white collar union. He assured President Coughlin that he intends to retain his membership in the OEIU.

Brother MacArthur also stated that he will do everything possible to be of service to the Office Employees International Union and the Trade Union movement in Canada.

Pass This Copy to an Interested White Collar Worker

National Leaders Hail 8th Convention

(Continued from page 1)

its organizational campaigns in the Canadian Provinces. This cooperation will include the active support of the CLC organizational staff.

Delegates will hear messages from Dwight D. Eisenhower, President of the United States, John Diefenbaker, Canadian Prime Minister, James Mitchell, United States Secretary of Labor, and Michael Starr, Canadian Minister of Labour.

In view of the continuing growth of the Office Employees International Union, it is anticipated that the Eighth Convention will bring together more delegates than ever before in the history of this organization.

It is fitting that the Eighth Convention is held in Canada. President Coughlin's report to the convention will stress the growth of the OEIU in Canada. In the last six years, the OEIU has increased its membership in the Canadian Provinces by 130 per cent. It has an increase of 30 per cent in its total Canadian membership in the last two years.

The convention will open with welcoming addresses by Roger Provost, president of the Quebec Federation of Labour and Louis Laberge, president of the Montreal Trades & Labour Council. Senator Sarto Fournier will also address the delegates on opening day. It is expected that David Curry, vice

president of the Clerical and Administrative Employees of England will appear before the convention.

The Office Employees International Union is embarking on an educational program in the field of bilaterally established and administered health, welfare and pension programs. The spotlight, therefore, will be on Martin E. Segal, a leading consultant in this field, who will address the delegates on Wednesday, June 17. It is anticipated that Mr. Segal's talk will spark an invigorating discussion in the health, welfare and pension field.

Local 57, headed by Marcel Francq, who is well known to our delegates, has planned an exciting week of entertainment for convention delegates.

The Convention Committee has been hard at work in preparing this schedule of entertainment for the greater part of the year.

Local 57 will host a get-together for all delegates in Salon "C" and "D" at the Sheraton-Mt. Royal, the convention hotel, on Sunday evening, June 14, just prior to the opening of the convention. Along with other events are included a banquet, dance and floor show. The Local has also scheduled a cruise on the St. Lawrence River. This is particularly appropriate in view of the official opening of the St. Lawrence Seaway which will take place one week later.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

from the desk
of the

PRESIDENT

HOWARD COUGHLIN



★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Salute to Local Committee

YOUR president has been in close contact with the Convention Committee of Local 57 in Montreal for some months. We are very much aware of the work that has gone into convention preparations.

Local 57's Convention Committee, headed by Marcel Francq, the president of Local 57, has prepared a schedule of entertainment for visiting delegates which should assure a pleasant stay in Montreal. This schedule of entertainment includes a pre-convention get-together, a banquet and cruise on the St. Lawrence River.

The committee has assured us that it is fully prepared to make the Eighth Convention of the Office Employees International Union in Montreal one that delegates will long remember.

Those of us who have attended all of the conventions of the Office Employees International Union know full well that the work of the Convention Committees is never fully appreciated. These people sacrifice their own time and finances in order to make sure that the hours spent after convention sessions are enjoyable ones. We, in the Office Employees International Union, have been very lucky because all of the previous conventions have been memorable due to the untiring efforts of these committees.

It is particularly pleasant after a long arduous day's session in the convention when delegates have argued the pros and cons of debatable resolutions, to meet in the evening in more relaxed circumstances, in "get-togethers" sponsored by the Convention Committee, and be able to amicably exchange views.

The Executive Board of the Office Employees International Union, Secretary-Treasurer Hicks and your president want to take this opportunity to publicly express the thanks of our delegates to past Convention Committees and, in particular, to the Convention Committee of Local 57 for their accomplishments.

OEU Wins at Contadina

The third office staff in the California Canning Industry has voted for representation by the Office Employees Union. At an NLRB election held April 23, 1959 the office employees at Contadina Foods Company, San Jose, overwhelmingly endorsed Local 29 as their bargaining representative by a vote of 30 for our union, and five for "no union." The Teamsters Cannery Workers Union was also on the ballot, but that organization did not receive as much as one vote. Seventy office employees at Richmond Chase Cannery in San Jose voted for Local 29 last August and a unit of 300 at Hunt Foods in Fullerton chose Office Employees International Union Local 30 last September.

