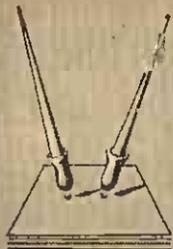




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17

More LIU's Join the OEIU

Coughlin Attends Labor-Management Conference



Above is a picture of the officers of all of the local unions representing employes of the Abitibi Power & Paper Company at the meeting on February 17, held in Toronto, Canada.

OEIU Victorious Again

Pascagoula, Miss.—The Ingalls Shipbuilding Company formerly had a contract with OEIU Local 204. After the war the work at the shipyard decreased to such an extent that all employes were laid off and the local disbanded. However, the contract with the company had an automatic renewal clause.

Last year the Ingalls Company received new orders and began hiring personnel both in the general office and in the shipyard. Southeastern Organizational Conference Organizer Phil Otis attempted to revive our contractual relations with the company. The company refused to acknowledge the automatic extension of the previous contract. Organizer Otis then initiated an organizing campaign and petitioned the NLRB for an election to determine the collective bargaining agent for the office employes in this plant.

With the assistance of a committee composed of H. H. Robbins, T. G. Hegwood, Lowell Vickery, C. A. Petty and Paul Moore, the OEIU won the election both in the yard unit and in the general office unit by a large majority. During the campaign the company gave a general increase of \$7 per month and promised merit increases in an attempt to defeat our organizing campaign.

Organizer Otis gave a great deal of credit to J. B. Broadus, B. A. of the Plumbers Union, and W. J. Brogan, B. A. of the IBEW, who assisted us in our campaign. Local 204 is at the present time in the process of negotiating a new contract.

Sign Drug Firm

Seattle, Wash.—The employes of West Coast Drug recently voted to be represented by OEIU Local 8. About a year ago an election was held in this company and the employes after a great deal of pressure from the company voted not to have Local 8 represent them. North West Conference Organizer James Corum, instead of giving up constantly visited the employes and explained the advantage of being represented by the OEIU. At the appropriate time a new petition was filed and a date for election was set after an NLRB hearing. At this election the employes decisively voted to be represented by Local 8 OEIU.

Columbus, Richmond Join Up; Others Working Out Details

Recently more former local industrial unions have voted to affiliate with the Office Employees International Union, AFL-CIO. LIU 1700 in Columbus, Ohio became OEIU Local 333. President Ira C. Thompson was instrumental in bringing about the affiliation. Much credit also goes to AFL-CIO Assistant Regional Director De Nucci.



CORBEIL

Still more recently, in Richmond, Va., former LIU 1779 voted unanimously to affiliate with our union. This new local will be known as OEIU Local 334. Much credit should be given to the local President George McConnell, as well as AFL-CIO Organizer Ted duCuennois, and Regional Director Joseph Heath of Region 4.

At the present time the LIU in Akron, Ohio has taken action to request affiliation with our International Union. Throughout the country many of the former LIU's composed of employes in the white collar field are in the process of working out the details of affiliation with the only International Union dedicated solely to the problems of white collar workers.

President Coughlin has repeatedly invited former LIU's to affiliate with our International Union.

There is also at the present time a great deal of activity in Canada, where local unions formerly affiliated with the CIO are now taking steps to affiliate with our International Union.

We have adopted a policy, in order not to create a financial burden on city and state organizations, where former AFL and CIO state or city bodies have not completed the details of merger, OEIU local unions will continue to pay per capita tax to the state or city body of the CIO on the former membership when they affiliate with our International Union, until such time as the merger takes place and an AFL-CIO state or city body is formed. This seemed to be one of the major objections to immediate affiliation. We feel sure that with this policy as outlined above, all of the former LIU's will now become affiliated with the OEIU.



PRIEST

Corbeil and Priest Named to Organize

President Coughlin recently announced the appointment of two additional organizers in the Canadian and Southwestern Organizational Conferences.

