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**THE DEVELOPMENT OF THE PRINTING AND PAPER CRAFTS UNION NO. 415**

**by**

**Katherine Jane Daly**

**A Thesis Submitted to the Faculty of the Institute of Social  
and Industrial Relations of Loyola University in Partial  
Fulfillment of the Requirements for the Degree of  
Master of Social and Industrial Relations**

**February**

**1956**

## LIFE

Katherine Jane Daly was born in Chicago, Illinois March 7, 1935.

She was graduated from Trinity High School, River Forest, Illinois, June 1951. The Degree of Bachelor of Science in Humanities with a major in History was conferred by Loyola University of Chicago, January, 1954. Graduate studies were begun at Loyola University in 1954.

## PREFACE

Much of the material used in compiling this history of Local 415 was obtained from personal interviews with its officers. Walter A. Rebenson, President, William R. Kenny, Secretary-Treasurer, and Thomas L. Cahoon, Recording Secretary, were especially helpful and permitted the author unrestricted access to the files and records of the union.

Several days were spent at the union offices; the staff gave generously of its time and knowledge explaining negotiation procedures and interpreting the contracts negotiated by the officers for members of the union.

Interviews were arranged with members of the union, also with Mr. Russell Packard, attorney for the union, who handled the litigation with the International.

The National Labor Relation Board staff was helpful in analyzing the Local's dispute with the International supplying details and records without which this thesis could not have been written.

Records and other information used in preparing this thesis were checked wherever possible and, insofar as can be determined, are complete and accurate.

A sincere effort has been made to report accurately all available details of policy decisions that have contributed to the experience and growth of Local 415 from the time of its formation in 1937 when it was chartered as a local of the International Printing Pressmen and Assistants' Union, A.F. of L.; its disaffiliation from the A.F. of L., and its operation as an Independent until December 14, 1952, when it reaffiliated with the A.F. of L. as a local of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

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## CHAPTER I

### INTRODUCTION

The Effect of the Wagner Act. Encouraged by the promise of industrial freedom embodied in the Wagner Act (1935), many new unions were formed throughout the country and the way was opened for the formation of others. It was during this period, October 9, 1937, that the International Printing Pressmen and Assistants' Union of North America, Canada and Newfoundland, A.F. of L. chartered a group of workers employed at the Chicago Carton Company, 4200 South Pulaski Road, Chicago, as the first local union operating in the Chicago area to include all workers, skilled and unskilled, in the paperboard container and paper box industry.<sup>1</sup>

The International Printing Pressmen and Assistants' Union of North America, A.F. of L. (hereinafter referred to as the International) is a labor union organized as an unincorporated association and affiliated with the American Federation of Labor--Congress

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<sup>1</sup>Designation given to this industry by the Bureau of Labor Statistics.



of Industrial Organizations; it maintains its headquarters in Hawkins County, Tennessee, and has a membership of approximately 96,000, which membership is divided among approximately 600 local constituent units located in various cities throughout the United States and Canada.<sup>2</sup>

Prior to 1935 no attempt had been made to organize these workers who refused to jeopardize their jobs by discussing unionism. However, the passage of the Wagner Act created a new era of freedom for the worker; it gave him the right to plan for better wages and working conditions without fear of reprisal from management. The road to unionism was opened and clearly marked. Many workers in the paper products plants began to discuss the possibilities and advantages they believed would result from union representation. These discussions and the hope they engendered led the workers slowly but steadily toward unionization.

The Formation of the Union. The workers of the Chicago Carton Company were the first to take definite steps toward the achievement of organized representation. Committees were formed to study the problems incident to the founding of a union organization. The

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<sup>2</sup>Constitution and Laws of the International Printing Pressmen and Assistants' Union of North America, Revised and Adopted September, 1940, Article I, Sections 1, 2, 3. See Appendix I for the text.

overall plan was to organize the entire plant, both skilled and unskilled workers, into a union with International affiliation. However, some of this group preferred to affiliate with a union then in existence that would enable them to maintain their trade identification.

A meeting was arranged with representatives of the International at which time details of affiliation with this organization were discussed and in September 1937 the workers at the Chicago Carton Company decided to apply for a charter.

## CHAPTER II

### CHICAGO PAPER AND BOX WORKERS UNION NO. 415

The Establishment of Local 415. A charter was issued by the Board of Directors of the International on October 9, 1937, establishing this group of workers at the Chicago Carton Company as a subordinate unit of the International under the name Chicago Paper and Box Workers Union No. 415-A.F. of L. This Local was open to all workers engaged in the operation and maintenance of machinery and equipment, and other operations in the production and manufacture of paper boxes, paper specialties and paper converted products. Its territorial jurisdiction is the City of Chicago and any other adjacent territory which may be assigned or granted by agreement between the Union and the International.<sup>1</sup>

The first officers of Local 415 were:

George E. Higgins	- President
Jerry E. Dedic	- Vice President
Mary J. Hogan	- Recording Secretary

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<sup>1</sup>Constitution and By-Laws of the Chicago Paper and Box Workers Union No. 415, Article I Sections 1, 2, 3. See Appendix II for the text.

