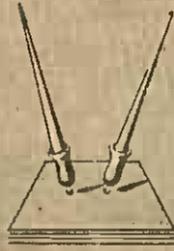




WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 166

MARCH, 1959

17

New York Freight Group Votes OEIU

Local 180 Wins Arbitration Case

Massena, N. Y.—Organizer Bud Manning announces that Local 180 has chalked up another arbitration victory against the ALCOA company in Massena, N. Y. in a recent hearing held in Boston, Mass.

The case involved an employe who had been classified as an Advanced Stenographer and had been demoted to the classification of Stenographer because of a reduction in the level of operations. Subsequently another employe who was classed as a General Clerk was reclassified as an Advanced Stenographer and the employe who had previously held that job filed a grievance.

Recall Rights

The Union insisted that when an opening in the Advanced Stenographer classification became available, whether due to reclassification or otherwise, the contract required that the job be filled by restoring to the classification that employe who possessed recall rights to the position.

The Company claimed that the "reclassification" practice, not formalized in any writing, had grown to meet the problem which arises when there is a slow accretion of duties on a particular job as a result of gradual job changes to the extent that an employe's current classification is incorrect. By this reasoning, they, the Company, held that the General Clerk's job had undergone sufficient change to warrant its being reclassified to Advanced Stenographer and that the incumbent on the reclassified job should remain on the newly classed job. The Union held that if this reasoning were correct all positions which changed in content due to technological changes or for any other reason and were reclassified as a result would favor the incumbent and negate against those employes with restoration rights under the contract.

A tri-partite panel of arbitration heard the case and ruled as follows: when a job is reclassified and re-titled, those employes with restoration rights to the re-titled job have preference to incumbents on the changed job. The panel held that the "Restoration Rights" clause in the present agreement clearly confers that right to employes who have been previously demoted from the classification due to cutback and such restoration right shall take precedence over an incumbent's title to the position. The panel further declared that an incumbent on a job had rights to retain said job only in circumstances when no one has been demoted from the

(Continued on page 2)

Unilateral Aptitude Tests Illegal

The National Labor Relations Board in a recent case held that any company instituting aptitude tests without the consent of the Union that represents its employes is in violation of the Act.

While the Office Employees International Union has not had occasion to commend the National Labor Relations Board in recent years, we do feel that its decision in this particular case deserves our commendation.

This is a very important decision. Many of our companies in the last few years have initiated aptitude tests and, in many instances, adopted job evaluation programs without the consent of our Local Unions. We have always held to the position that this is illegal.

This recent decision of the National Labor Relations Board upholds our position.

OEIU Local Unions should make note of this decision involving the American Gilsonite Company and the Steelworkers; 122 NLRB No. 127.

Local 17 Certified

J. M. Sleeth, OEIU Representative, announced that Local 17 has been certified as bargaining representative for the employes at the R. W. Manufacturing Co.

An NLRB election was held in December for the group located in Barberton, Ohio; but the results were held up because of challenged ballots.

It is anticipated that negotiations will begin shortly for the group.

Stamford Wins Grievance Cases

Stamford, Conn. — President Nick Bolanis of Local 90 announces two recent arbitration victories in hearings involving grievances against the Yale & Towne Manufacturing Company of Stamford. Organizer Bud Manning assisted the Local in the preparation and presentation of these cases which were heard before Arbitrator Benjamin C. Roberts of the American Arbitration Association.

Contract Rights

The first case involved the failure of the company to give a laid off employe one week's notice of termination or one week's pay in lieu thereof. The company took the position that a recently negotiated severance pay provision took the place of the previously observed practice of giving laid off employes the one week's notice or the one week's pay in lieu of such notice. The Union, as a basis for its claim, cited a contractual provision which guaranteed company adherence to all previous grants and privileges.

The Arbitrator held that, in the absence of any agreement between the parties for a discontinuance of any of the privileges under the cited contractual clause, such rights were still preserved. He accordingly ordered the company to pay the aggrieved employe the pay in lieu of the failure to give notice.

The second case involved the complaint of a dispatcher that the company was imposing burdensome work loads on his jobs by

(Continued on page 3)

D. C. Andrews Employees Turn Down Last Ditch Co. Appeal

IN a National Labor Relations Board election held on Tuesday, February 24, 178 office employes of D. C. Andrews & Co., Inc., one of the largest freight forwarding companies in the country, chose Local 153 as their collective bargaining representative.

