



WHITE

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OEIU Wins Exclusive Recognition At New Jersey's Picatinny Arsenal

★ ★ ★ ★ ★ Wirtz Calls for Double-Time Pay

Labor Sec. W. Willard Wirtz has urged Congress to amend the federal wage-hour law "to provide for premium pay of double time for long workweeks" instead of the present requirement of time and one-half pay for work beyond 8 hours a day or 40 hours a week.

Wirtz made the recommendation in his annual report to Congress on the operation of the Fair Labor Standards Act.

Accompanying the report were an overall evaluation of federal labor standards, detailed analyses of their effects in manufacturing industries and wholesale trade, and a special study requested by Congress on the need for such standards and the feasibility of extending them among employees of nongovernment hospitals.

In proposing an increase in the overtime premium, Wirtz noted that "a basic aim" of the FLSA when it was enacted in 1938 "was to discourage excessive overtime work." He noted, too, that Pres. Roosevelt, in proposing the legislation to Congress had expressed the belief that a federal ceiling on working hours would help cut into unemployment.

Encourages Hiring

The whole purpose of the overtime premium, he said, is to provide the "substantial financial deterrent" needed to discourage excessive overtime and encourage hiring.

"Such a deterrent was provided by the time and a half penalty rate" when the FLSA came into being, he said.

"Such a deterrent would be provided by double time now," he added.

Congress held hearings on the

★ ★ ★ ★ ★ In Mexico City



In attendance at the 6th Continental Congress of the Inter-American Regional Organization of Workers (ORIT) at Mexico City. Among the seven man AFL-CIO delegation pictured above are Howard Coughlin, OEIU President, Tom Robles of the AFL-CIO International Affairs Dept. and O. A. Knight, President of the Oil, Chemical and Atomic Workers International Union.

double time proposal last year, but took no action.

Overtime Cuts Jobs

Wirtz said the Labor Dept. had found that 62.5 million hours of overtime were worked in a single week of March 1964 by employees covered by the act. This, he pointed out, is the equivalent of 1.5 million jobs—1.1 million of them in manufacturing alone. Moreover, he noted, employees who worked over 48 hours a week accounted for more than half the overtime hours.

Wirtz said he was making no claim that the double time premium would by itself solve the nation's unemployment problem, which finds 4 million job seekers unable to find work.

Give to
VOTE

OEIU Wins at Grand Rapids

OEIU Local 353 won a National Labor Relations Board election at Breneman-Hartshor, Inc., on February 4th. Of 11 workers involved in the unit, only one cast a vote against Local 353.

This election was successful despite constant harassment of the workers up to and including the day of the election.

Local 142 to Represent Unit of 271 Employees

After a series of campaigns and three N.L.R.B. secret ballot elections, O.E.I.U. Local 142 has finally succeeded in being designated as the bargaining agent for a unit of 271 federal employees at the Picatinny Arsenal in Dover, N. J.

Local 29 Organizes Judson-Sheldon

John Kinnick, President of O.E.I.U. Local 29 in Oakland, California, announced the successful organization of the Judson-Sheldon Company, a freight forwarding company in Oakland, California. Twelve employees of this company were added to the ranks of Local 29.

Recognition was obtained through a card check conducted by the California State Conciliation Service. Negotiations will commence immediately.

In January 1963 a committee representing employees of Atlantic Design Co. of Newark, N. J. and employed at the Picatinny Arsenal contacted Local 142 and requested representation by the union. Atlantic Design was an independent contractor supplying the Arsenal with design, engineering and technical services in the munitions field. Under competitive bidding procedure they were the successful bidder for such services. After a difficult campaign, Local 142 won by a vote of 37-15 in a secret ballot election conducted by the N.L.R.B. on February 13, 1963.

During the campaign at Atlantic Design a similar group of employees working in close proximity with Atlantic employees for an independent contractor providing the same services, became cognizant of their need for organization and requested Local 142 to represent their group. With the assistance and urging of Atlantic employees they were victorious in designating Local 142 as their representative in a secret ballot election with Vector Engineering Services by a vote of 41-9 for Local 142.

In the interim Atlantic Design was unsuccessful in renewal of its contract with the Arsenal. The successor bidder, Ewing Technical services, was recognized as the new independent contractor. This necessitated a new certification for the employees of Ewing who were formerly employed by Atlantic Design. Once more the employees exhibited their determination to be represented and under a secret ballot election by the N.L.R.B. voted 41-5 for retention of Local 142.

