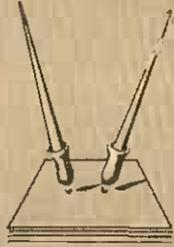




WHITE

Official Publication of the



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Office Employees International Union



No. 139

JULY-AUGUST, 1956

17

Executive Board to Publicize Organized Insurance Firms

At its recent meeting in San Francisco on May 29 through June 1, the Executive Board instructed President Coughlin to forward a letter to all International Unions, State Federations of Labor and City Central bodies containing a list of insurance companies organized within the OEIU.

As a result of action taken at our last convention whereby the delegates assembled unanimously called upon the labor movement to do business only with organized banks and insurance firms, numerous communications reached our International office asking for a list of such companies. The International Union is now in the process of compiling this list which will be forwarded to the labor movement shortly.

The Executive Board also took up the question of strike contributions to strike-hound local unions. It directed the executive officers to

send a letter to all OEIU local unions, asking such locals to empower local union officers to make nominal contributions immediately when the International Union sends out appeals for assistance.

The Executive Board dealt with many matters that came before it relating to jurisdiction, inter-union disputes, and matters brought to its attention by local unions. It reconstituted a Constitutional Committee composed of President Coughlin, and Vice Presidents Springman and Juliano, and assigned certain constitutional matters to that committee, instructing it to report back to the December meeting of the Board.

As a result of a report made by Vice President Art Fritz, the Board set the next convention to be held at the Hotel Leamington in the City of Minneapolis, beginning June 10 through June 14, 1957.

OEIU Member Chosen "Miss Organized Labor"



Joyce Elder, 19 years old, member of OEIU Local 204, was recently chosen "Miss Organized Labor" of Jackson County, Miss. As a result of winning first prize, Sister Elder received a three-day trip to McComb, Miss., for herself and chaperon, where she represented Jackson County at a labor-industry exposition sponsored jointly by the ILGWU and the AFL-CIO. Skilled mechanics were on hand to explain their jobs to the throngs who filed past more than 30 exhibits at the exposition sponsored by unions and firms in Mississippi. Young and old alike got a new slant on unionism as they took in the exhibits and listened to the speakers at the exhibition.

Office Employees of American Can Company Choose OEIU

In a recent NLRB election, the office employees of the American Can Company chose the Office Employees International Union as their collective bargaining agent.

Jack Priest, organizer for the Southwestern Organizational Conference, reported that during the campaign to organize these employees the United Steel Workers intervened after we had filed a petition for a representation election. The Steel Workers claimed that they had jurisdiction over office employees in steel fabricating plants. Through an extensive personal contact campaign by Representative Priest and the organizing committee of employees of the company, the results of the election showed that these office workers wanted to be represented by a union dedicated exclusively to the problems of office workers.

In this election all eligible employees voted, except one who was on vacation. When the votes were counted the OEIU received merely a two to one majority against a non-union vote. The Steel Workers Union which had intervened after our petition, claiming interest, received not a single vote. We congratulate the employees of the American Can Company on their foresightedness in voting for representation by an office employees union.

Representative Priest and a committee are at the present time negotiating with the company for an agreement to cover wages, hours and working conditions.

Insurance Employees in Tacoma Vote OEIU in NLRB Ballot

The office employees of Hansen-Rowland, Inc., an insurance brokerage firm in Tacoma, Wash., voted recently to be represented by the Office Employees International Union. Organizer Gene Corum reported that only the active participation of the organizing committee of the employees of this company made it possible to offset the vicious anti-union campaign conducted by the employer.

Although the working conditions were very much sub-standard, some of the employees were hard to convince of the advantages of belonging to the OEIU. By constant personal contact and the showing of examples of what our unions have done in other places, we were able to convince a large majority of these employees that their interests would best be served by joining the OEIU and working under uniform conditions outlined in a written contract.

As soon as the election was won many of the employees who were on the fence expressed their desire to become members and signified their relief at the outcome of the NLRB proceeding.

Representative Corum is currently in the process of drafting contract proposals, along with a committee of employees of the Hansen-Rowland Company, Inc.

Western Conference Holds Meeting



Western Conference of the OEIU met in San Francisco June 2.