William R. Kenny - Secretary-Treasurer  
Leo Pavlak - Sergeant-at-Arms

Andrew J. Kosinar) Members of the  
Delbert A. Milcks) Executive Board

The President received \$15 per month and the other officers received \$10 per month to partially defray the expenses incurred in the performance of their official duties. These officers were elected for a term of two years; they continued as workers at the Chicago Carton Company, conducting their union activities after working hours. Dues were \$1.50 per month and the initiation fee for new members was \$5; of the 350 employees at the Chicago Carton Company plant 205 signed up and 70 paid dues the first month.

The Early Years of Local 415, 1937-1946. The first contract negotiated by the Local was with the Chicago Carton Company; it gave all the workers in the plant a wage increase of 2½ cents per hour. No other gains were made at this time, but the morale of the workers was greatly improved by this specific evidence of the effectiveness of union representation. In 1938 a contract was signed with the Container Corporation of America--35th Street Plant; in 1939 with the Hollis and Duncan Company, the first contract to provide a 40 hour week for workers in a paper products plant in the Chicago area.

The International assigned two of its organizers to Local 415 to assist the officers, who lacked the time, experience and knowl-

edge of procedure necessary to negotiate contracts and organize workers in other plants.

Local 415 contracts were written for a period of one year and contained an automatic renewal clause subject to notice by either party, 60 days prior to the expiration date of the contract, that the agreement would not be renewed; negotiations usually began within a week after receipt of such notice.

The Hollis and Duncan Company contract was due to expire in June, 1940, but the International representatives neglected to notify the company, 60 days prior to the expiration date, of their intention to negotiate a new contract. The company contended that under the terms of the automatic renewal clause<sup>2</sup> the existing contract would remain in effect for another year and they refused to negotiate. Continued efforts of the International and Local representatives to obtain a new agreement were unavailing, so the Local called a strike; the first in the experience of No. 415. Every worker in the plant, union and non-union, walked off the job; William Kenny, Secretary-Treasurer of No. 415 described the strike as "airtight." The strike lasted one week and was called off because the Local officers realized that under the terms of the automatic renewal clause the position of the union was untenable.

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<sup>2</sup>See Appendix III for the text of Section 1 of the 1939 contract

Due to this negligence on the part of the International representatives, the workers in this plant were forced to work for another year under the terms of the old agreement, but in 1941 when negotiations were reopened, the Local signed its first union shop contract.<sup>3</sup>

The experience with this company convinced the members of No. 415 that the progress of the Local and the interests of its members required the full-time services of at least two of its officers; William R. Kenny, Secretary-Treasurer, and George E. Higgins, President, were engaged by the Local on a full-time basis. This was considered a forward step in the history of the Local and the start of its growth in the paperboard container and paper box industry in the Chicago area. In March, 1942, the first office of the Local was established at 608 South Dearborn Street.

The Acme Paper Box Company signed a contract with the Local in February, 1943, giving the workers in that plant a 5 cent hourly increase, one week paid vacation for one year's service, and a union shop; this contract followed a one-week strike by the Local. In May, 1943, the union won a National Labor Relations Board representation election at the Cooper Carton Company. In January,

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<sup>3</sup>"An agreement between an employer and union which requires all employees immediately after hiring or after a specified probationary period, to become and remain members of the union."-- Florence Peterson, American Labor Unions (New York, 1952), p. 247.

1946, the Local had signed contracts with six plants and its membership had increased to approximately 800.

Rapid Expansion of the Union 1946-1951. Increased membership meant increased expenses and general overhead. In the summer of 1945 President Higgins asked that some thought be given to the dues structure; at the regular February meeting the members made the same request. The Revision committee thereupon studied the dues structure and recommended to the Executive Board that the dues of all members be increased 50 cents per month. The Executive Board concurred in the recommendation of the Revision committee and submitted the following proposed amendment to the members on May 19, 1946:

Article III, Section 2, to be amended as follows:

Each member of the union shall pay at least \$2.00 per month, \$1.00 to go to the I.P.P. & A.U. of N.A. and \$1.00 to remain in the Local treasury to be distributed as follows: 15 ¢ to the sick fund, 10¢ to the death fund, and 75¢ to the general fund. Any proposed change in the dues must be submitted to the Revision committee for study, who, upon completion of their findings on the proposed amendment shall submit the matter in turn to the Executive Board who after acting on said amendment shall in turn submit same to the members.

At the regular meeting on Sunday, June 9, 1946, the members voted to adopt the proposed amendment as a part of their constitution.