A majority of the employes insisted on Union representation despite an active campaign by the company to discourage this choice.

While the company's anti-union propaganda was used prior to the election for purposes of discouraging organization, a last-minute special delivery letter forwarded to the homes of all eligible voters over the Washington's Birthday holiday weekend was intended to be the climax of the company's campaign. The company probably thought that Local 153 representatives would not be available over the holiday weekend for purposes of preparing answers to its statements because of the fact that the election was scheduled to be held on the morning of the day following the holiday.

The company turned out to be wrong because union representatives were available, received copies of its letter and prepared answers which were distributed outside of the employer's premises on the morning of the election.

The company, in its last-minute letter, used the tactics advocated by Prentice-Hall, which corporation for \$3 a month, advises employers on ways and means of combating white collar organization.

Letter of Company

The company's letter included the following paragraphs:

"Is the Union being honest when it says it guarantees you will get annually higher wage increases, bonuses, shorter hours, expensive welfare benefits, longer vacations, greater promotion opportunities, etc., etc., all with greater job security? How can you possibly have any confidence in any union that makes such a mirage of promises?

"Obviously you would have far less job security in that event because, as you certainly know, our departments which in previous years had earned the profits which enabled us to distribute bonuses, last year suffered severe losses. If the company were burdened with the added costs and expenses of the fanciful benefits the union blandly guarantees, where would the money come from? How much "job security" do you think you would have under those circumstances?

"What is this nonsense the Union talks about, that you have to have the Union to "bargain" with Management in order to get better working conditions? Not with this Management. You know that, even if the Union does not.

"This Management has always been and will continue to be quick and happy to provide the best working conditions that the earnings of the business make possible. We are opposed to the Union precisely because its behavior has demonstrated that it thinks in terms of strife and controversy and demands, that it shows it knows little or nothing of the nature of our business and its problems, that it has no real comprehension of the relationship between this company and its employes, and that its psychological approach, based on the master and servant concept, is certain to create continuing conflict.

"Doubtless the Union is sincere in saying that it does not want to force this company to go out of business. But if its tactics and demands force lay-offs because an increase in costs of operation beyond earnings compels curtailment of operations or the closing of departments, it won't be of any benefit to those employes who lose their jobs as a result. Since of course, we can't raise our prices, how could it be otherwise?"

(Continued on page 3)

New P.I.E. Office Signs Up



In the picture above, a three-year contract is being signed at the Pacific Intermountain Express General Offices, by union and management negotiators. The agreement covers 170 office employes. Shown are Paul James, Director of Labor Relations, John Kinnick, Business Representative, O.E.I.U., Mary Gren, Mary Berry and Jo Ann Kriker, members of the Union Negotiating Committee, and Willard Johnson, Assistant Director of Labor Relations. Local 29 won bargaining rights by defeating the Motor Freight Employees Association last fall.

WHITE COLLAR

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

HOWARD COUGHLIN
President

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Secretary-Treasurer

Room 610
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New York, N. Y.

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Insurance Company Must Pay Off

The State Supreme Court of South Carolina reversed a ruling by a lower court and ordered the American Health Insurance Company to pay off on an insurance policy held by Thurman Batchelor.

In protesting full payment to Mr. Batchelor, the company pointed out that he was insured under two groups and eight other hospital and surgical policies which would return him \$745 per week plus other benefits. The company said that this was far in excess of Mr. Batchelor's \$53 a week take home pay.

In fact, the company said that Mr. Batchelor was betting on the chances of his becoming hospitalized. He was hospitalized following an automobile accident.

The State Supreme Court said that he was free to insure his health with as many companies and in whatever amount he desired.

This would appear to be quite a feat on \$53 a week.

Prentice-Hall At It Again

In a recent letter to employer subscribers, Prentice-Hall again called the attention of management to a concentrated organizational drive to organize white collar workers. Prentice-Hall states that this drive has been timed by the AFL-CIO to coincide with the up turn in business and has behind it the giant force of the entire labor movement.

Prentice-Hall says that alert businessmen everywhere are fortifying themselves with the information needed to meet this powerful attack. They further say it can be met, definitely and triumphantly for a price. The price for this information is \$3 a month.

Clerical workers throughout the country are for the most part unorganized and, worse still, are among the poorest paid workers in the nation.

The only way white collar workers can improve their economic plight is through unionization. This has been recognized by authorities representing all segments of our economy.