Executive Board Meets in San Francisco



Members of the Executive Board of the Office Employees International Union at their meeting in the Sir Francis Drake Hotel, San Francisco. The Board met for three days commencing May 29. Seated clockwise around the table are George Firth, Pittsburgh, Pa.; Joe McCusker, Trenton, N. J.; Max Krug, Hollywood, Calif.; Secretary-Treasurer J. Howard Hicks, Washington, D. C.; President Howard Coughlin, New York, N. Y.; Art Fritz, Minneapolis, Minn.; Ed Beanpre, Sault Ste. Marie, Mich.; Marie Mann, Denver. Standing from left: Ed Springman, Philadelphia, Pa.; John Finnerty, Cleveland, Ohio; John Klimick, Oakland, Calif.; J. O. Bloodworth, Tampa, Fla.; Al O'Brien, Seattle, Wash.; Nick Juliano, New York, N. Y. Members of the Board were entertained by Local 3, San Francisco, and Local 29, Oakland. On June 2, the Board attended session of the Western Conference.

Computers Threaten White Collar Class, Says Expert

ANN ARBOR—Electronic computers may someday eliminate most small industries and replace the white collar class of workers, a University of Michigan computer expert believes.

John W. Carr III, assistant professor of mathematics and former supervisor of the University's MIDAC computer, thinks that his field is growing so fast and has such potential that Americans should begin to consider the drastic changes that lie ahead.

"I have no doubt that electronic computers are going to have a greater impact upon our society than atomic energy," Professor Carr said today between classes of a two-week course on the devices being offered by the University.

"The industry is doubling in size every year, and in 15 to 20 years, perhaps less, it will be equal to the entire automotive industry." By 1965, every company with more than 500 employees will have to have its own computer.

Electronic machines already have shown themselves to be superior to humans in handling mountains of business data, Professor Carr pointed out. And their use in solving complex scientific problems was one of the main reasons for their development.

Now Professor Carr says, the computer is being readied for the management field, where "it may very well handle day-to-day decisions based on set company policies." The use of machines in this way "is closer than we think in some industries."

This means that foremen, middle management personnel and others whose routine decisions stem from established lines may be replaced or have their responsibilities drastically changed. "The whole structure of the white collar system is going to be changed, as is the relationship of the human to the organization for which he works."

(Continued on page 4)

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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New York, N. Y.

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Activities of Conferences and Local Unions

San Francisco, Calif. — Phyllis Mitchell, secretary-treasurer of Local No. 3, reports the signing of their agreement with the National Labor Bureau. Improvements are as follows: Two additional holidays, Lincoln's birthday and the employe's birthday (on the employe's birthday the employe must be on the job for one year). When a holiday falls on Saturday, the employes will be given another day off during the workweek. All employes received a wage increase. This contract will be in effect until October 31, 1957.

★ ★

Port Edwards, Wis.—North Central Organizational Conference Organizer Arthur Lewandowski announces the completion of prolonged negotiations with the Nepco (Nekoosa-Edwards Paper Company) and the OEIU. The committee, which consisted of John Bull, chairman; Revae Frost, Fred Domke, Mrs. Elva Gises and Bruce Falkner, along with Mr. Lewandowski, were able to secure the following: modified union shop, improvements in overtime, plant and departmental seniority, job posting and improvements and control over promotional procedures, a good grievance program, triple time for holidays worked, four weeks' paid vacation after 25 years' service, 40 hours' personal time off, plus two weeks' sick leave, with accumulation to six weeks.

★ ★

Newark, N. J.—Business Representative Nick Juliano announces the conclusion of the first agreement between the Aula Chemical Company and Local No. 32. The contract has the following improvements: shorter workweek of 37½ hours, a union shop, three additional holidays, totaling nine holidays altogether, hospitalization and medical coverage paid for by the company, jury duty and sick leave pay, plus a \$2 increase immediately and one six months later of \$2.

★ ★

Oakland, Calif.—Members of the Office Employees International Union, Local No. 29, have organized their own credit union, according to the California Credit Union League.

About 1,500 members and their families will be eligible to join the credit union. The new group, named the Twenty-niners' Credit Union, will encourage thrift and regular savings among members, and enable them to get personal loans for good purposes at low cost.

The credit union will be owned and operated entirely by its members, under a government charter which they received May 21.

★ ★

Oakland, Calif.—New organizer added to Local 29's staff: Norman Amundson started work recently as a business representative-organizer for Local 29. Norman is a graduate of the University of Washington and taught school for several years in Oregon and California. He helped organize local unions for the American Federation of Teachers and the United Steelworkers of America.