As the membership grew and the activities of the union became

more numerous and varied there arose a need for some method of communication between the Executive Board and the workers, and among the workers in the various plants; some means by which those members who did not attend union meetings could be informed accurately of the progress of their Local as well as plans for the benefit of the workers. It was decided by the officers and members that this need could be met best by a monthly bulletin, and on January 9, 1946 the first issue of No. 415 News and Views, the official organ of the Chicago Paper and Box Workers Union No. 415, A.F. of L., was published. It contained reports and news from the plants under contract (a column was allotted to each shop), reports from the President and official notices from the officers to the members. Each shop has its own reporter; this resulted in a variety of "news and views" as the title of the publication implies.

Local 415 celebrated its ninth anniversary on October 9, 1946. President George Higgins, in reviewing the progress of the local since its inception, made the following observations:

In collective bargaining throughout the nine years most of the membership have doubled their wages. Vacations, seniority, paid holidays, established hours of work, premium overtime pay and many other worth while conditions are now facts--not fancies.

Further, Local 415 has sick and death benefit funds which have paid thousands of dollars to members and their



families. These funds have been operated on a basis that no insurance company can equal dollar for dollar. In a survey of other unions by the officers of No. 415 it was revealed that very few unions attempt to pay benefits on the dues paid by members of No. 415.

A further report was given to the members on December 9, 1946, in which President Higgins stated:

This union was the first to successfully and permanently organize the paper box industry. No. 415 was the first to obtain a Monday to Friday work week, No. 415 was the first to obtain overtime rates over and above time and one-third for extra hours put in, No. 415 was the first to obtain vacations with pay in the paper box industry, No. 415 was the first to create shift differentials for night workers, No. 415 was first to obtain paid holidays, thus stabilizing take home pay.

No. 415 was the first to write leaves of absence in contracts. No. 415 writes the best seniority clauses.

No. 415 has the best wage rates, No. 415 has sick and death benefits, which have helped a good many families.

The Local took another step forward when on December 27, 1946, it signed a contract with the Chicago Carton Company which granted the workers a wage increase of 13½ cents per hour, three additional holidays, making a total of six, and an opening clause permitting a review of wages at the end of six months. Other features of the contract<sup>WE</sup> are a union shop, Monday to Friday regular work week, time and one-half for work performed on Saturdays or after eight hours in any one day, double time for work on Sundays, triple time for work on holidays, guaranteed call time and reporting time, one and two weeks vacation according to amount of

service with the company, seniority, job security, grievance procedure and wage rates as follows:

TABLE I  
WAGE RATES OF 1946 CONTRACT

<u>Job</u>	<u>Hourly Rate</u>
Printing pressmen . . . . .	\$1.63
Die makers . . . . .	1.63
Stonemen . . . . .	1.63
Cutting pressmen . . . . .	1.49
Glue machine setters . . . . .	1.42
Cutting pickers . . . . .	1.00
Glue machine catchers . . . . .	.91

In reviewing this contract, George Higgins, President of the Local, said: "This contract establishes a precedent in the industry, and all workers in the paperbox industry have made notable gains since 1937 because of the efforts of Local 415."<sup>4</sup>

At the August, 1948, convention of the International (held at their headquarters, Hawkins County, Tennessee) the delegates voted to increase the per capita tax of each member of the union; an additional tax of 25 cents per month for each member, starting October 1, 1948, was levied against Local 415. The Executive Board

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<sup>4</sup>No. 415 News and Views (Chicago), January 7, 1947, p. 1.

and the Revision committee of Local 415 met to study the proposal and decide upon the best course of action. It was their opinion that the present dues structure could not absorb the increased assessment without revising the Local's membership dues program. The committee proposed that all members earning \$1.00 or less per hour pay dues of \$2.25 per month, those earning \$1.01 to \$1.25 per hour pay \$2.50 per month, and all members earning \$1.26 or over per hour pay \$3.00 per month. This proposal was discussed at the regular monthly meeting on November 14, 1948. The members accepted the proposal, with some alterations, at the regular meeting December 12, 1948; the amended by-laws read as follows:

ARTICLE III  
Initiation and Dues

Section 1. The initiation fee for admittance to membership into this union shall be as follows:

All members in newly organized plants to pay \$5.00 initiation fee.

New members employed in contract plants earning \$1.20 or less per hour to pay \$5.00 initiation fee.

New members employed in contract plants earning between \$1.21 and \$1.50 per hour inclusive to pay \$10.00 initiation fee.

New members employed in contract plants earning \$1.50 or more per hour to pay \$25.00 initiation fee.

Section 2. Each member earning \$1.20 or less per hour to pay \$2.25 per month dues.

Each member earning between \$1.21 and \$1.50 per hour inclusive to pay \$2.50 per month dues.

Each member earning \$1.50 or more per hour to pay \$3.00 per month dues.

Earnings are to be based upon regular hourly base

rates and are not to include shift differentials, incentive, or bonus of any kind.

The above money is to be distributed as follows:

One dollar and twenty-five cents (\$1.25) to go to the I.P.P.&A.U. of N.A. for per capita tax, fifteen cents (15¢) to the local sick fund, fifteen cents (15¢) to the local death fund and the balance of the money to go to the local general fund.