Despite this, Prentice-Hall is looking to help prevent the unionization of clericals and subsequent improvements in their economic conditions for the sum of \$3 per month.

Labor vs. Business

We have heard much about the power of organized labor in the United States. Every time proposals for labor legislation are discussed, representatives of the Chamber of Commerce and the National Association of Manufacturers continue to mislead the public with their exaggerations of the strength of organized labor.

It is very revealing, therefore, to see that the reverse is probably the case. Representative Wright Patman insists that big business is getting too big. He points out that one-half of 1 per cent of all manufacturing corporations have 57 per cent of total sales in this country. He further warns that control of the nation's economy is in the hands of a few large corporations.

It would seem to us that the matter of control of the country by big business deserves investigation.

While legislators are concerned that labor unions have secret ballot elections, which we favor, it will be noted that the corporations of our country still operate through proxy voting.

Abitibi Negotiations Completed

In a last minute report from the negotiations in Toronto, between OEIU Local Unions and Abitibi Power and Paper Company, we have received word that agreement

has been reached which will provide an \$8.00 per month general increase, an improvement in the vacation provision to provide for four (4) weeks, as well as improvements in the seniority clause to protect employees in the case of layoffs.

Officers of Bogalusa Local 89



New officers of Local 89, Bogalusa, La. From left to right, they are: Helouise Schexnayder, trustee; Bernice Moran, trustee; Lucille Purvis, trustee; Frank Singletary, vice president; Melvin Tynes, president; Irene Carlin, recording secretary; Allan Galloway, secretary-treasurer. Officers were installed jointly with the officers of the Magic City Local 362 of the Pulp, Sulphite and Papermakers Union. Following the installation a supper was given by the Union and a dance given by Gaylord Container Corporation, Division of Crown Zellerbach Corporation. The installation took place on Saturday, December 20, 1958. The newly-elected officers will serve for the 1959 term.

17 Ways to Wreck Your Organization

Seventeen ways in which a member can injure his organization—and thus injure its chances of doing a better job of protecting your interests. Are you guilty of any of these?

1. Don't attend meetings, but if you do, arrive late.
2. Be sure to leave before the meeting is closed.
3. Never have anything to say at the meeting—wait until you get outside.
4. When at the meetings, vote to do everything. Then go home and do nothing.
5. The next day, find fault with the officers and your members.
6. Take no part in organization affairs.
7. Be sure to sit in the back, so you can talk it over with a member.
8. Get all the organization will give you and don't give the organization anything.
9. Never ask anyone to join the organization.
10. At every opportunity threaten to resign. Try to get others to do the same.
11. Talk cooperation but don't cooperate.
12. If asked to help say you haven't time.
13. Never read anything pertaining to the organization.
14. Never accept an office since it is easier to criticize than to do anything.
15. If appointed to a committee never give any time or service to it.
16. If you receive a bill for dues ignore it.
17. Don't do any more than you have to, and when the others willingly and unselfishly use their ability to help the good cause along, then howl because the organization is run by a "clique."

Sign Agreement With West Coast Line

An all day session at the Federal Mediation and Conciliation Service led to a one year agreement which provides for a twelve per cent increase for the newly organized white collar employes of the West Coast Line, Inc. This is the seventh shipping line to reach an agreement with Local 153 and was made in the face of a heavy financial loss by the Company.

The Local 153 members are to receive a 5 per cent increase retroactive to September 17, 1958, and an additional 7 per cent when the agreement is signed.

Join Welfare Fund

The agreement, which was negotiated by Business Representative John Mulligan and Chief Steward Thomas Mora and Stewards An-

thony Demeri and Thomas Major, obligates the Employer to contribute \$20.00 per month to the Local 153 Steamship Division Welfare Fund.

For this our members will receive life and accident and dismemberment insurance for themselves, disability benefits and hospitalization and comprehensive medical coverage for themselves and their families.

\$65.00 Per Week Minimum

A minimum salary of \$65.00 per week is established with an agreement for early negotiation of a classification system with labor grades and automatic progression from the minimums to the maximums of the grades.

The \$65.00 per week minimum



Signing contract between Local 153 and West Coast Line Inc. From left are Steward Thomas Major, Chief Steward Thomas Mora, Business Representative John Mulligan and Steward Anthony Demeri.

means a substantial increase over and above the 12 per cent negotiated increase for a number of our members. It also establishes a high floor from which all our members will benefit when they build their classification system.