The organization of the Contadina office employees started early in January with the petition for election being filed February 3. Owing to company delays, a conference could not be scheduled until March 2 at which time the Cannery Workers Union intervened forcing the matter into a formal NLRB hearing.

A proposed contract has been drafted and sent to the company. The following Local 29 members were elected: for stewards: Billie Engstrom and Richard Martinez; for bargaining committee members: Alex Rattray and Georgette Larson. It is anticipated that negotiations will commence in early May.

As office employees in California's great food processing industry grad-

ually become aware of their need for organization and representation, they are faced with a choice of unions—ours or the Cannery Union. To date, all have elected the Office Employees Union. They have chosen the qualified union that has experience in and an understanding of office problems, the right and proper union, for the best possible representation. We welcome these newcomers into Local 29 and are pleased that they, with the Richmond Chase office staff, are setting the pace for the rest of the industry.

Remington Rand and Local 137 Settle

Elmira, N. Y.—Organizer Bud Manning announces that as a result of wage reopening negotiations between Local 137 and Remington Rand the following wage increases have been gained: a wage increase of from \$2 to \$4, depending upon classifications, for all employees effective on May 18, 1959, and a like increase of from \$2 to \$4 which will become effective on May 16, 1960. In addition, the contract termination date, which was originally for September 30, 1961 has been advanced to June 30, 1961.

A further concession obtained included the proviso that the company pension will be thrown open to complete re-negotiation in June of 1961.

These new rates are applicable to both the main Rand office in Elmira and the Rand Service School. Both groups turned out in large numbers to unanimously ratify the agreement. Assisting Or-

Named Winner in San Francisco



Mildred C. Gonzales, winner, is secretary to George Johns, secretary-treasurer of San Francisco Labor Council.

Mildred Gonzales, the pretty redhead who takes care of the office of the San Francisco Labor Council, was named "Miss Union Secretary of San Francisco" at the Union Industries Show. She received the honor in a contest sponsored by Remington Rand, manufacturers of union labeled office machines, at their booth at the show.

Her prize was a Remington Quiet-Riter Portable Typewriter. She will also compete for one of the prizes in the national search for Miss Union Secretary of the United States in which the main prize is \$1,000 in cash, plus a week's vacation with all expenses. Competing against Mrs. Gonzales were some of the outstanding secretaries working for unions in the San Francisco area. They will also compete for top honors in the National Contest, which requires that each contestant submit an essay of no more than 250 words on "The Meaning of the Union Label."

Winner of the national contest

in 1957 was Kathleen Kinnick, who is employed by the Lumber and Sawmill Workers Union in San Francisco. Winner of the 1958 Contest was Janet Harris, secretary at Local 150-157 of the International Ladies Garment Workers Union in South River, N. J.

Judges in the contest at the Show were Joseph Lewis, secretary of the Union Label and Service Department, Alex Smith, of Union Advertising Service and Donald O'Neill, local sales manager of Remington Rand typewriters.

Remington Rand products are privileged to carry the union label of the International Association of Machinists and the International Brotherhood of Electrical Workers. They have greatly increased their sales to union labor since they adopted the union label and began promoting it through the labor press and union industries shows. The other large manufacturer of office machines, International Business Machines, is entirely non-union.

ganizer Manning in the negotiations were the following Local 137 Rand committee: Marion Brawley, chairman; Eilene McCarthy; Rhea Knapp; Ann Reichlieu, and John Blatherwick.

Conference Opposes Job Evaluation

A training session conducted jointly by the AFL-CIO Department of Research, the Carpenters' Research Department and the University of Wisconsin's School for Workers, stressed the fact that job evaluation systems failed to result in an equitable wage structure.

AFL-CIO Secretary-Treasurer William Schnitzler stated that one of the great dangers inherent in any job evaluation plan is the fact that it dangerously inhibits collective bargaining.