In April and August of 1964 the contract terms of the independent contractors expired. (Continued on page 4)

OEIU Member's View on R-T-W Laws HOW RIGHT IS THE RIGHT-TO-WORK LAW?

I don't want a "Right-to-Work" law, but if there is instituted such a law in this State, there are a few other things I would like to have included in it:

1. If I were a business man, I would want to use all the facilities of the Chamber of Commerce and the Retailers Association without belonging to them or paying any dues or fees to them.
2. If I were a manufacturer, I would want to use the facilities of the National Manufacturers Association without cost.
3. If I were a Doctor, I would want to be free to practice medicine anywhere I wish without belonging to the American Medical Association.
4. If I were a Dentist, I would want to be able to practice dentistry without belonging to any Dental Association.
5. If I were a Lawyer, I would want to practice my profession without hindrance from a State Law requiring me to belong to the Bar Association.
6. If I were an Engineer, I would not want my employment to be contingent upon my belonging to an Engineers Association.
7. However, I am **JUST A WORKING MAN**. But, if the State can pass a law which will protect my "right" to ride the coat tails of my labor association without paying my share of the Association's expenses, I think the same Law should entitle me to live in a community and enjoy all the benefits of city facilities without paying taxes to the city. It seems to me to be the same principle exactly.

As a matter of fact, if I can be a free-rider of a labor union, I should also be protected by State Law in my "right" to be a free-rider of any collective enterprise, be it city, county, State or National Government, Club, Church or whatever it may be. I don't know who will get together and provide these facilities for my free use, but I imagine it will be the same forward-looking people who are providing them at the present time.

The above advertisement was published in New Mexico newspapers under the name of C. S. Henry. Brother Henry is a charter member of Albuquerque, Local 251. The "Right-to-Work" Bill was defeated in the State Senate by a vote of 18 to 14 and was tabled indefinitely in the Legislature.

WHITE COLLAR

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Profits Vs. Wages

In the year 1964, General Motors Corporation's net profit was \$1,735 billion, more than any other company in this country's history. Westinghouse Electric saw its net profits rise 60% in the same year. U. S. Steel Corporation's 1964 profit was \$236.3 million, up 16% over 1963. Bethlehem Steel had a net profit of \$147,944,000, up 44% over the previous year. Percentage gains by other steel companies, including Pittsburgh, up 80%; Republic, up 30%; Lukens, 118%; Youngstown, 38%; and, Jones & Laughlin, 35%.

The United States Department of Labor announced that the median wage increase provided by all major wage settlements last year was 3.2%. Millions of workers received no wage increases at all.

While workers are urged to remain within guidelines in order to curb inflation, industry profits are not held within any limits.

It's about time that the Administration took another look at so-called wage guidelines.

* * *

Indiana Repeals "Right To Work"

When Governor Roger D. Branigin signed a bill repealing Indiana's so-called "right-to-work" law, he stated that the law had inflicted rancor and controversy on the State.

Indiana had been the only Northern state to initiate such legislation. Democrats in the Democratic controlled Indiana State legislature voted solidly to repeal a law which imposed a compulsory open shop on workers in their collective bargaining relationship with management.

In the meantime, the State legislature in New Mexico turned down an attempt to pass a "right-to-work" statute.

A final answer to this type of anti-labor legislation will come about when Congress repeals Section 14(b) of the Taft-Hartley Act.

* * *

Shorter Work Week

As a result of the reduction in unemployment from 5.6% to 4.9% in 1964, a misplaced optimism regarding employment appeared. Even certain Administration officials insist that automation does not eliminate jobs because the number of persons employed between 1961 and 1964 had increased by 3.6 million, making a total work force of more than 70 million.

There is no question that the tax cut served as a temporary palliative to our unemployment problem. However, we face serious problems.

A U. S. Department of Labor study shows that there will be one million more youngsters of job age in 1965 than in 1964. Output increased to 3.5% over last year. It will not serve to offset the impact of these new job seekers. While our work force is presently more than 70 million workers, conservative estimates expect this total to increase to 85 million by 1970. Even a yearly growth rate of 4% to 5% will not provide jobs for these additional millions of workers.

Thomas Watson, President of I.B.M., in discussing the problem, stated "We must be willing to consider shortening the work week."

Gains Recorded In Southwest

By Frank Morton, OEIU Vice President

Major organizing campaigns are in progress in Kansas City, St. Louis, Galveston, Houston, Waco (Texas), Fort Worth-Dallas, Texas, and New Orleans.