Better Vacations

Maximum vacation allowance prior to Local 153's negotiations was two weeks vacation. The schedule now is one week's vacation for six months' service, two weeks for one year, three weeks for five years, and four weeks for fifteen or more years of service.

The clericals previously had to work over 40 hours before they were entitled to overtime. Now they work a 7 hour day, 35 hour week with time and one half for all work in excess of the 7 hour day.

Sixty-five Days Sick Leave

Local 153's West Coast Line members will now be entitled to severance pay and up to sixty-five days sick leave. They will have the protection of a union shop and are guaranteed 11½ holidays.

A Christmas bonus of two weeks salary is to be paid on December 15th. The previous company practice of paying semi-monthly is to be changed and employes will be paid weekly.

OEIU Contributes To C.A.R.E.

The Office Employees International Union was notified by Madeleine Dillon, AFL-CIO Representative at C.A.R.E. in New York City, that our recent contribution was converted to 100 Food Crusade packages which were forwarded to Mr. Ho Kong, Chairman of the Hong Kong and Kowloon Trade Union Council.

These food packages will be distributed to needy trade unionists and their families.

The OEIU has for many years advocated contributions to C.A.R.E.

Local 180 Case

(Continued from page 1)

classification in to which the revised job has been placed. The panel ordered the aggrieved employee restored to the job of Advanced Stenographer and that she be made whole for all monetary losses as a result of the company's action.

Local 180 President Joe Elliott and Vice President Fred Dona assisted Organizer Manning in the preparation and presentation of the case. Int. Vice President Leo Wallace was the Local's representative on the tri-partite panel.

Washington Scene

Local No. 2, Washington, D. C., reports the following negotiations:

AT COMMERCIAL TELEGRAPHERS. Western Division, a two-year agreement was recently reached, providing for a \$3.50 weekly increase effective November 1, 1958 with an additional increase of \$2.50 on Nov. 1, 1959. Health and welfare contributions were increased by 1/2c per hour.

AFL-CIO negotiations yielded a new agreement which provides for a standard arbitration clause, a 10-cent-per-hour wage increase and improved language in seniority clause with respect to layoffs.

In addition to the cost-of-living wage increase obtained at AMALGAMATED STREET AND ELECTRIC RAILWAY, under provisions of the escalator there last spring, recent negotiations resulted in a general wage increase of \$16 per month plus employer-paid life insurance coverage of \$2,000 for each employee.

Agreement with INTERNATIONAL BROTHERHOOD OF BOOKBINDERS provides for general wage increases ranging from \$7 to \$15 per week, over a two-year period.

At the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (a 187-member shop), a recently-signed contract gives a \$3.25 per week general wage increase plus an improved vacation plan.

After employes in the Local 2 shop at American Newspaper Guild headquarters had taken a strike vote, a satisfactory settlement was reached through efforts of Federal Mediation and Conciliation Service.

All employes there will receive a \$7.00 per week wage increase, \$3.50 of this retroactive to August 20th, and \$3.50 effective February 15th. Improvements were provided in holiday provisions, job security and severance pay provisions were strengthened. Study of a better health and life insurance plan is under way.

Signing



Photo made at the Bailey contract signing. On the left is OEIU Organizer J. M. Steeth. At right is Ervin Engel, secretary of the Bailey Company.

D. C. Andrews Employes Vote OEIU

(Continued from page 1)

While the company distributed its last-minute letter over the holiday weekend and the employes received the Union's reply on the morning of the election, the employes thereafter, by a majority vote, decided that they wanted and needed union representation.

It is quite likely that the employer's letter would have been more effective if the Union had not been on its toes and had its reply ready for distribution on the day following the holiday.

In addition, employes of D. C. Andrews were given an opportunity to examine Local 153 contracts in the steamship industry and other industries.

Business Representatives Charles Ponti and John Kelly, and Organizer Michael Ponti conducted an alert, up-to-the minute campaign, which insured a successful election.

This victory at D. C. Andrews follows right on the heels of the report in the last issue of "White Collar" of the election win at Judson-Sheldon, another large Freight forwarding company.

Pabst Salesmen Add Minimum of Fifty Dollars Per Month to Salary

Local 153's salesmen members employed by the Pabst Brewing Company will enjoy an increase of at least \$50.00 per month as the result of an agreement which extends their contract from September 1959 to September 1960.

Enjoy Other Gains

In addition to the minimum \$50.00 monthly increase, the salesmen who previously enjoyed four weeks vacation after ten years of service will receive three weeks vacation after three years of service and four weeks after five years of service. They will also celebrate an additional holiday on their individual birthdays.