Carpenters' President Maurice A. Hutcheson explained the union's opposition to so-called scientific approaches to wage administration, declaring that "a fair day's work for a fair day's pay is the best system yet devised."

Bert Gottlieb, industrial engineer of the AFL-CIO Department of Research; Donald Danielson, Carpenters' director of research; Dr. William Kuhl, assistant professor at the School for Workers, and Hy Fish, an independent consulting engineer, conducted the Institute.

The course consisted of lectures, motion pictures, group discussion and work shop sessions in which students practiced the "management roles" of preparing job descriptions.

The students came to the conclusion that management, at times, used evaluation programs to the disadvantage of workers.

Union Labor Life Adds Three Directors

Three new members were elected to the Board of Directors of the Union Labor Life Insurance Company. They are Joseph Delaney, president of the Operating Engineers; James Suffridge, president of the Retail Clerks, and Karl Feller, president of the Brewery Workers.

AFL-CIO President George Meany and Secretary-Treasurer William Schnitzler also serve as directors.

Passes Billion Mark

Union Labor Life Insurance Company, owned by National and International Unions affiliated with the AFL-CIO in addition to the various State Federations of Labor and City Central Bodies, passed the billion dollar mark, classifying it from the standard point of size with all of the older and longer established life insurance institutions.

Tamiami Settlement

A renewal agreement has been signed by Jacksonville Local 73 with Tamiami Trail Tours & Freightways, Inc.

This contract covers the offices located at Tampa, Sarasota and Miami, Fla.

The settlement included the elimination of the requirement of attendance at work the day before and after a holiday in order to be eligible for that holiday.

In addition to maternity leave, it also provides for a 12c per hour increase effective May 7, 1959 and an additional 12c per hour effective May 7, 1960.

Rate clerks in Tampa received an adjustment of 63c per hour and the same classification was adjusted by 57c per hour in Miami.

Vice President Bloodworth assisted in the negotiations.

N. Y. Stock Exchange Signs With Local 205

After six weeks of difficult negotiations, during which time it was necessary to call in the Federal Mediation and Conciliation Service, Local 205, New York, members employed by the New York Stock Exchange and Subsidiary Companies ratified a 2-year renewal of their agreement as recommended by their Negotiating Committee at a spirited meeting held on April 30.

At the final negotiating session called by Commissioner Francis L. Maher of the Mediation Service which lasted for five consecutive hours after the union committee prevailed on management to make three additional improvements in their "final salary offer" an agreement was reached that the committee agreed to recommend to the membership.

The improvements negotiated in the agreement were:

1. An average salary increase for the unit of 7.49 per cent with the largest classification, senior floor employees, getting 9 per cent.
2. 4 weeks vacation after 25 years. 3 weeks vacation after 10 years instead of 15 years.
3. A 50 per cent increase in Group Life Insurance coverage at no cost to the employees.

The union negotiating committee composed of President Walter C. Schulze, Vice President Frank R. Schmidt, Secretary-Treasurer J. Vincent Blessing and Board Members John J. Waldron and Anthony Supino was very skillfully counseled by Director of Organization H. B. Douglas who represented the International Union in the negotiations.

Sunrise Supermarkets

Sunrise Supermarkets clerical employees recently chose Local 153 as their collective bargaining representative and are now protected by a Local 153 contract.

For a one-year contract, Local 153 members at Sunrise Supermarkets receive a \$3.00 per week increase retroactive to November 3, 1958, and participate in the Local 153 Welfare Plan on the basis of a \$14.00 per month contribution by the employer.

The \$14.00 per month contribution to the Local 153 Welfare Plan gives our members \$2,500.00 life insurance, \$2,500.00 accidental death or dismemberment insurance, disability insurance equal to 66 2/3% of weekly salary up to \$45.00 for twenty-six weeks, and choice of H. I. P. or G. H. I. doctor bill insurance. It also provides Blue Cross for the member and family and surgical and in-hospital medical benefits for the family under the G. H. I. semi-private plan.

The employer agreed to consummate a classification system with labor grades and rate ranges and periodic increments. In the event no agreement is reached within six months after the anniversary date of the contract, Local 153 has the right to bring the case to arbitration.