In the states where the infamous so-called "Right-to-Work" law is found, other punitive laws and practices hinder obtaining a collective bargaining agreement as much as the initial right to represent the employees.

The Union's enrolling of members under the collective bargaining agreements is a never ending task in the "open shop," mandatory under the so-called "Right-to-Work" law.

With a number of our locals handicapped by these discriminative detriments, the membership of the Southwest Conference is nevertheless experiencing a steady increase in our membership and activities.

Local 277, Fort Worth-Dallas, recently won an election at Owens-Illinois Glass Company at Waco, Texas. Local 277 received the splendid cooperation of the AFL-CIO Regional Office, the Organizing Committee of the Waco Central Body, and the Glass Blowers. The Flint Glass Workers, who represent the production and maintenance workers at Owens-Illinois, gave generously of their time in actively assisting OEIU in the campaign.

OEIU is currently conducting two more organizing campaigns in Waco. The AFL-CIO Regional Office and Waco Central Body Organizing Committee are actively participating in these campaigns.

The fraternal cooperation and assistance shown in Waco is an



FRANK MORTON

example of how the American Labor Movement made its greatest gains. It is this kind of cooperation that is needed to accomplish the monumental task of organizing the "White Collar Workers" in the shortest period possible and give them the type of representation they need and deserve.

The Aeronautic and Space Authority's expanded program projects increased activities at the Michoud Operations, New Orleans and Manned Space Center, Houston. In fact it is predicted there will be a transfer of some functions currently being performed elsewhere to New Orleans and Houston.

The projected NASA pro-

grams in both New Orleans and Houston areas will create a large supporting demand.

For example a St. Louis company making components for the Saturn III Booster Section, makes jobs for many vendors in the Midwest as well as Southwestern area.

The Saturn III Boosters and other components made at New Orleans and Houston cause procurement for materials from diversified manufacturers in various Southwest industrial areas.

The NASA program is an economic boost and contributes increasingly to the general economy of the Southwest.

Locals 403, New Orleans, and 129, Houston, have contracts with supporting sub-contractors at both installations. Both locals are attempting to organize additional units at the two NASA installations.

The Southwest Conference meetings have been well attended and the desired results are becoming noticeable. Some of the locals have recently hired full time representatives or are developing programs to do so.

There is more participation of local officers and members in policing our agreements and organizational activities. This makes it possible for the membership to be recipients of greater employment benefits from their collective bargaining agreements.

In the Southwest generally there is an improved atmosphere in acceptance and desire for "White Collar" employees as well as others to organize and support programs that are beneficial to workers.

Bolivians Visit New York

OEIU Local 153 in New York recently was host to a team of Bolivian labor leaders representing several Banking Employees Federations in that South American country. Representing the OEIU at the discussion which covered organizational techniques, membership and union structure were OEIU Research Director Joel A. Lieber (left center) and Local 153 Business Representative Ernest C. Cobb (center). The visitation program was arranged by the U. S. Dept. of Labor, Bureau of International Labor Affairs. Local 153 has been a regular participant in the program and has met with trade union leaders from many nations including Nigeria, Malaysia, Venezuela and Japan.



CANADIAN NEWS



Jodoin Attacks Divisive Efforts

Claude Jodoin, President of the Canadian Labour Congress, has issued the following statement in reference to remarks made by Jean Marchand, President of the Confederation of National Trade Unions, to members of the Richelieu Club, Ottawa, Feb. 3rd.

"The Canadian Labour Congress is a democratic organization in which decisions are made by the membership. We have no need for dictatorial-type interference of the kind Mr. Marchand is trying to apply. We can understand his frustration at trying to present the image of a national organization when his group is actually a minority within his own province. This is, however, no excuse for such blatant efforts to divide the labour movement in Canada and to create an antagonistic attitude toward our American friends.

Contradictions Noted

"The sincerity of Mr. Marchand's position can be measured by the contradictions he expresses within one single address. He talks of unity and then speaks of attempting to destroy those who do not agree with him. He seeks absolute protection for the particular nature of the C.N.T.U. components and then wants complete freedom to impose changes on the Canadian Labour Congress.

He speaks of the value of one channel representing the Canadian Labour movement and in the next breath opposes any non-aggression pact.

"His comments are an insult to the members of our unions who are as good Canadians—if not better—than Mr. Marchand. The constitutions of our affiliated unions and of the Canadian Labour Congress itself make adequate provision for workers to change their leadership if they so desire. There is no excuse for the raiding tactics now being followed by the C.N.T.U. under Mr. Marchand's leadership.