The agreement followed three months of intensive negotiations after Pabst Brewing Company purchased Blatz Beer, decided to brew it in Newark, and sell it through their New York metropolitan sales organization, our Local 153 members.

Fought Company's Offer

Local 153 took a strong stand against the company's original offer of a 3 per cent commission rate

with no guaranteed minimum for the sale of Blatz plus an increase of \$15.00 per month for a one year extension of the contract.

The insistence of the Local Union that the additional work and responsibility entitled our members to substantial improvements in their salaries and working conditions led to the offer of 3 per cent on Blatz package goods and 25 cents per half barrel on draft merchandise with a guarantee that no route salesman will enjoy less than \$30.00 per month in Blatz commissions. In addition, effective April 1, 1959, the base salary for our Pabst salesmen will be increased \$20.00 per month.

The gains, which are to be incorporated in the present agreement, were negotiated by Secretary-Treasurer Ben J. Cohan, Business Representative Don Roberts, Chief Steward Al Di Gioia, New York Shop Stewards John Henning, Dan Russo, Jim Colletti, Owen McPike and New Jersey Shop Stewards Mike Connelly and Jake Jaeger.

Ray O'Connell Honored in Stamford

Stamford, Conn. — President Nick Bolanis of Local 90 announces that Local 90 Secretary-Treasurer Ray O'Connell has been chosen "Labor Man Of The Year" in the Stamford area by the Stamford Central Labor Council. Secretary-Treasurer O'Connell was selected for this honor from a large list of candidates whose names were submitted to the Stamford C. L. U. from the ranks of all Local Unions in the Stamford area.

Brother O'Connell, until his recent retirement, was employed at the Yale & Towne manufacturing Company in Stamford as a Methods Engineer. He was born in New York City on October 24, 1894. He served in World War I in the U. S. Navy, is a past president of Stamford Aerie No. 579 Fraternal Order of Eagles and also served as president of the Conn. State Eagles. He is also a member of Stamford Elks Lodge No. 899 and the American Legion Post No. 3 of that city. He was also a Director of the Family and Children's Services in his city for many years.

In addition to his civic participation Brother O'Connell boasts of a long and distinguished background in the trade union movement. He was a spearhead in organizing the office employes at the Yale & Towne in 1943 into Federal Labor Union No. 23555. It is interesting to note, in conjunction with this activity, that O'Connell worked very closely with our International President, Howard Coughlin who, at the time was a

General Organizer for the A. F. of L. When this Federal Labor Union subsequently received an O.E.I.U. Charter and became Local 90 Brother O'Connell was its first president. He served in this capacity for more than seven years and has served as Secretary-Treasurer of the Local for the past four years. He has held office in Local 90, in one capacity or another, since the Local's inception and has served as an Executive Board member continuously since 1943. He has been Local 90's delegate to the Stamford C. L. U. and to the Conn. State Labor Council for many years.

Although retired from the Yale & Towne for the past several months he continues to maintain an active interest in all labor affairs in Stamford and is currently a member of the Local 90 Executive Board as well as an ex-officio member of its Grievance Committee.

President Bolanis states that "this is a long overdue reward for all the wonderful effort Ray O'Connell has put into not only the welfare of our Local 90 but to the entire labor movement in Stamford. The memory of Ray, over the years, engaging himself in long and arduous picket duty, and his ever ready availability to assist all unions in hand-billing activity will not soon be forgotten."

New Labor Contract Set at Chancery

Members of the Office Employes International Union at the chancery office of the Archdiocese in Portland, Oreg., will receive a 2 per cent pay increase under a new contract.

This will bring the basic hourly pay scale for office workers to about \$1.50 an hour. It is provided under a cost of living adjustment clause, based on figures provided by the Federal Bureau of Labor Statistics.

5% Base Increase

In addition, weekly base pay rates will increase more than 5 per cent under the adjustment. This will bring the starting pay scale for office workers to \$54.75 and boost the top scale minimum to \$69.50.