Any proposed change in dues must be submitted to the Revision Committee for study, who upon completion of their findings on the proposed amendment shall submit the matter in turn to the Executive Board who after acting upon said amendment shall in turn submit same to the members.

Under the amended dues rate the members of Local 415 became eligible for a death benefit of \$150 from the International after payment of the \$1.25 per capita tax for one year. After one year's membership at the new dues rate the members of Local 415 were eligible for \$250 death benefit (\$150 from the International and \$100 from the Local) which would increase \$50 each year to a maximum of \$450, for five years or more in continuous good standing. Members of No. 415 receive the largest death benefits in the Specialty Workers branch of the International Union.<sup>5</sup>

Another important resolution was adopted by the delegates at the International convention; it was the decision to designate all Specialty unions within the International as Printing Specialties and Paper Products Union using the Local number as the means of

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<sup>5</sup> Information from a personal interview of the author with William R. Kenney, Secretary-Treasurer of Local 415.

identification of each subordinate unit. The purpose of this change was to adopt a name suitable to all branches of the Specialty workers; to obtain universal recognition of the Specialty group, thus giving the union a better medium in organization work and collective bargaining; to enable officers and organizers to cooperate more fully with all Specialty unions throughout the country, and to fit well into any comprehensive organization that might be laid out by the International.<sup>6</sup> This change of name as outlined above was voted at the March regular meeting to be in effect as of April 1, 1949.

On August 17, 1949, Local 415 won an election for certification at the Dearborn Paper Products Company, 1440 West 21st Street, Chicago, by a vote of 38 to 6. The union felt that in view of the majority which they had received, management ought to grant them a union shop. The Company, however, refused to offer any improvement in working conditions or wage rates or to grant a union shop. President Higgins, in the October 11, 1949, issue of No. 415 News and Views, gave the following description of the situation: "During negotiations the Company has shown the union Committee a survey of rates and incentives in the corrugated box industry. This showed

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<sup>6</sup>Information from a personal interview of the author with Walter A. Rebenson.

that there were 21 corrugated plants in the Chicago area and it also showed that Dearborn was 20th from the top in regard to wage rates paid. Classification by classification the rates at Dearborn were consistently at the bottom. The Company attitude is indeed a challenge to the principle of good unionism."

Negotiations at this plant, a subsidiary division of Rathborne, Hair and Ridgeway, continued through November without success. Finally, on December 8, 1949, the workers went out on strike, charging the company with refusal to bargain in good faith. After a month, during which time the production and maintenance men refused to cross the picket line, the strike was settled. January 9, 1950, the company signed a contract including the following provisions: (1) voluntary check-off of dues and introduction of all new employees to the shop chairman; (2) two paid holidays to be given to the employees as soon as they return to work (Christmas and New Year occurred during the strike and the union demanded that the workers be paid for these two days); a 10 cent hourly increase to become effective June 1, 1950. The company insisted that the wage increase be kept confidential until pending negotiations with another union were completed because they felt that if it were known that an increase of 10 cents had been given to one union it would seriously handicap their negotiations with the other. On January 11, 1950, the workers returned to their jobs.

In the fall of 1950, concerned over the high cost of living and fearing a possible wage freeze, the union desired an increase in pay for all its members. Accordingly on October 9, 1950, the Executive Board of Local 415 sent the following letter to 19 employees under contract with them:

Dear Sirs:

Our members have requested the officers of the union to ask management to consider at this time either a voluntary increase in wages or permit the union to present reasons why such action is necessary.

You are aware of the rising cost of living since our agreement was concluded and we believe favorable consideration on the part of the Companies could only result in their favor.

The labor pool is becoming extremely thin, and the possibility of a wage freeze could present a serious situation in the paper box industry.

There have been many developments in recent months that bear out the necessity of this request, and in our opinion this is a mutual problem.

An early reply will be appreciated.

Yours very truly,

Walter A. Rebenson, President

William R. Kenny, Secretary-  
Treasurer

PRINTING AND PAPER CRAFTS  
UNION No. 415

By January 10, 1951, twelve companies had responded to the union's request. Seven companies refused to cooperate.

Purchase of Union Building. The Executive Board of Local 415 had long been aware of the union's need for an office which was

more easily accessible to the members and in closer proximity to the plants served by the Local. Since 1946 the union's office had been located at the Hamilton Hotel, 20 South Dearborn Street, Chicago, but the members had never found this satisfactory. At the regular meeting held on January 14, 1951, the Building Committee and the Executive Board of Local 415 recommended to the membership the purchase of a building located at 5609 South Pulaski Road, Chicago. In their report describing the location of the building particular emphasis was placed upon the advantages of the location as being ideal for servicing the membership at all times ". . . plus the potentialities of additional plants in this area for organization." The members approved this recommendation and the building was purchased on January 23, 1951; title is held in trust for the members to protect the Local's sick and death benefit fund.