"It is significant that while

he comes to Ottawa and speaks of national unity, his organization has been directing its attacks particularly against organizations which are national, rather than international in character. His conception of Canada is obviously confined by the borders of his own province, which is also mine. Quebec is my province, Canada is my country.

"The tactics which have been followed by his organization in attacking other unions have been both nefarious and damaging to the workers of Canada and the unity of our country. The C.L.C. believes in the cooperation of people of all races, colours and creeds and is most vigorously opposed to fanning the flames of ethnic differences. The president of the C.N.T.U. may make pompous statements about discrimination but the members of the staff under his direction do not follow these principles.

"His attack on international unions is that of a fanatic. The fact is that about 70 per cent of the trade union members in Canada, by choice, belong to international unions. The C.L.C. recognizes the place of both national and international, craft and industrial unions, which proves its diversity, contrary to Mr. Marchand's assertion. We believe the choice is one for the workers concerned.

"Inadequate" Approaches

"If international companies establish branches in Quebec, as we hope they will, the complete inadequacy of the approaches suggested by Mr. Marchand will be paid for by the workers in Quebec who associate themselves with the C.N.T.U. The success of international unions in Canada is demonstrated by the wage rates and working conditions which they have established.

"The Canadian Labour Congress has not started the battle with the C.N.T.U. but we are quite prepared to take appropriate action to maintain the principles and policies of our organization and to protect the autonomy of our membership."

Gains in Vancouver

Local 15 recently received certification for the Miller and Brown Company in Vancouver and Rankin, Dean & Munro in the same city. Total employees organized in both firms is

20.

Organizer Douglas Gibson announced that he is now in the process of negotiating first agreements with both of these companies.

New Executive Board of Local 57, Montreal



Second row, left to right: D. Vanchestein, trustee; Marc. Laporte, Sergeant-of-Arms; S. Beaucage, New Business Representative; G. Beauregard, Business Representative; R. Corbeil, International Representative. First row, left to right: Mrs. R. Pageau, Correspondent-Secretary; Mr. R. Falcati, Vice President; Mr. R. Jeanneau, President; Mr. J. Wheelley, Financial Secretary; Mrs. C. Robitaille, Trustee; Mr. A. Levellee, Trustee.

Local 378 Organizes Two Firms

Vancouver, B. C.: Local 378 has received certification for office and technical employees of both the Inland Natural Gas Company Ltd. and CBA Engineering Co. Ltd.

Inland Natural Gas Co. Ltd., a utility, has its head office in Vancouver and has district offices in many towns throughout

the Province of British Columbia. The total number of employees represented by Local 378 is approximately 65.

Arrangements are now being made for these members to meet at various localities to consider and approve agreement proposals.

Local 378 has also received certification for 26 employees of the CBA Engineering Co. Ltd. The firm is engaged in engineering work for the Columbia River Project at Arrow Lake. With the progress of the Project, it is expected that the unit will quadruple in size.

BACK IN U.S.A.

Indiana Legislature Votes To Scrap "Right-to-Work"

Indianapolis—Indiana has repealed its "right-to-work" law. For the first time since 1957, workers and employers in that state will have the right to negotiate a union shop in their contracts.

The legislature voted overwhelmingly to scrap the anti-union statute which Gov. Roger D. Branigin (D) said had inflicted "rancor and controversy" on the state.

Democrats voted solidly for repeal, carrying out a party platform pledge. Three Republicans in the Senate, one in the House, crossed over to join them. The House vote for repeal was 74-21. Earlier the Senate had voted 38-12 for the high priority repeal bill, which carried the designation Senate Bill No. 1. The bill was cleared for the governor's signature just two weeks after the legislature convened, near-record time for major, controversial legislation.

Indiana was the only northern industrial state to ban the union shop. The repeal action dropped the number of "right-to-work" states to 19. At the same time it gave a strong boost

to the congressional drive to repeal Sec. 14b of the Taft-Hartley Act, which enables states to depart from federal labor law by prohibiting the union shop.

Indiana's repeal drive, led by labor and a broad coalition of citizen groups, began immediately after "right-to-work" was steamrollered through a Republican-controlled legislature eight years ago.

The following year, with "right-to-work" a major election issue, Democrats pledged to repeal captured the Indiana House and picked up most of the Senate seats up for election—but not enough to gain control. A repeal bill passed the House.