★ ★

Oakland, Calif.—Organizing plan set for Salinas-Monterey area: Union members in the San Jose-Monterey Peninsula area have set in motion a plan for organizing office employes in that area. The plan calls for a committee of two from the Salinas area and three from Monterey to develop organ-



Northwest Conference in Session

The OEIU's Northwest Conference held a successful meeting in Seattle, Wash., on May 26.

ing leads which will be followed up by organizers of Local 29. The program grew out of a productive meeting of members living in the San Jose-Monterey Peninsula area which was held at the Hotel De-Anza in San Jose in April.

★ ★

Tiffin, Ohio—Business Representative Donald A. Filmer reports the signing of an agreement by the Sterling Grinding Wheel Co. and Local 155. The agreement provides for a pension plan of 7 cents per hour; past service credits from December 1, 1954 (date of purchase by present owners) and effective December 1, 1956. Three-year contract with wage increases of 5 per cent, 4 per cent and 4 per cent; increased company-paid life insurance from \$1,000 to \$1,500; increased weekly sick benefit from \$25 to \$30, and a clause protecting employes' salary on temporary transfer. The contract runs from June 1, 1956, through June 1, 1959.

★ ★

Tullahoma, Tenn.—Vice President Bloodworth reports the settlement of the agreement between the ARO, Inc., and Local 179. The contract language has been changed, an additional day gained in vacation if a holiday falls within a vacation period, double time for consecutive hours worked in excess of 12 hours, a 10-cent-per-hour increase this year and 8 cents per hour next year with a wage reopener on June 20, 1958. The new agreement will run until June 20, 1959.

★ ★

Stamford, Conn.—Local 90 announces the signing of an agreement with the Stamford, Conn.,

division of the Yale & Towne Mfg. Co. which includes an 8-cent across-the-board hourly increase, one additional paid holiday, an increase in life insurance coverage from \$1,500 to \$2,500, an increase in off-the-job disability benefits from \$20 to \$25 weekly, a clause which guarantees vacations on a pro rata basis for those who terminate their employment with the company prior to the vacation period, a clause revising the pension plan to permit women to retire at age 62, provided federal legislation modifies the social security law, and a streamlining of the present classification system. Also included are such features in the previous contract as profit-sharing and vacation benefits up to three weeks for 15 years' service, and 2½ weeks for service from 10 to 15 years.

The contract was agreed upon just 24 hours before a strike deadline, and both state and federal mediators were in constant attendance during the day and night sessions.

Local 90's negotiating committee was composed of President Nick Bolanis, Tobey Malin, Jack Fitzpatrick, Ray O'Connell and Bowen Dunn. Northeastern Conference Organizer Justin Manning assisted the committee.

The contract is for a two-year duration, with wage reopening at the end of the first year and the right to terminate if agreement on wages is not reached.

★ ★

East Stroudsburg, Pa.—International Representative George P. Firth reports the signing of an extension of the agreement between
(Continued on next page)

Victory in Louisiana

The so-called "right-to-work" law, which is nothing more than repressive labor legislation, was repealed recently in Louisiana. The AFL and the CIO in that State worked closely together for the purpose of effectuating this repeal.

The action of the State legislature followed closely on the heels of a door to door canvass by representatives of all unions throughout the State. Governor Earl Long made good on his promise to sign the repeal bill. Labor, therefore, has indicated that it intends to fight back when representatives of industry force bad legislation down its throat.

We hope that the repeal of the "right-to-work" law of Louisiana will be the first of this type of action. We hope that the other seventeen states having "right-to-work" laws on their statute books will follow the lead initiated by Louisiana.

Appeal to Supreme Court

Recently, the U. S. Court of Appeals handed down a decision whereby it found that the NLRB was right in its refusal to assert jurisdiction over labor unions acting as employers. The case involved the Teamsters in Portland, Oreg., and OEIU Local 11.

In effect the court determined that the point involved revolved around the NLRB's discretion in matters of jurisdiction. In view of the fact that the Labor-Management Relations Act of 1947 states that a labor union shall be excluded except when acting in the capacity of employer, the OEIU has decided to appeal this case to the U. S. Supreme Court. Our general counsel is presently preparing the case.

The Supreme Court decision will determine whether or not thousands of office employes working for labor organizations are to be given the protection of the Labor-Management Relations Act of 1947. We feel that these employes are entitled to such protection.

NAM Doesn't Practice What It Preaches

The AFL-CIO recently published a survey which indicated that the National Association of Manufacturers doesn't practice what it preaches. This survey encompassed a check on 171 companies which are represented on NAM's Board of Directors. Ninety-three of such companies have contracts with AFL-CIO unions. Fifty-nine have agreed to union security clauses. Twenty-two additional companies are in states where union security contracts are illegal.