Romco Corbeil, whose headquarters are at Montreal, will service the eastern portion of the Canadian Organizational Conference. Brother Corbeil was formerly International representative of the Chemical Workers International Union. He was a local union officer and shop steward prior to becoming a representative for the Chemical Workers.

Brother Jack Priest has been assigned to the Southwestern Organizational Conference and will make his headquarters at Dallas, Tex.

Both of these organizers have been highly recommended by many officials in the labor movement. The OEIU is very proud to announce their association with our organization.

Florida Locals Sign Prudential Insurance Company



Left to right: Frank Crosby, Henry Norton, Local 128, Miami; J. O. Bloodworth, OEIU Vice President, Louise Owensby, James Browning, president; Betty Wall, Martha Crews, John Maxum, all of Local 73, Jacksonville; Arthur Cobb, secretary-treasurer, Charley E. Johns, president and P. L. Laterza, executive vice president, Prudential Insurance Company.

Local 73, Jacksonville, and Local 128, Miami, Fla., have a dual contract with the Prudential Insurance Company. The following committee took part in negotiations: Frank Crosby, Henry Norton, Local 128; Louise Owensby, Betty Wall, Martha Crews, John Maxum, James Browning, president, Local 73; J. O. Bloodworth, vice president, OEIU. They report improvements such as trial period cut to 30 days, on the job training program, added holidays one-half day for Good Friday, Washington's Birthday, Veterans Day, all day Christmas Eve, (bringing the total to 9½ holidays per year), no loss in pay for serving on jury duty, company paid health program and a general wage increase.

Activities of Conferences and Local Unions

Oakland, Calif.—A new agreement negotiated by Local 29 for office and clerical employes in the laundry and dry cleaning industry provides a wage increase of \$1.40 per week and two additional days of sick leave with pay.

New Brunswick, N. J.—Local 328 obtained a wage increase of 3.24 per cent across the board, a one-step increase for the senior clerk classification and improvement in vacations for short-term employes in a contract negotiated with the Public Service Electric and Gas Co., Joseph P. McCusker, president of the System Council, reports.

Workmen's Mutual—The office employes of the Workmen's Mutual Benefit Fund received \$2 now and \$3 in 1956 as a result of recent negotiations by Local 153. One day's vacation for each year of service over five years and a maximum of four weeks after 10 years of service was effectuated. A severance pay plan of one week's pay for each year of service was also adopted.

San Diego, Calif.—In a renewal agreement between Local 139 and over 35 local unions and Health and Welfare Trust Fund Offices, the local has won a 35-hour workweek and wage increases of \$5 per week in all classifications. The agreement also provides for two weeks vacation after one year and three weeks after five years; compensation for holidays falling on Saturday; fully paid hospitalization and welfare insurance and other benefits.

Elmira, N. Y.—American La-France Foamite Corporation clericals voted by an overwhelming majority for representation by Local 137 in an NLRB-conducted election. The Board directed an election in separate units for office clericals and factory clericals, covering approximately a group of 200. Organizer Justin Manning assisted Local 137 in winning this campaign and gives much credit to the members and officers of the local for a splendid victory.

Sacramento Trade Unions—A 2-year agreement has been reached in Sacramento and vicinity calling for wage increases of \$2.50 per week effective July 1, 1955 and \$2.50 per week July 1, 1956. A better termination clause has also been written into the new contract.

Madison, Wis.—A new agreement negotiated by Local 39 with the *Union Labor News* designates the birthdays of Presidents Roosevelt and Truman as paid holidays. At present this is an unusual provision, but will probably become quite common in the future for Roosevelt and Truman were two close friends of working people.

Pittsburgh—A wage increase of five cents an hour and Blue Cross and Blue Shield medical and surgical hospital and medical coverage were obtained by Local 33 in the agreement negotiated with M. Rom and Sons.