Two years later, Democrats won the Senate and the governorship—but lost the House. That time it was the Senate which voted repeal and the House which balked. In 1962, the GOP regained control of the legislature and labor fought a holding action to block a move to outlaw the agency shop as well as the union shop.

Repeal was assured last Nov. 3 when Democrats gained solid

control of both houses of the legislature for the first time since 1936 and elected the governor.

Several Republicans privately expressed satisfaction that the issue had been resolved. One GOP senator told a newsman that he considered that the Democrats had done the Republican Party a big favor by at last getting the controversial law off his party's back.

Similar sentiments have been expressed in other states, where GOP professionals observed Republicans going down to defeat when "right-to-work" was an issue and have vigorously sought to head off right-wing efforts to put "work" propositions on the ballot.

The Indiana repealer was the latest in a series of setbacks for the National Right-to-Work Committee and other promoters of potentially union-busting laws.

After passage of the Taft-Hartley Act in 1947, a "right-to-work" drive brushfired through the South and reached out into the upper plain states and the southwest. But since Utah 10 years ago became the 18th state to ban the union shop, the "right-to-work" drive had successes only in Kansas and Wyoming, many reverses elsewhere.



from the desk
of the

PRESIDENT

Better Environment, Better Productivity

Most of us have read recently about President Johnson's call, ably seconded by Mrs. Johnson, for a program of beautification of our highways and cities as part of the Great Society. I am sure we all agree that it's a worthy objective to hide the auto graveyards we see in passing on the highways and otherwise improve our "outer space." But we can't help asking, "Isn't it even more important to do something about the office environment in which we spend half our waking hours?"

Most of today's offices, quite frankly, are unfit places to work. It is no exaggeration to say that in many cases they are simply madhouses of noise and distractions. Instead of being planned to help an employee do her best work, they are often designed in a way that can't help but pull down efficiency. At the end of a day in such an office, the white collar worker is likely to go home fatigued and frazzled. In this condition, he or she is more vulnerable to illness and accident, which further reduce working efficiency.

This is a strange situation indeed in an age of supposed scientific management. Although we don't have any precise data, we'd venture an estimate that American businesses could increase productivity of their office staffs by 20 per cent through better planning of working areas. As union leaders, we urge action on this problem because I believe it would make life more enjoyable for our members and for white collar workers generally. But enlightened management should be able to see that they would benefit too, through increased productivity, lower rates of absenteeism and turnover, and greater ease of recruiting.

In the absence of any great effort by business to do something constructive on the matter, it seems appropriate for the government to step into the picture. After all, at government expense we make elaborate human engineering studies to assure our astronauts an environment in which they can perform at top efficiency. Let's devote the same kind of effort to the "inner space" where millions of Americans work.

Specifically, I propose that the U. S. government sponsor research by psychologists, physiologists, and architects to point the way to vastly improved working conditions for the American office employee. Look at our success in making powerful automobile engines purr. Why, then, can't we tame the clatter of typewriters and small office machines? Another problem is lighting, which is often either insufficient on the one hand, or glaring on the other. Government should investigate the effects of the office environment and seek ways of bettering it. The cost would be insignificant in relation to the benefits to the whole economy through greater productivity.

Now, I'll agree there's been some progress during recent years in making offices more attractive. Too many offices, however, still wear a drab uniform of brown or gray, with depressing effects on morale that aren't always realized. The women who account for most of the clerical work force often are the only bright spot in their surroundings. I believe that office furnishings should be just as colorful and attractive as the clothes worn by the people in those offices. That doesn't mean going to extremes in either case, for extremes can be distracting.

This is a matter to which OEIU will have to give more attention. I predict that in negotiating contracts during the years immediately ahead we will be giving increased emphasis to improvement of offices as well as wages and hours. It is entirely fitting that we do so, because the white collar employee is a human being, not an economic animal. White collar workers take pride in their work, and want to do the best possible job. The full potential can be achieved in the right surroundings. I am confident that employers eventually will come to see that it is also in their interests to provide better offices, but the organized office employees will have to lead the way.

Texas Open Shop Law Organizing Deterrent

By J. B. Moss, President, Local 277

Texas is one of the 19 states which still retains punitive legislation known as so-called R-T-W laws. This type of restrictive legislation denies employers, employees, and the citizens of the state maximum benefits and the industrial peace that should be derived from free collective bargaining.