## CHAPTER III

### PRIOR TO THE STRIKE

Early Negotiations. The contracts with the Chicago Carton Company and the Container Corporation of America--35th Street Plant were due to expire on June 1, 1951, and with the American Coating Mills on July 1, 1951. From April to August the Local negotiators sought to renew these contracts which contained the following minimum manning of machinery provision:

No member of a subordinate union shall run more than two single-cylinder presses, or more than one machine over sixty-five (65) inches, regardless of the work which is done on said machine, or one flatbed perfecting, or one rotary press, or one rotogravure press, or one offset press of any description.

No web press crew or part thereof shall be allowed to work on more than one newspaper web press in any one regular working shift.

The International's Constitution requires that this provision (Article XXX Section 26) be included in all contracts negotiated by their subordinate units. Local 415 negotiators insisted upon the inclusion of this constitutional provision in the new contract.

This inflexible and uncompromising position of the Local was taken in the full confidence that they had the unqualified support and sanction of the International.<sup>1</sup>

In the course of negotiations it became evident to the union negotiators that the companies had decided upon a concerted effort to resist the manning demands of the Local and that they intended to remain adamant on this point, making union agreement impossible.

On June 5, 1951 Local 415 filed with the International a request for strike sanction against these two companies, in accordance with the terms of Article XVI Section 1 of the International Constitution.<sup>3</sup> The International did not acknowledge receipt of this request.

Conference with Vice-President Walter Turner. Walter Reben-son, President of Local 415, and three other members of the Local, met with Walter Turner, Vice-President of the International, on June 16, 1951 to discuss the bargaining situation which existed in negotiations with the Chicago Carton Company and the Container Corporation of America--35th Street Plant. Mr. Rebenson explained that the contract with the American Coating Mills was due to expire on July 1, 1951, and that this company had agreed to discuss

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<sup>1</sup>See Appendix IV for the text of a letter written by President of the International Julius de le Rosa on this subject.

<sup>2</sup>Information from a personal interview of the author with William R. Kenny.

<sup>3</sup>See Appendix V for the text of Article XVI Section 1.

the manning provisions.

It was explained to Mr. Turner that the difficulties between the Local and the two companies arose from the latter's refusal to grant the manning provision and that it might become necessary to strike in order to obtain this provision. During this conference Mr. Turner was reminded that the Local had sent a formal request to the International asking for strike sanction against the two companies on June 5, but had received no reply; there was no comment on this from Mr. Turner. At the close of the conference Mr. Turner told Mr. Rebenson, in the presence of the other members of Local 415 who attended the meeting, that the International would sanction a strike if the Local were unable to obtain a contract which included the manning provision.

Reassured by the promise of International support, the Local negotiators again met with representatives of the Chicago Carton Company and the Container Corporation of America--35th Street Plant. The negotiations were concluded on July 20, 1951, with an oral agreement among representatives of Container Corporation of America--35th Street Plant, Local 415, and the International, that the Local would submit to their membership for vote a company counter proposal which did not include the manning provision.

Secret Meeting of the International Board of Directors. When the International learned, through their agent, that a vote was to

be taken, a meeting of the Board of Directors was called at which it was decided that in the event the workers rejected the company's counter offer and in consequence thereof the Local officers called an "unauthorized" strike, the International would suspend the Local, appoint a steward to conduct its affairs and file a Complaint in the appropriate local court asking an injunction restraining the Local from destroying or disposing of its assets. This decision was entirely unknown to the Local.

The workers voted to reject the company offer submitted to them at the special meeting.

The Vote to Strike. Further efforts to obtain a contract acceptable to the union and the companies were unsuccessful, and on July 27, 1951 another formal request for strike sanction against the two companies was sent to the International. As in the case of the first request (June 5), no acknowledgement was received.

A meeting of members and officers of Local 415 was held on July 30 at the office of the Union for the purpose of discussing the breakdown of negotiations at Chicago Carton Company and the Container Corporation of America--35th Street Plant. It was pointed out by Mr. Kebenson that the International had wholly failed to support Local 415 in its attempts to raise the wages and standards of working conditions at these plants; that it had not only failed to support its own constitutional provisions (Article XXX Section

26) relating to the manning of equipment, but that it had prevented and was attempting to prevent the Local and the officers from securing recognition of such manning requirements from the firms in the Chicago area, by an unwillingness to insist that all International contracts must contain this provision as required by the International Constitution.

There was a discussion of the legal problems which would result in the event the employees at the plants involved went on strike without first securing written sanction from the International Board of Directors. Considerable attention was given to the various methods that were open to the Local to protect itself and its assets from interference and seizure by the International in the event the controversy became more serious.