White Plains, N. Y.—As a result of charges filed by Local 90, the NLRB has ordered Yale and Towne Manufacturing Co. and the company has agreed to bargain with Local 90 as exclusive representative of all office and clerical employes at the White Plains central office. Further, to cease and desist from interfering with the efforts of the union to bargain on behalf of such employes, or from in any manner

interfering with, restraining or coercing employes in the exercise of their right to self-organization.

Oakland, Calif.—Wage increases ranging from \$8.65 to \$18.65 per month were obtained by Local 29 in an agreement reached with the Credit Bureau of the Greater East Bay, effective October 1, 1955. It was necessary to take a strike vote before reaching the final settlement and to cite the firm before the Alameda Central Labor Council. Business Representative Dick Groulx headed the negotiations.

Local 29 has won recognition as the bargaining representative of office employes at Benner-Nawman sheet metal company after picketing the firm for a week.

Denver, Colo.—Lee Tarien, assistant business representative of Local 5, reports that brief and friendly negotiations with Burlington Truck Lines, Inc., resulted in a one-year contract and the fourth trucking company under contract to the local. The contract, effective August 25 gives the 6 employes of the company's Denver terminal increases of 10 and 15 cents per hour, employes with more than a year's employment receiving the extra 5 cents. Also included in the agreement is a 5-day-per-year sick leave provision, a strong seniority clause, pay differentials for evening work and many other protections and guarantees generally part of Local 5's agreements.

President Ritch also advises that the recent renewal of the agreement with Jefferson Tent & Awning Company gives their members an increase of 6½ cents per hour effective April 15, 1954, and further increases of 5 cents and 10 cents on April 15, 1955. Also effective April 15, 1955, employes will be paid for contract holidays falling on Saturday. Other provisions of the contract are a union shop, double time for Saturdays and holidays, straight seniority in promotions and layoffs and group insurance and hospitalization paid for by the company.

New York—A new contract negotiated by Local 153 with Mural Transport, Inc., provides a wage increase of 9 per cent, three-week vacations after 10 years, inclusion in the local's welfare plan, and an increased number of holidays with pay.

Phoenix, Ariz.—Organization of office employes at Memorial Hospital was announced by Local 58 as it launched stepped-up organizing activities. A full-time organizer, Mrs. Wilma Robertson, has been retained by the local.

San Francisco—Renegotiation of a contract between Local 36 and Henry Budde Publications resulted in wage increases of \$2 to \$2.76 per week, three-week vacations after 4 years, and payment by the employer of half the auto insurance premiums for display advertising salesmen. Vice President Kinnick assisted the local in the negotiations.

New York—A general wage increase and pension plan highlight an agreement reached between Local 153 and Mergenthaler Linotype Co. Business Representative John P. Tracy conducted the negotiations.

The pay increase amounts to

\$4.40 per week, effective November 1, 1955, plus 3 per cent, effective November 1, 1956, and November 1, 1957, and a cost of living allowance.

The company pays \$4 per week per employe into the pension fund. Once an employe becomes eligible for either a normal pension or a deferred pension, the monthly amount of the pension is the number of years of service multiplied by \$2.25. Should any employe become totally and permanently disabled after his 55th birthday, but prior to his 65th birthday, and having 15 or more years of service, the employe would be eligible for a disability retirement benefit. The monthly amount of this benefit is the number of years of service multiplied by \$4.50 up to his 65th birthday. Thereafter he shall be entitled to a normal pension.

Denver, Colo.—Local 5 reports their first contract signed with Climax Molybdenum Company, Climax, Colo. Representative Her- rick S. Roth, Local 5, and Robert L. Gray, Frank L. Theilke, Leslie V. Mitchell, Joseph D. Mc-Connell, and Glynn R. Keating, chairman of the negotiating committee, are proud of the achievements gained, among which are maintenance of membership and check-off of dues, three-step grievance procedure preceding arbitration (with time limits), company seniority, time and one-half for overtime, 2 weeks vacation after one year, 3 weeks after 5 years, job classification and wage rates, posting of jobs, paid holidays, shift differentials, longevity bonus for senior employes starting after five

years, are included in this one-year contract.