It becomes apparent, therefore, that while the NAM continues to push for "right-to-work" laws which make union security contracts illegal, it at the same time over the collective bargaining table negotiates contracts containing strong union shop clauses. It would appear to us that the NAM ought to reconsider its arguments for "right-to-work" laws in light of its practice in signing union security contracts.

It's Costly to Be Non-union

The Bureau of Labor Statistics of the U. S. Department of Labor, after a survey of 306 occupations in 11 industries, found that union wages were approximately 20 cents an hour higher than for similar jobs in unorganized establishments. This is in line with an earlier survey made on the same subject. It becomes apparent, therefore, that it costs money not to belong to a union.

Washington Gas Co. Signs Pact



Pictured at signing of new contract with Washington Gas Light Company are, from left to right, seated: Herman L. Hazel, John P. Cahill, Everett J. Boothby, company president; Herbert Gill, assistant to the president, and C. D. Magruder, director of personnel. Standing: George Kornmann and Frank Benson, members of management negotiating committee; James Ewing, Roy Ellis, Charles S. Millar and Frank Clarke, Union negotiating committee; Harold T. Nicholas, Company representative, and Ernest Yeatman, Union negotiating committee. The settlement provided a 5 per cent wage increase, an increase in shift bonus from 8 cents and 13 cents to 10 and 15 cents. The company also agreed to pay part of liability insurance to employes who use their ear in company business. This contract covers over 500 members of Local No. 2, and was acclaimed by the members as an excellent settlement.

Curtiss-Wright Signs Agreement



Above is a picture of the signing of a recent agreement between Local 279 and the Curtiss-Wright Corp., Propeller Division. Seated, left to right: V. Kearney, steward, Local 279; J. Campbell, vice president, Local 279; D. Fleming, president, Local 279; J. A. Clark, manager, industrial relations; F. Hetrick, steward, Local 279, and S. Micklus, steward, Local 279. Standing, left to right: W. Balabanow, representative, labor relations; W. E. Boles, supervisor, labor relations, and R. E. DeConlas, administrative assistant to personnel manager.

the Line Material Co. and Local 201. This extension provides for two additional half holidays before Christmas and New Year's, and an 81-cent across-the-board general increase effective April 1, 1956. The company agreed to start paying the new wage rate immediately and issue a separate retroactive paycheck covering the period beginning April 1, as soon as reasonably possible.

★ ★

Buffalo, N. Y.—Business Representative Emil Steck announces that an agreement between the Worthington Corp. and Local 212 has been completed. It provides an increase in the night shift premium of 2½ cents per hour and a guaranteed minimum of four hours' work or four hours' pay at the overtime rate when called to perform emergency work after regularly scheduled hours of work, plus a general salary increase of \$5.50 per week for all employees. This contract will run until June 7, 1957.

★ ★

Pittsburgh, Pa.—Local 33 reports an extension of the agreement with the Pennsylvania Truck Lines. This extension provides for an across-the-board increase of 8 cents, retroactive to May 1, 1956, and an additional 8-cent increase May 1, 1957.

★ ★

St. Louis, Mo.—President Margaret Ritch of Local 13 announced the signing of an agreement with the Busch-Sulzer Division of Norberg Mfg. Co. This agreement provides for a 10-cent-per-hour general

increase, effective May 1, 1956, 3-cent-per-hour general increase November 1, 1956, and a 7-cent-per-hour general increase effective May 1, 1957. In addition, Local 13 negotiated individual adjustments of specific classifications.

★ ★

Albany, N. Y.—Helen Casey, president of Local 58, reports that the negotiating committee representing the employees of the Paper Makers, composed of Helen Casey, Mary Opalka, Loretta LaRose and Luella Heron, were assisted by Northeastern Conference Organizer Justin Manning. As a result of these negotiations wage increases ranging from \$2.50 to \$4.50 per week were won. The committee was also able to obtain four weeks' vacation after 25 years' service and improvement in the sick leave clause which now provides one week after six months, two weeks after 12 months, three weeks after 18 months and four weeks after two or more years. Any sick leave not used is returned to the employee as a bonus on a one-half pay basis.