It was the unanimous conclusion of the group that steps should be taken immediately to protect the rights of the workers at the plants in question and to protect the assets and good name of the union. Whereupon, on motion duly made and seconded, resolutions of censure were passed.<sup>4</sup>

The officers of the Local held a meeting on August 1 and decided that the verbal sanction given by Mr. Turner at the June 16 conference was to be construed as "official sanction" and that the filing of a formal request for sanction was a mere formality; they

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<sup>4</sup> See Appendix VI for text of resolutions passed at this meeting

felt that the International would accord their Local the same benefits as if a written sanction had been given.

Convinced that further negotiations would prove futile, President Rebenson called a meeting of all the union workers of Chicago Carton Company and Container Corporation of America--35th Street Plant on Friday, August 4, 1951. At this meeting the workers voted unanimously to strike both plants.

On the same day (August 4), Walter Rebenson sent a telegram to the International Headquarters informing them of the situation and asking for acknowledgement and instructions. After a seventy-two hour vigil, during which no word was received from the International, the workers walked off their jobs on Monday, August 6, 1951, at 6:00 A.M.

## CHAPTER IV

### THE STRIKE AND DISAFFILIATION

Suspension of Local 415. The International suspended the Local on August 9 and on August 15 served Local 415 with a notice of stewardship informing the Local officers that Peter Perrigo had been appointed as steward to take over the assets and affairs of the Local. (Further details of this dispute will be found in Chapter VII, pages 39-40.) On the same day (August 15), the International filed a Complaint in the Superior Court of Cook County asking for a temporary injunction restraining the Local from using or destroying the records and assets of No. 415, both tangible and intangible, or attempting to conduct its affairs; the International also requested that all Local assets and records be placed with the Clerk of the Court until the case was settled. The Complaint was based on the charge that Local 415 was engaged in an unsanctioned strike in direct violation of the International's Constitution Article XVI Section 11.<sup>1</sup>

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<sup>1</sup>See Appendix VII for text of Article XVI Section 11.

In answering the International suit in Superior Court, Local 415 asked an injunction against the International, its officers and agents, restraining them from: (1) attempting to take possession of property, books, records and papers of Local 415, (2) interfering with the conduct of the business of Local 415, (3) preventing its officers from exercising their duties and functions as representatives of No. 415, and (4) perpetrating any acts of violence against the Local, its officers or members.

The International wrote both the Chicago Carton Company and the Container Corporation of America--35th Street Plant on August 20, that the Printing Specialties and Paper Products Union No. 415 had been suspended and placed under stewardship of the International representative Peter Perrigo, by authority of the International Constitution Article XVI Section 11;<sup>2</sup> and advised the companies that all future negotiations would be conducted by the International representative Peter Perrigo, steward of No. 415, instead of the Local officers. The following day (August 21) both companies received a telegram from the officers of Local 415 asserting their (the officers) right to represent the members of the Local in collective bargaining and warning the companies to cease dealing with the International.

The Move to Disaffiliate. Meanwhile, the workers who were angered and disillusioned by the treatment their union had received



at the hands of the International, circulated the following petition for disaffiliation, and on August 24 presented it to Local officers.

We, the undersigned members of Printing Specialties and Paper Products Union No. 415 hereby register our complete backing and support of our Executive Board and Officers in the legal controversy into which we have been forced. We also emphatically register our support of the strikes of our Brother Members at Container Corporation, 35th St. plant and Chicago Carton Company. They are striking to maintain the standards of living and the working conditions of all of us.

The International, by failing to enforce the manning rules of the Constitution is sabotaging our Union and our standards of living. Its actions in forcing us into the courts and trying to take over our Union is strike breaking and it will soon try to scab us. Such an attack on our Union and on our very jobs calls for emergency action. Accordingly, we hereby petition our Executive Board and our Officers to send out notice of a special meeting to take action to disaffiliate this Union from the International unless the latter ceases its attacks upon us, withdraws its lawsuit and supports our striking Brothers.

Although Chicago Carton Company and Container Corporation of America--35th Street Plant had been struck, Local 415 representatives were continuing negotiations with American Coating Mills, the third plant whose contract expired on July 1, 1951. This company had agreed to bargain on the minimum manning of machinery provision of the International Constitution and the workers, in turn, stayed on the job during the time negotiations were being conducted. However, late in August, when it became obvious to the officers of No. 415 that negotiations had reached a deadlock and

that the company did not intend to grant the manning provision they struck the plant on August 31, 1951.

In response to the signed petition presented to the Local officers on August 24, the Executive Board, in accord with the Constitution and By-Laws, issued a call on September 4 for a special meeting to be held after the regular meeting on September 9, 1951, "In accordance with the wishes of the membership of the Printing Specialties and Paper Products Union No. 415 . . . to disaffiliate the Printing Specialties and Paper Products Union No. 415 from the International Union unless the latter ceases its attacks on us, withdraws its lawsuit and supports our striking brothers and sisters. The largest number ever to attend a Local meeting, 780 members, attended this special meeting. The membership of No. 415 exceeded 2,500 but the average attendance at the regular monthly meetings was approximately 200. A vote was taken, the result of which was 780--0 in favor of disaffiliation.