Wisconsin Rapids, Wis.—Local 95 reports contract negotiations completed with Consolidated Water Power & Paper Company and Consoweld Corporation. Donald Mortensen, president, announced in addition to a 4 per cent general increase, individual adjustments up to \$13.00 per month on base rates were secured. Anytime during the contract year salaries may be increased as a result of the Union-Company Job Evaluation Plan.

Newark N. J.—Local 20 Business Representative Harriet C. Pitman reports the renewal of an agreement with Union National Bank in which a 10 per cent bonus was granted to all employes on their annual salaries.

Canadian Corner

By LLOYD CHAPMAN

President, Canadian Organization Conference



Annual Social

Smooth Rock Falls, Ont.—Local 161 reports their annual social was held recently, a good time was had by all.

Local 81 Goes to Arbitration

As a result of Canadian Car Foundry taking the position that Monday, January 2, was not declared a statutory holiday and notifying the membership that they were required to work. A grievance has been filed requesting holiday pay for the time worked. Although we believe the company position is very weak, they have refused to grant the union's request. Representative Mac Arthur is as-

sisting Local 81 in preparing for arbitration with the company.

Union Maid Weddings

Two union maids, L. Larose and I. Howard, both members of OEIU Local 191, Beaupre, Que., announce their wedding to R. Racine and P. Bolduc, respectively. Both husbands are also union members, Brother Racine of OEIU 191 and Brother Bolduc, Local 138, Pulp, Sulphite Union. Since this announcement attendance at the membership meetings reportedly increased. MORAL: Cupid may be lurking at your union meeting. YOU should attend, CUPID may have his eye on you!

Oyster Party Held

Quebec City, Que.—Local 241 reports an oyster party held recently at the Dow Company's Talon Vaults, a historical site in Quebec City. The Local also held their third annual cocktail party at Mario's Restaurant. Both occasions were very successful.

Local 264, Belle Isle, Signs Pact, Elects Exec.

At a meeting of the Office Employes' International Union, Local 264, held recently, President Steven Neary reported to the membership on recent negotiations with Dominion Wabana Ore Limited for a new working agreement. The Local's President, on behalf of the Executive, recommended that the report be accepted, and after some discussion a resolution was passed approving the new agreement, which is of one year's duration.

The new contract provides for a 3% general increase to members plus other benefits. It is understood that the new working agreement will be signed in the very near future.

At the same meeting Local 264 held its election of officers with the present Executive being overwhelmingly returned to office. They are as follows: President, Stephen Neary; Vice President, William Clarke; Secretary, J. M. LeDrew; Treasurer, Clyde Hunt; Trustees, Walter Sellars, Charles Vokey, Selby Vokey, and Sergeant at Arms, Charles Coxworthy.

The election of officers was conducted to Walter Sellars.

Upon accepting the Chair, President Neary expressed his appreciation to members for the confidence they placed in him and said "he would do everything within his power to serve the interests of the organization."

Local 191 Holds Annual Dance



Wives, Local Officers and Guests. Seated, left to right: Brothers R. Smith, and M. Roy, secretary-treasurer, Canadian Organizational Conference. Standing: Brothers L. A. Bruneau, president, Local 191; Pickford and Lowrey from Local 241, Quebec City; R. S. Mousseau, president, Local 253, Paper Makers; Vic Cauchon, vice president, Local 138, Pulp and Sulphite; P. Gauthier, secretary-treasurer, Local 191, and H. Simard. Seated, second from right, Sister K. Broneau.

Nearly one hundred members from four unions in the area of Beaupre, Que., attended the annual dance sponsored by Local Union 191. Everyone enjoyed a delightful evening.