In a R-T-W state the union's organizing campaign never ends. After the NLRB representation election has been held and a collective bargaining agreement reached, any progressive employer and responsible union should expect a period of industrial peace and stability. This condition cannot exist in states such as Texas which have so-called R-T-W Laws because these laws prohibit employers, employees, and their representatives from negotiating maximum union security agreements.

In Texas OEIU and other unions are forced to constantly fight to maintain their majority status, even though they have had collective bargaining relationships with an employer for years. Employees soon learn in R-T-W states that they receive the same wage increases and are entitled by law to the same union representation without having to be members. This condition creates internal friction and a division among employees covered under union contracts. The net result is a chaotic working condition.

R-T-W Laws allow employees to bring undue pressure upon union representatives and employers in negotiations and during the period of the contract. It is a common practice for employees to file grievances and advise the union representatives that if they do not win the grievances, regardless of the merits of the case, they will withdraw from the union. This prohibits OEIU representatives from taking the maximum responsible position concerning contract interpretations that they would otherwise. During contract negotiations many employees covered by OEIU contracts will advise the designated union representatives that there are certain economic benefits they want and failure of the union to secure these for them during negotiations will result in their withdrawal from the union. All of these pressures do not allow the processes of free collective bargaining to work as they should.

Organizing in Texas is great-



J. B. MOSS

ly retarded because unions must devote a majority of their time, energy, and money maintaining groups currently under contract. Only approximately 25% of the Texas work force is organized which has resulted in the per capita income for the citizens of this state to be in the lower 50% of the average of other states.

OEIU leaders in Texas are confident that with the repeal of Sec. 14b of the Taft-Hartley Act, the citizens of Texas will again be able to enjoy the benefits of collective bargaining and the organizational climate will substantially improve.

"Eldercare" Called Empty Propaganda

The American Medical Association's new "eldercare" proposal is a "cynical propaganda campaign" to block a social security program of hospital care for the aged, an AFL-CIO spokesman charged.

Social Security Dir. Nelson H. Cruikshank issued a point-by-point refutation of the "empty promises" of the AMA plan, which he termed a "slight modification of the present public assistance program" for the needy.

Despite the AMA's "frantic . . . last-ditch efforts," Cruikshank said, the King-Anderson bill will be enacted "within a matter of months."

The legislative drive to pass a social security hospital care program was given a strong boost by Pres. Johnson, who said:

"The people . . . want this program. They are going to have this program."

Johnson called on "all Americans" to push for "prompt

enactment of a comprehensive program of hospital care for the aged through social security."

He told his Council on Aging, made up of federal officials dealing with programs affecting the elderly, that "we are in sight of the promised land."

The AMA coupled a nationwide newspaper advertising campaign for its self-styled eldercare plan with spot announcements on 346 television stations and 722 radio stations. Local AMA affiliates in many areas are purchasing additional radio and television time and newspaper space.

Picatinny Victory

(Continued from page 1)

Consequently, the Arsenal discontinued its practice of letting out bids for engineering services. They absorbed 110 employees of former contractors into the federal service under the civil service system.

At this point the members of Local 142 showed their determination and requested Local 142 to seek recognition from the military command at the Arsenal designating O.E.I.U. as their exclusive bargaining agent under Executive Order 10988, signed by the late President John F. Kennedy in January 1962. This order granted federal employees the right to organize and enter into contractual relations with the Federal Government. After a meeting with representatives of the Arse-

nal and Local 142, agreement was reached on an appropriate unit consisting of 271 employees. In accordance with the same Executive Order, a secret ballot election was conducted by representatives of the Arsenal and Local 142 on February 10, 1965. The employees voted by a comfortable majority in favor of Local 142.

From the outset in January 1963 and up to the present date, the employees have never relented in their efforts to have their employment covered by a union contract. Their gains and accomplishments can be attributed to the long hours and hard work of the following committee of their fellow employees: William Murphy Jr. Chairman, Andy Gluck, Vice-Chairman and committee members Charles Mosley, Phil Barbetta and Joseph Pignato. Invaluable legal guidance was provided by Zachary Schneider, attorney for Local 142. Organizational assistance was rendered by Intl. Representative John F. Fitzmaurice and the national office of the AFL-CIO.

Seek Local 29 As Bargaining Agent

A majority of the employees at the Interstate Bakery have requested Oakland, Calif. Local 29, to be their bargaining representative. The Union has accordingly notified the firm and has issued a request to bargain.

Interstate is the last major bakery to be organized in the East Bay area.