★ ★

Fort Worth, Tex.—R. W. McDaniel of Local 277 reports improvement as a result of negotiations with the Convair Division of General Dynamics Corp. Labor grades 1 through 5 will receive a 6 per cent general increase, grades 6 through 10 a 5 per cent general increase, grades 11 through 14, 14 per cent general increase. A \$5,000 accidental death policy was added to the insurance program and the

Charter Issued Munich Employes

WASHINGTON, D. C.—The chartering of Local 340 for employes of the Free Europe Committee and Radio Free Europe was recently announced by executive officers of the International Union. Although the location of the new charter is New York City, where the two organizations are headquartered, reports indicate that a large portion of the local union membership is actually employed in Munich, Germany, in connection with the operation of Radio Free Europe. Both the Free Europe Committee and Radio Free Europe are non-governmental organizations maintained solely by private contributions. The latter is well known for its long history of effective broadcasts from Munich to listeners behind the Iron Curtain in Communist-dominated countries.

maximum amount allowable for a hospital room under the Welfare Plan was raised from \$12 to \$18 per day. The company agreed to install a retirement plan to become effective October 1, 1956, with employees having vested rights after 10 years of continuous service. The employees will not contribute toward this retirement plan. The company also agreed to pay the difference between jury pay and the employee's regular salary not to exceed 20 days of jury service per year. The qualification for three weeks' vacation has been reduced from 15 years to 12 years. In addition to the above, there will be a general increase in wages of 7 cents per hour to become effective April 16, 1957.

★ ★

Woodland, Me.—International Representative Leo Wallace reports the signing of an agreement between Local 295 and the St. Croix Paper Company. The new contract provides for a general increase of 7 per cent with a minimum of 12 cents per hour, plus an additional 3 cents for all employees. Individual adjustments negotiated amounted to as much as 25-cents-per-hour raises for some of the employees. Shift differentials were increased 1 and 3 cents per hour.

Assisting Representative Wallace were Dan Woodard, John Dwelley, Jr., Mrs. Ann Pomeroy and Mrs. Louise White.

★ ★

Millinocket, Me.—Northeastern Organizational Conference Organizer Leo Wallace reports negotiations between Local 192 and the Great Northern Paper Company completed. The contract includes the following improvements: Shift differential increase from 4 cents per hour to 5 cents per hour, second shift; 7 cents per hour to 10 cents per hour, third shift. Improved pension plan, vacation pay to be figured at 2 per cent of the average yearly earnings, six hours' pay for call in or time and one-half, whichever is greater, changes in classifications and merit increases for additional 40 employees, a general increase of 12 per cent with a minimum of \$5 per week with pay increase being figured from the next half dollar. The agreement will run for one year. The negotiating committee consisted of Harold Whitehead, president; Marguerite Babin, secretary-treasurer; John Montgomery, vice president; Minnie McCann; Owen Toussaint, Chester Dewley, J. A. Bertrand, Raymond Paoletti and Chester Fergusons, stewards.

Canadian Corner

BY LLOYD CHAPMAN
President, Canadian Organization Conference



Vancouver, B. C.—Organizer William Lowe reports that Local 15 has been certified as the bargaining agent for the office employes of the Continental Can Company.

★ ★

St. Jerome, P. Q.—Organizer Corbeil reports that Local 338 of the OEIU has been certified as the bargaining agent for the Rowland Paper Company.

★ ★

Red Rock, Ont.—B. W. McCanna, secretary-treasurer of Local 267, reports the signing of a new agreement with the St. Lawrence Corp., Ltd. This agreement provides for a general increase of \$21 per month, effective May 1, plus a 5 per cent general increase effective May 1, 1957, correction of inequities within the bargaining unit and improvement in call-in pay. Improvement was also made in the procedure of transferring employees to a higher position at other than the minimum salary. The company further agreed to increase its present contribution by 90 cents per month per employe toward the cost of any health, medical and surgical hospital plan.

★ ★

Smooth Rock Falls, Ont.—J. D. McMaster reports that Local 161 has completed negotiations with the Abitibi Power & Paper Co. in its contract covering the hotel employes and hospital workers at Smooth Rock Falls. The new agreement, which runs for two years, provides for a general increase of \$21 per month effective May 1, 1956, and an additional 5 per cent increase effective May 1, 1957. Also included in the new contract are provisions for two weeks' vacation after one year's employment, liberalization of the sick leave clause and a union shop.

Fort William, Ont.—Canadian Conference Organizer A. F. MacArthur reports negotiations completed between the Great Lakes Paper Co., Ltd., and Local 81.