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from the desk
of the
PRESIDENT

★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★ ★
HOWARD COUGHLIN



I wish to take advantage of this month's column to inform the officers and membership of our local unions of our needs with respect to research and contract information, in addition to issuing some timely advice with respect to NLRB compliance, and information relative to local industrial unions of the former CIO.

Local Industrial Unions

A number of Local Industrial Unions of the former CIO representing office workers, which have charters similar to federal unions of the American Federation of Labor, have requested charters within the Office Employees International Union. We have notified our local unions, International representative and Conference organizers to meet with these people and expedite the transfer from their Local Industrial Union status to the OEIU. Some have already affiliated. Others are in the process of receiving OEIU charters.

In some instances, because of local conditions, representatives of these local unions have been advised by CIO City and State Councils that they are to delay making such a move until the AFL and CIO City and State Councils merge. This advice is incorrect and not in accord with President George Meany's advice to the recent merger convention, whereby he indicated that local unions of conflicting jurisdiction should merge on a voluntary basis at the earliest possible moment.

We are hereby advising local union officers, International representatives and Conference organizers to proceed with such merger or affiliation proceedings with Local Industrial Unions of office workers at the earliest possible moment. However, it should be made clear to CIO State and City Councils that we will continue to pay per capita tax to these city and state bodies for the former CIO membership until merger of AFL and CIO State and City Councils is achieved.

NLRB Compliance

On regular occasions we remind our local unions in the United States of the need for compliance under the terms of the Labor-Management Relations Act of 1947 (The Taft-Hartley Act).

Non-Communist affidavits, financial data and other information must be filed yearly with the National Labor Relations Board. Unless this is accomplished, the services of the Board are denied to such non-complying local unions. While we have continued to remind our local unions of this necessity, we are notified on numerous occasions that local unions of our International Union, through apathy or neglect, are out of compliance. In some instances small local unions which represent only one company feel that it is not necessary to use the services of the National Labor Relations Board and thus remain out of compliance. Suddenly a raiding union files a representation proceeding, or a group of dissidents file for decertification and the officers of our local unions find that they cannot be represented at such proceedings before the Board. Thereafter, the International Union is called upon for emergency help.

I hereby remind our local unions in the United States that compliance under National Labor Relations Board procedures is imperative.

Research—Contract Information

For a number of years we have requested our local unions to forward copies of their signed collective bargaining agreements to International headquarters. We code these agreements and compile certain statistical information relative to collective bargaining. In addition, we forward copies of these agreements to local unions either organizing, or negotiating with companies in a similar industry throughout the United States and Canada.

We hope to expand this program in order to make it more effective. We find, however, that many of our local unions do not forward copies of their signed agreements to the International Union. As a result, therefore, we are not able to give the full service that we should be capable of giving. It is to the advantage of every local union of the OEIU that these agreements be forwarded to us. We, therefore, urge each and every local union to forward copies of signed agreements to International headquarters at the earliest possible moment.

Interest in Welfare Plan Increases

Interest in the Office Employees International Union Welfare Plan is growing rapidly among members and employees of OEIU local unions. Some local unions have adopted the plan, numerous locals are studying it at the present time and a number are taking action to incorporate the plan in demands to employers.

The plan, which was only recently announced, provides liberal surgical benefits and Blue Cross hospitalization, together with \$1,000 life insurance and accident and sickness salary benefits for the member covered. The surgical and Blue Cross hospitalization benefits also apply to all eligible dependents of the member.

The plan is administered in a manner which permits it to be adopted by any employer having an agreement with an OEIU local union or the International Union. Not only does the plan apply to employes covered by collective bargaining agreements but it can also be extended to include those employes normally excluded from collective bargaining units. Employers agreeing to adopt the plan must also agree to cover all employes represented by the local union, to adopt the entire plan without change and that the employer make the \$12 monthly contribution per employe. OEIU local unions are covering their full-time employes on the same basis. Individual members cannot subscribe to the plan.