Since there were not 15 per cent of the members of the Union dissenting (this being the sole limitation placed on disaffiliation contained in the Local Constitution<sup>3</sup> and the International being silent on this matter) No. 415 was thereupon declared to be

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<sup>3</sup> See Appendix VIII for the text of Article XII Section 1 of the Constitution and By-Laws of Printing Specialties and Paper Products Union No. 415.

a "Local Independent Unaffiliated Union." Other than such disaffiliation from the International, no changes whatsoever were made in the structure, nature, or conduct of No. 415, and its operations continued in the same fashion as before.

As a consequence of the disaffiliation, No. 415 and its members lost all affiliation with the American Federation of Labor, the Illinois State Federation of Labor, and the Chicago Federation of Labor. They also lost their connection with other union councils and bodies and were deprived of the assistance and protection such affiliation had previously afforded its members.

## CHAPTER V

### THE INDEPENDENT UNION

The End of the Strike. On September 10, 1951, Local 415 notified the Chicago Carton Company, The Container Corporation of America--35th Street Plant, and the American Coating Mills of its disaffiliation; also that the Local was now operating as an unaffiliated autonomous union known as the Printing Specialties and Paper Products Union No. 415--Independent. Similar notices appeared in all the local newspapers. Appropriate notice was sent to all companies under contract to Local 415 that it had disaffiliated from the International but was still the only authorized bargaining representative for its members and that all future contracts would be negotiated within the framework of the Taft-Hartly Law.

The International alleged that it was the only authorized bargaining agent for the members of Local 415; that Peter Perrigo had been appointed by Walter Turner, Vice President of the International to act as its steward in representing the Local and its members in this area. The International further alleged that the move to

disaffiliate was initiated and promoted by Walter Hebenson, President, and William Kenny, Vice President; that they had used their office to impose this move upon the membership of Local 415.

It was also charged that the members of 415 could not disaffiliate from the International as they had already been suspended, hence were not empowered to act as a unit, and that until such time as the suspension was lifted Peter Perrigo was the only authorized representative of the members of Local 415 and had been duly and properly appointed by the International as such.

The officers of Local 415 held several conferences with the negotiators from the three firms between September 10 and September 18, at which a representative of the International was always present at the invitation of the company and over the protests of the Local. Proposed contracts were discussed but no agreement reached, although requests were made by the Local representatives to obtain a contract and end the strike.

Convinced that continued economic pressure (the strike) would do little to further the union's case, the officers of Local 415 recommended to the workers that they return to their jobs. A vote to return to work was taken by the striking workers of the three plants and on September 19, 1951, the men returned to their jobs under a "gentlemen's agreement" with the companies to continue negotiations.

On September 21, 1951, in accordance with this agreement, the officers of Local 415 called on the representatives of the three companies to resume negotiations. Without any previous intimation or warning, they (the Local officers) were bluntly informed that a contract had been signed by each of the companies with the International.<sup>1</sup> These contracts did not contain the manning clause. The officers of the Local asked the companies to disavow the agreements with the International (which the Local contended were illegal), but the companies ignored the request.

Certification of Local as Bargaining Agent. Local 415 filed a petition with the National Labor Relations Board on September 24, 1951, for an election to be held at the three plants to determine the proper bargaining agent for the workers. (Details of this procedure are given in Chapter VI, pages 34 to 38.) In January, 1952, the elections were held and Local 415 won all three elections. The officers then notified the companies of their wish to resume negotiations and agreements were signed the following April.

During the remaining period of its operation as an independent union, the officers of the Local conducted its affairs and

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<sup>1</sup>Chicago Carton Company signed a contract with the International on September 19, 1951; Container Corporation of America--35th Street Plant signed on September 20, 1951; and the American Coating Mills signed on September 21, 1951.

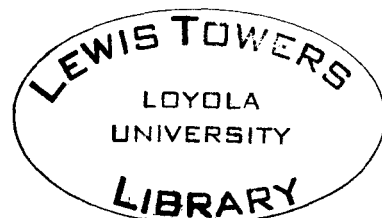
negotiations without incident. Its policies, dues rates and constitution were unchanged. The name Printing Specialties and Paper Products Union No. 415, Independent, was used until January 1, 1954, when, by agreement with the International's attorneys, the name was changed to Printing and Paper Crafts Union No. 415, A.F. of L.

The Local did not organize any new plants while operating as an independent union, but it did retain its representation of all workers for whom they had signed contracts prior to the disaffiliation.

In September, 1952, the officers of Local 415 were approached by representatives of the International Brotherhood of Pulp, Sulphite and Paper Mills Workers, A.F. of L. and invited to join that International as a subordinate unit. It was the opinion of the Local officers and members that any move toward reaffiliation with the A.F. of L. should be deferred until the pending litigation with the International Printing Pressmen and Assistants' Union had been settled.