There are two agreements, one covering the scalers and tallymen, and the other the general clericals, camp and depot. The contracts have an improved seniority clause, a general wage increase for the scalers of \$15 to \$27.50 per month, and for the general clericals an increase of \$21 to \$45 per month, with an additional 5 per cent salary increase effective May 1, 1957.

★ ★

Kapuskasing, Ont.—Walter V. M. Zacharuk, secretary-treasurer of Local 166, reports that negotiations have been completed with the Spruce Falls Power & Paper Co. and Timberly Clark of Canada. The new agreement provides for a \$21 per month increase, a change in the sick leave to allow accumulation up to 50 days, and a contribution of \$1 per employe per month by the company toward hospitalization and insurance.

Canadian International Paper Company—A new agreement between OEIU locals in Temiskaming, Gatineau, Three Rivers, Hawkesbury and Dalhousie and the Canadian International Paper Company has been consummated. This agreement includes a general increase of \$19.50 per month. Along with this general increase there was an adjustment of all the rate ranges and within grade rates. Effective May 1, 1957, there will be an additional 5 per cent general increase. Hourly rated employes received a general increase of 12 cents per hour effective May 1, 1956, and an additional 5 per cent effective May 1, 1957.

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Former CIO Canadian Local Agrees to Merge With OEIU

Canadian Conference Organizer Romeo Carbeil reports that the clerical employes of the Canadian Labor Congress, former members of CIO Local 9 in Ottawa, have agreed to merge with OEIU Local 225. Miss Lorna Salhany, vice president of Local 225, is handling the arrangements to work out the details of this merger.

Local 18 Signs Construction Pact



Seated above, left to right: Mrs. Lois Davies, Mrs. Mattie H. Jones and Emory Vick, representing Local 18. Standing, left to right: R. D. Sturgeon, R. S. Pate, K. R. Peters, C. W. Jones, P. H. Somers and S. C. Gholson.

Vice President J. O. Bloodworth reported the signing of an agreement between the Associated Contractors of Childersburg, Ala., and OEIU Local 18. The above negotiating committee agreed upon a \$10 per week across-the-board increase, plus a very important provision that the company go back to

August 5, 1955 and apply all merit increases since that time automatically to all employes up to the present date. This was necessary because the company, upon the filing of an NLRB petition, discontinued its merit increase plan to employes in the petitioned for bargaining unit.

Local 265 Signs Agreement



Shown above, reading left to right, seated: C. Baribeault, president of the Union; Romeo Corbeil, OEIU organizer; W. D. Mosher, division manager, and C. F. Wright of the company. Left to right, standing: J. Laverdierre, J. Matteau and R. Brousseau of the local union, and Messrs. Vezina, Whitehall, Johnson and Juliani, representing the company.

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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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Organizational Conferences

Director of Organization Douglas and your President have just completed a series of organizational conferences throughout the United States. Pictures of a number of these conferences were published in the June issue of "White Collar."

From a small beginning, these organizational conferences have gained much in the way of momentum. We find more and more delegates from many more local unions in attendance at each succeeding conference meeting. In addition, we find that representatives of local unions are better prepared to participate in the conference meetings. Also, they are more cognizant of the reasons for these meetings and are much more intelligent in their approach to organizational problems.

We have noted that local union representatives, both paid and voluntary, are doing much in the way of organizational activity at the local level. They are using methods and ideas stressed at the conference meetings with greater regularity. Better still, our International Union is benefiting from this conference activity to the extent that we are continuing to grow. Our growth is slow but sure in the face of extreme obstacles and a climate that is not necessarily conducive to organization. It is heart-warming to note that our local unions no longer sit back and wait for organizational leads to come their way. They not only beat the bushes seeking leads, but they follow up all avenues of organization with great zeal.

At an organizational conference just prior to our New York convention, Organizer Gene Corum gave a dissertation on how to make house-to-house calls. He presented a loose leaf folder to the delegates, and page by page exhibited a copy of the Taft-Hartley Act, (which in its text legalizes the worker's right to organize) his own credentials, organizational material, wage surveys for the area, contracts covering similar companies by which the person he was visiting was employed, and much more information dealing with the advantages of collective bargaining.

It has become apparent to all of us that organizational work is more difficult and that house calls are vital and essential if we are going to win National Labor Relations Board or State Board conducted elections. This is particularly true today as a result of the advantages given to the employer through freedom of speech, captive audiences, and many other privileges which were denied to him prior to the passage of the Labor-Management Relations Act of 1947.