Chattanooga Local Joins Central Labor Union



Affiliation of Local 119, Chattanooga, the membership of which is comprised entirely of Tennessee Valley Authority employes, with the Tennessee Federation of Labor and the Chattanooga Central Labor Union was recently announced by Pleasant Jack Davis, president of the local union.

The plan is administered by an equal number of employer and union trustees. OEIU Secretary-Treasurer J. Howard Hicks is the Union trustee.

Notification of the local's action was made by Davis direct to Stanton E. Smith, president of the TFL and also secretary of the local central labor union.

Smith in welcoming the TVA group, said the affiliation of white collar unions with the federation is important to organized labor across the state. "If labor is to succeed in its dedication to the betterment of the living standard of all Americans, we must advance on all fronts," he said. "The support of the white collar group is essential to this advance."

"Both the Tennessee Federation of Labor and the Central Labor Union of Chattanooga are highly gratified at the affiliation of the TVA Office Employees Union."

TVA Assumes Half Premium Cost of Health Insurance

At the annual salary negotiations in June 1955 a plan by which the Tennessee Valley Authority would share with its salaried employes on a 50-50 basis the cost of hospital, medical, and surgical insurance was negotiated. Details of the plan have been worked out, and it was made effective January 1, 1956. The annual cost to TVA is estimated at approximately \$250,000.

The basic plan is the Blue Cross-Blue Shield Comprehensive Plans in effect in the states of Alabama, Kentucky, and Tennessee. Employes were already covered by these plans with total premiums paid by employes through payroll deductions. Beginning January 1, TVA will pay half the premium of the basic plans for individual or family contracts. One feature of premium payment by the employer is that a dollar paid is a whole dollar in the worker's pocket since it is not subject to income tax.

A completely new Major Medical Plan covering all illnesses and all medical and surgical expense was added. Briefly, this plan takes over when the benefits of the basic plan are exhausted and pays 80 per cent of all additional expense up to \$10,000 for any one illness. The employe pays the first \$200 of such additional expense. The plan provides protection from bankruptcy or the loss of lifetime savings for families stricken by extended illness.

TVA does not share the cost of the Major Medical Plan. It was worked out with Blue Cross for the benefit of employes on a voluntary basis. Employes quickly recognized the value of this important new coverage and oversubscribed the required 75 per cent participation. Actually, 87.8 per cent of eligibles were enrolled when the plan was put into effect.

A. R. Carson, council president, has characterized the negotiation and inauguration of the new health plan as "the greatest single achievement of our unions in TVA."

New Objections to Election Rules

The National Labor Relations Board recently revised its objections to elections rules to provide that copies of such objections must be sent immediately to the other parties in the case.

In a ruling involving the General Time Corp. and the International Association of Machinists, the National Labor Relations Board refused to consider an objection because the union had failed to file copies with the company immediately after filing their objections with the regional director.

In this particular case copies were sent to the other parties two days after the original objections were filed with the regional director. The National Labor Relations Board considered that this two-day delay was not in conformity with its rules and, therefore, refused to consider the objections.

Million Awarded To Retail Clerks

If an arbitrator's recent decision holding A & P liable for salaries lost by its reduction of full-time employes to part-time status is put into effect, some 800 members of Retail Clerks District Council 11 (Pennsylvania), employed in 164 A & P stores, stand to collect about \$1 million in back wages.

The Clerks charge that A & P cut the workweek of some of its employes from a full 40-hour week to 36 hours a week during January 31, 1953-January 31, 1955, thus putting them on a part-time status. As such, they were paid at the lower part-time rate and lost vacation and health-welfare benefits.

The Clerks said that during the two-year period it was also the policy of the company not to hire anyone for longer than a 36-hour week, thereby circumventing the full-time or 40-hour week bracket almost entirely. It is estimated that A & P saved about \$6 on the four-hour reduction of the workweek of each of the employees affected.

The arbitrator ruled that any employe who worked a substantial number of hours, although less than 40, was a full-time employe.