The contract provides for time and a half for hours worked in excess of eight hours and on Saturdays. Workers receive seven holi-

1959 COPE AREA CONFERENCES

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| April 4, 5 (Sat.-Sun.) 9 a.m. | Phoenix, Arizona Hotel Adams | Arizona Nevada New Mexico |
| April 7, 8 (Tues.-Wed.) 9 a.m. | San Diego, California U.S. Grant Hotel | California |
| April 11, 12 (Sat.-Sun.) 9 a.m. | Salt Lake City, Utah Newhouse Hotel | Colorado Idaho Utah |
| April 15, 16 (Wed.-Thurs.) 9 a.m. | Cedar Rapids, Iowa Sheraton-Montrose Hotel | Iowa Minnesota Wisconsin |
| April 18, 19 (Sat.-Sun.) 9 a.m. | Kansas City, Missouri Hotel Muchlebach | Kansas Missouri Nebraska Oklahoma Texas |
| April 30-May 1 (Thurs.-Fri.) 9 a.m. | Springfield, Illinois Leland Hotel | Illinois |
| May 2, 3 (Sat.-Sun.) 9 a.m. | Akron, Ohio Sheraton-Mayflower Hotel | Ohio Pennsylvania |
| May 6, 7 (Wed.-Thurs.) 9 a.m. | Ft. Wayne, Indiana Keenan Hotel | Indiana Michigan |

days provided in most contracts plus time off on four holidays and the afternoon of Good Friday.

Workers receive two weeks vacation with pay after one year of employment and three weeks after 10 years employment. There are also provisions for sick leave, seniority and union security.

J. N. Beyer, secretary-treasurer of Local Union No. 11, who negotiated the contract, now in effect for 12 years, said labor relations with the chancery office have been most harmonious.

"We are pleased that the office workers in the chancery have given this support to the program of bringing union benefits to the white collar workers," Beyers said.

The union's contract with the chancery office has extended over a longer period than with any other employer in the Portland area, including those in industry, he said.

The Archdiocese also has contracts with the Laborers' Union Local No. 320 for workers at Mt. Calvary Cemetery and with the Building Service Maintenance Union Local 49. Negotiations of new contracts with them is scheduled to begin soon.

153 Signs With Noted Haberdasher

The patience and negotiating skill of Secretary-Treasurer Ben J. Cohan and Business Representative Maurice McKay, plus strike authorization, were required to bring the negotiations of the clerical employes of A. Sulka & Company to a successful conclusion.

This is the first contract for the A. Sulka clericals who recently overwhelmingly selected Local 153 as their collective bargaining representative in a National Labor Relations Board election. For years, the salesmen of the outstanding shirtmakers and haberdashers have been represented by Local 153. The clericals are the second unit in the company to be covered by a Local 153 contract.

Their first contract gives the A. Sulka clericals a \$4.00 per week across-the-board increase effective November 3, 1958, with individual adjustments of \$5.00 per week to immediately eradicate inequities.

In addition a Joint Study Committee on a classification system is to be established.

Welfare coverage is provided and on April 1, 1959, the employer is to cover the new Local 153 mem-

bers in the Local 153 Welfare Plan. Holidays falling on Saturday are guaranteed, job protection is provided and the union shop is instituted. The contract is to run for one year.

The negotiating committee for the clerical employes consisted of Shop Steward Louise Lalli, Asst. Shop Steward Tim Higgins, Anthony Di Martino, Mollie Maurber and Anne Beard.

How to Apply For New AFL-CIO College Scholarship

All AFL-CIO members whose sons or daughters are second semester juniors or first semester seniors who wish to apply for the four-year AFL-CIO Merit Scholarship for college must arrange to take the Merit Scholarship examination at their local high schools. This examination is given the latter part of April.

If your son or daughter is attending a high school where the principal cannot make the Merit Scholarship examination available, please write immediately to the National Merit Scholarship Corporation, 1580 Sherman Avenue, Evanston, Illinois, and make arrangements for your son or daughter to take the examination individually.

These examinations are the competition for the 1960 scholarships.

Sons and daughters of AFL-CIO members who are graduating from high school this year are eligible for the 1959 scholarship only if they have qualified through the Merit Scholarship examinations which were held in April, 1958.

Stamford Case

(Continued from page 1)

virtue of an increase in business. The Union claimed that such increase in business warranted an increase in the dispatchers personnel. They further claimed that the additional work loads being imposed upon the dispatcher was affecting his health and well being.

Following the hearing the matter was resolved by agreement, whereby the company hired an additional employe in the affected work area to assist with the dispatching work for such unspecified period as the production schedule justified, and the Union withdrew its grievance without prejudice, reserving the right to reinstitute the complaint should burdensome work loads occur again in the future.