As a result of our organizational conferences local union representatives have been quick to understand how important personal contact is. In reports on successful organization forwarded to us in the past year, house calls have been emphasized time and time again. Advertising executives have stated on numerous occasions that you are more influenced by what you see and hear rather than what you read. This is only too true of organizational work. The employer and his representatives see their employees every day. It is necessary for a union organizer to establish the same type of contact through house calls and regular meetings.

The organizational conference program not only emphasizes organizational techniques, but takes into consideration problems of collective bargaining and Board procedure. The conference is becoming an important avenue of exchange of information for the delegates in attendance. Through the organizational conference program we have quadrupled our organizational staff and are continuing to expand.

Local 153 Organizes Jaguar

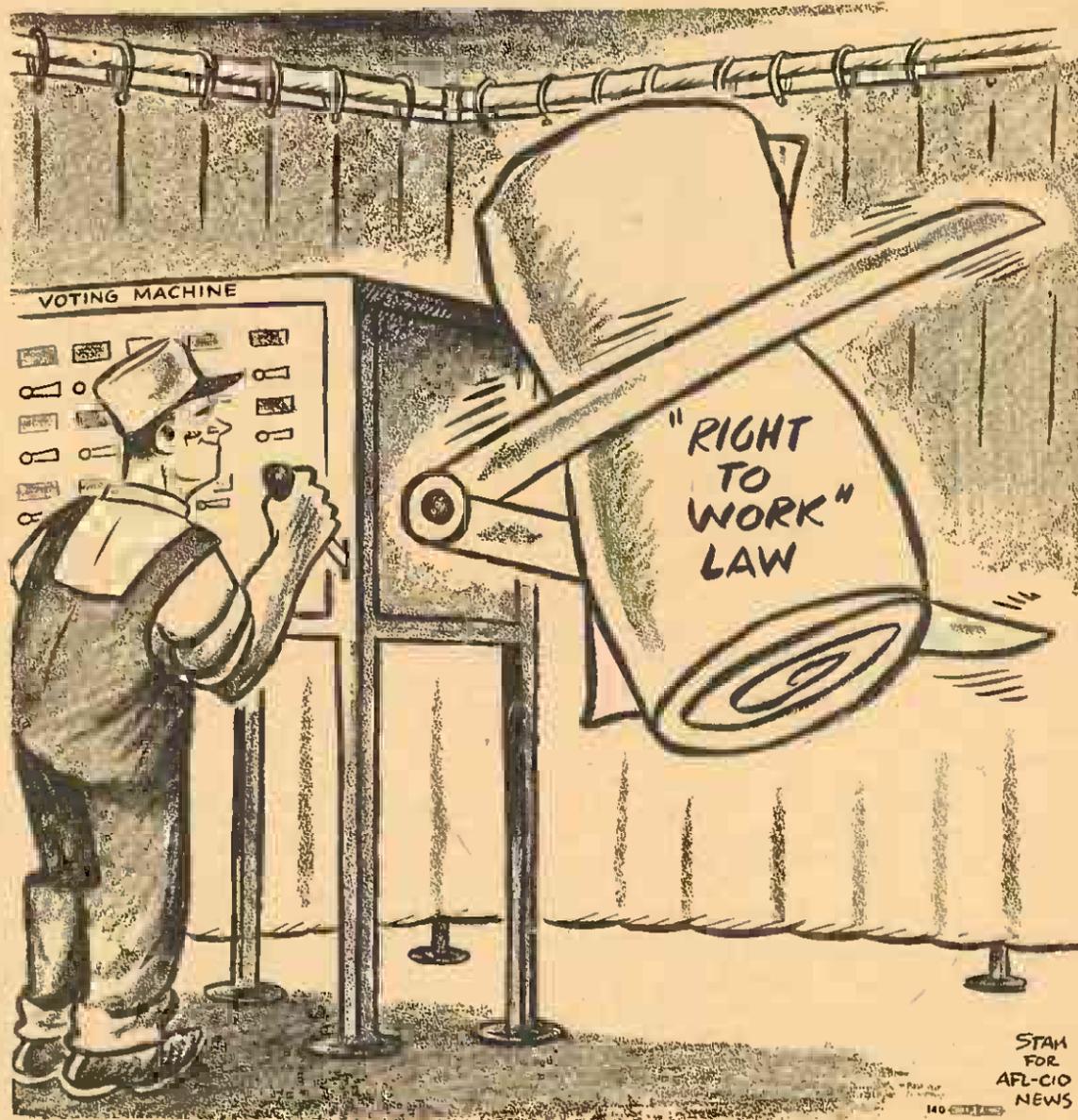
When Jaguar Cars North American Corporation established a new multi-million dollar parts depot in Long Island City, which houses a virtual duplication of the parts inventory at the Jaguar factory at Coventry, England, Business Representative John P. Tracy, assisted by James Reddin, Material Control

Specialist, enrolled all office and clerical employees in Local 153.