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from the desk
of the

PRESIDENT

HOWARD COUGHLIN



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SEVERAL years ago, at the request of the AFL-CIO, I accepted an appointment as a member of the Board of Directors of the National Health Council.

After serving on this Council for approximately a year, I was appointed to a subsidiary of this Council, called the Commission on Health Careers, established by the National Health Council.

This Commission was established because of the Council's concern with the failure of young people to interest themselves in numerous technical, semi-professional and professional careers in the health field. The continuing shortage of qualified personnel in such fields of health as nursing, pharmacology, medical research, laboratory technical work, medicine and the bio-sciences, in addition to numerous other classifications requiring little educational background, is of great concern. Worse still, the future holds little promise of improvement.

The Commission on Health Careers, composed of such well known men as Leonard A. Schelle, M.D.; Basil O'Connor, president of the National Foundation for Infantile Paralysis; Norvin C. Kiefer, M.D., president of the National Health Council, and former U. S. Senator Herbert H. Lehman, is deeply concerned with finding a solution for this problem.

Needless to say, the success or failure of this Commission will have a direct bearing on the health of the population of the United States. We are too prone to forget that the health of our citizens is the business of all of us.

In the early years of our country, very little was accomplished in the way of convincing the population of this fact. Epidemics, which wiped out communities, including the rich and poor alike, slowly but surely brought about a change in the thinking of political and community leaders.

As a consequence, we all willingly contribute to research in such fields as infantile paralysis, cancer, heart disease and numerous others.

As a direct result, many advances have been made which have been of benefit to the entire country and the world for that matter.

Mr. Basil O'Connor, president of the National Foundation for Infantile Paralysis, who also serves as a member of the Commission on Health Careers, led the fight on polio which resulted in the now familiar Salk Vaccine. This vaccine has been a boon to the population and resulted in the saving of tens of thousands of lives or polio for thousands of children and adults. Dr. Jonas Salk, M.D., produced this vaccine only as a result of his work in the laboratory.

Numerous other research specialists every day are on the trail of a cure for the other deadly killers. Despite the work of these men and women, whose purpose in life is helping others, we find ourselves in a position where thousands of hospitals are understaffed due to the fact that the country as a whole is unacquainted with the advantages of health careers.

Too often today, we find high school graduates and college freshmen concerned only with preparing themselves for the usual well paid positions dealing with law, accounting, private practice of medicine and the industrial sciences. One of the reasons for this is the fact that we seem to judge the success of a man on the basis of the money he accumulates during his life time.

Actually, however, our most successful people have been men like Dr. Jonas Salk who have not been concerned with financial remuneration.

The Commission on Health Careers is completely cognizant of the fact that the public at large and the young people particularly, who might find health careers most satisfying, are not aware of either the need or the requirements for these positions. It intends, through publicity and through the use of materials and other media of public relations, to acquaint the high schools and colleges with information dealing with these positions. The AFL-CIO has agreed to use its facilities for purposes of assisting in this important work. This is in line with the purpose and history of the AFL-CIO.

The Office Employees International Union, through a num-

Appeals Court Reverses NLRB

In two recent cases, the NLRB's position has been reversed, resulting in the protection of striking workers against replacement.

In its decision in a dispute between the Borg-Warner Corporation and the United Auto Workers, the Board ruled that a strike at the Company's Wooster, Ohio, plant was economic and that striking employees were not protected by the law. Following a United States Court of Appeals ruling instructing the Board to review its decision, the NLRB has held that the Company's insistence on specific contract clauses was an unfair labor practice and the striking employees were protected against replacement.

In another case involving the Washington Coca Cola Bottling Works, Inc. and the International Brotherhood of Teamsters, the Board found the Company guilty of unfair labor practices but said that a strike was not caused by these unfair practices and was not therefore, protected by the law.

The Court of Appeals decision rejected the Board's decision charging that the strike was caused by the company's refusal to bargain with the Union. Obeying the Court decision, the NLRB has ordered the Company to reinstate striking employees with back pay.

Re-elected



Brother Lloyd Whalen, a member of B. C. Office Employees' Association, Local 378, on January 20 was re-elected as president of the Vancouver and District Labour Council.

Brother Whalen has spent his adult life time in the labor movement. Besides his membership in OEIU Local 378, he has been president of the IWA in British Columbia for ten years. He is also currently serving on the Executive Board of the British Columbia Federation of Labour.

As a delegate from Local 378, he now commences his fourth term as president of the Vancouver and District Labour Council.

Delegates to the Pacific Northwestern Organizational Conference in November, 1956, will remember Brother Whalen as the principal speaker at a luncheon held in conjunction with that Conference.

Sign Master Contract With Baking Firm

New York, N. Y.—The three clerical units of Continental Baking Company, who are members of Local 153, have signed their first master contract with the baking company.

Combining the bargaining strength of the three units for one negotiation — instead of having three separate negotiations — resulted in gaining substantial wage increases, a shorter workweek and increased welfare benefits.

These negotiations saw the first strike vote ever taken by clerical employees of the Continental Baking Company. The strike vote followed the report of the Negotiating Committee of the three groups that an unsatisfactory wage offer was made. They also reported their dissatisfaction with the amount of time it was taking to conclude negotiations.

Though all the fringe issues had been settled to the unanimous satisfaction of the members, the Committee was authorized to call a strike if no further progress was made on the wage issue. The Committee was also unanimously authorized to settle with the Company if a satisfactory wage offer was made.

With this new bargaining strength, the Committee met with management; informed them of the strong position taken by the members, and in a matter of hours a final agreement was reached.

The new contract calls for a \$4.00 per week across-the-board increase this year and a \$3.00 across-the-board increase next year. The most outstanding gain made by

the group was the reduction of the workweek to 37½ hours and the workday to 7½ hours, with time and one half in the event either is exceeded.

The clerical employees of the three branch offices of the bakery also won home and office doctor bill coverage for the members' dependents, paid for by the employer, thus rounding out the members' welfare coverage through the Local 153 Welfare Fund.

The integrated classification system for all three plants which was negotiated means additional increases for a number of employees. In some instances, this increase is in excess of \$3.00 per week.

The combined Negotiating Committee was composed of Rocco Volpe, Shop Steward of the Jamaica branch, Peter Lynch, Shop Steward of the Bronx branch and Phil Parsons, Shop Steward of the Brooklyn plant. Business Representative John Fleming represented the Local Union in these negotiations.



ON THE JOB

WHEN YOU NEED IT MOST

Milwaukee

Milwaukee, Wis.—Two contract settlements concluded this past month increase salary rates for Local No. 9 units at the Miller Brewing Co. and the Oilgear Company.

Under the wage reopener of the agreement which runs until December 1, 1959, a supplementary agreement was negotiated providing for a 4% general wage increase and changes in the salary structure amounting to 7%.

The wage increase covering approximately 225 office employees is retroactive to December 1, 1958.

The bargaining committees of the Company and the Union held 10 meetings during the past 3 months. The entire salary structure was changed by condensing 20 salary groups into 13 groups, all with a uniform spread of 30% between the minimum and maximum. The merit increments were divided into 7 steps of approximately 5% for each step. A uniform differential of 7% was established between each salary group.

This new salary structure represents about 7% higher potential earnings over the old plan.

The Bargaining Committee members who assisted the Business Representative in the negotiations are: Chairman Gene Lee, Russ Boyd, Barbara Setlik, Bill Chojnacki and Gus Manz.

Oilgear

On February 1, the office and technical employees covered by our labor agreement received \$17.00 a month increase as the result of the recent negotiations between Local 9 and the Oilgear Company. The new supplementary agreement extends the present agreement until February 1, 1960. The committee members are: Irvin Kwas, Al Gigl, Hans Kolpanen and Esther Oldenburg.

Toronto Sets White Collar Study

Current controversies in the human relations field, with special emphasis on the white-collar or salaried employee, will be examined by Aaron Levenstein, Research Institute of America, when he addresses the 17th annual conference of the Toronto Personnel Association, being held in Toronto April 16 and 17.

A feature of the conference will be a panel discussion of current labor relations trends by top-ranking men in the field.

Other speakers will include: Dr. R. N. McMurray, President of McMurray Corporation; A. C. Thornton, Industrial Relations Director, International Minerals Corp.; A. S. Hatch, Director of Communications, Whirlpool Corporation; and John D. Staley, American Management Association.

Attend

Your

Local Union

Meetings

ber of its Local Unions, represents many people in the health field in such organizations as Health Insurance Plan of New York, Group Health Insurance, Blue Cross, Kaiser Permanente and others.

We concern ourselves, not only with better salaries for these positions, but we are deeply interested in the success of all agencies working towards achieving better health for all of us.

We can assume greater responsibility by channeling those youngsters interested in health careers towards the proper agencies. We should do everything possible to encourage interested members towards careers in health.