Obtaining recognition as sole collective bargaining agent, negotiations were started immediately to secure the first union contract under the Local 153 banner.

The first contract, which was unanimously ratified, provides the

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following benefits for our members:

1. Reduction of the normal work week from 40 to 35 hours.
2. Time and one-half overtime pay for all hours worked in excess of 35 hours.
3. A union office with P. D. D.
4. Job classifications, with automatic wage increases from the minimum to the maximum of the rate ranges.
5. Holidays increased to nine (9) paid holidays and will be paid for should they occur on a Saturday or Sunday.
6. Three (3) weeks' vacation after five (5) years of service.
7. The Local 153 4½% Welfare Fund, which provides Group Life Insurance, Accidental Death and Dismemberment Insurance, Weekly Accident and Sickness Insurance and Hospitalization Insurance and Surgical Benefits, Hospitalization Insurance and Surgical Benefits for the dependents of these employees; also, the Health Insurance Plan for the members.
8. A one (1) year contract with a ten (\$10) dollar wage increase for each employee.

Dental Employees Hail New Contract

The office employees of the S. S. White Dental Mfg. Company enthusiastically hailed their new contract at a ratification meeting on Tuesday, May 22.

The Company has used its large, scattered operation to many advantages. It has always steadfastly refused automatic increases or any type of Union Welfare Plan. "The cost of these changes, reflected throughout our Company, becomes tremendous!" and "how can we in all fairness give these benefits to one Union and not to others?" are familiar Employer statements in all their negotiations.

The Staten Island office employees were organized some three years ago and they explained to Business Agent Don Blake that they desperately needed these two benefits.

Most of the office employees were at the minimum of their rate ranges although many had 15 and 20 years of service. Their welfare benefits were very modest and the employees paid most of the cost; consequently only a small minority carried even Blue Cross or Blue Shield.

At the last contract negotiations, one company precedent was broken when they agreed to a \$2 automatic increase every six months for all employees below their mid-point of their rate range. Other unions have since received similar types of automatic progressions.

This year, aside from a general increase, improvements in the automatic progressions, rewording the contract to conform with the International's Model Agreement, the members were insistent on securing Local 153's 4½% Welfare Plan.

Don Blake, assisted by the Committee comprised of Chief Shop Steward Joseph Loudon and Shop Stewards Mac Ward, Harold Perry, Fred Bolinger, Bill Strong and Ray McCarthy would not let down and after 12 meetings, the company finally agreed.

Computer Threat

(Continued from page 1)

First use of such machines should come within the next two years, with management "depending upon computers for a large variety of operating decisions by 1960."

Even such business fixtures as bookkeepers and accountants may be on the way out, for machines can—and probably will—replace them, too.

Professor Carr realizes there will be many short-range problems. "People are going to be displaced, and will have to learn new jobs. Our colleges and universities will have to train far more engineers and technicians, and the job of educating the public must be begun."

In the long run, however, the use of machines will be highly beneficial, he thinks. They will

handle the great masses of data that now swamp businesses, make possible more efficient scheduling of production and marketing of goods, guide the flight of hundreds of aircraft and schedule their landings, and assume hundreds of other tasks that humans are either too slow or too inept to do.

Small industries will have two alternatives in the future, Professor Carr believes: adopt electronic devices and become middle-sized industries—or disappear. This is because the medium-sized industries will become so efficient through the use of machines that they will run the small non-users out of business, just as the automobile production line eliminated the hand-tailoring of cars.

According to Professor Carr, the streamlined company of the future will have a small management team working with the scientists and technicians who supervise and maintain the machines. The management will make top-level policy decisions, the engineers will relay them to machines for consideration in making routine judgments.

With each computer unit requiring from five to 50 engineers and mathematicians, and with more than 600 units being built in the next year, the manpower requirements for these units alone will absorb many of the engineers graduated annually in this country, Professor Carr points out. Furthermore, many companies plan to double the number of men they will hire each year.