By agreement between the attorneys for the International and the attorney for the Local, a stipulation was filed by both parties providing for dismissal of all charges and counterclaims included in Complaint known as 51 S 14078 in the Superior Court of Cook County, Illinois, August 15, 1951; it was granted by Judge Desort on December 2, 1953. The attorneys further agreed that the Local

would not use the name Printing Specialties and Paper Products  
Union No. 415 after January 1, 1954.





## CHAPTER VI

### THE NATIONAL LABOR RELATIONS BOARD ELECTIONS

Decision and Direction of Election. Hearings on Local 415 petition to the National Labor Relations Board of September 24, 1951, for elections to be held at each of the three plants, Chicago Carton Company, Container Corporation of America--35th Street Plant, and American Coating Mills began on September 15, 1951, before John P. von Rohr, hearing officer. On December 20, 1951, a Decision and Direction of Elections was issued in which it was ordered that separate elections be held by secret ballot "as early as possible, but not later than 30 days from the date of this Direction, under the direction and supervision of the Regional Director for the region in which their cases were heard."

The Ballot Controversy. On December 28, 1951, a conference was held at the Thirteenth Regional Office of the National Labor Relations Board (hereinafter referred to as the Board) to arrange the details of the elections. Representatives of the International, the Companies, and Printing Specialties and Paper Products Union

No. 415 Independent (hereinafter referred to as the Independent) attended and participated. Neither in the period between the Decision and Direction of Elections and the conference did the International raise any question as to the manner and name style in which the Board had designated the Independent, or in the manner in which the Independent was to be designated on the ballot.<sup>1</sup>

On December 29, 1951, the International filed a Petition for Rehearing in these three cases. This petition was denied by the Board on January 5, 1952. On January 8, 1952 (18 days after the Decision and Direction of Elections was issued and after Notices of Election were prepared), the International telegraphically requested the Board to amend the Direction of Elections in these cases so as to permit the International to appear on the ballot in the scheduled elections as follows: Printing Specialties and Paper Products Union No. 415, affiliated with International Printing Pressmen's and Assistants' Union of North America, A.F. of L. In this telegram, the International also again asked the Board for reconsideration and objected to the Independent's use of the name Printing Specialties and Paper Products Union No. 415. On January 10, 1952, the Board granted the International's request with

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<sup>1</sup>Information from a personal interview of the author with Raymond Jacobsen, N.L.R.B. Field Examiner.

reference to its appearance on the ballots but denied the motion for reconsideration. At the same time, the Board also granted the Independent's motion to add the word "Independent" to its designation on the ballot. Thus the choices on the proposed ballots were to appear as follows:

Printing Specialties and  
Paper Products Union No.  
415, affiliated with In-  
ternational Printing  
Pressmen's and Assistants'  
Union of North America,  
A.F. of L.

Neither

Printing Spec-  
ialties and  
Paper Products  
Union No. 415,  
Independent



On January 10, 1952, the International moved the Circuit Court of Cook County, Illinois, to grant a temporary restraining order against the Independent, its agents, government agencies, and others from using the name as it appeared in the Board's Direction of Election (the ballot differed by the additional suffix, "Independent"). Judge Roberts denied any relief on that day and instructed the International to confer with Judge Epstein of the Superior Court of Cook County to find out whether the Superior Court had the issue before it in other litigation then pending on the Superior Court.

The International did not inform the Court that the Board had already amended the name of the Independent by the addition of the

word "Independent." The Board was not named as a defendant but the International told of the pendency of the N.L.R.B. proceeding and prayed for relief against governmental agencies. The International failed to serve the Board with copies of its Complaint and any supporting affidavit, nor did it submit any such document to any Board agent for inspection. A Board attorney entered a special appearance before the Court as Amicus Curiae, and Judge Roberts assured him that he had no intention of interfering in any way with the conduct of any Board election.<sup>2</sup>

On January 14, 1952, the Superior Court of Cook County returned the case to Judge Roberts of the Circuit Court of Cook County, who thereupon issued a temporary restraining order against the named defendants but denied any sanctions running against any governmental agency. Judge Roberts also made it clear that the injunction was not meant in any way to interfere with the scheduled Board elections, thus repeating his January 10 assurances.

At about 12:50 A.M. on January 14, 1952, the International requested telegraphically that its name be removed from the ballot in the forthcoming elections. This was prior to the appearance in

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<sup>2</sup> Information from a personal interview of the author with Ross Madden, Regional Director of the National Labor Relations Board, Thirteenth Region.

court on January 14. The Board granted this request.

On the same day the International caused to be served upon the Board and the Regional office a document entitled "Demand" to change the designation of the Independent on the ballots, with a copy of Judge Roberts' order attached. The Board denied this demand the same day.

The elections were held as scheduled on January 14 at the American Coating Mills; on January 16 at the Chicago Carton Company and on January 17 at the Container Corporation of America--35th Street Plant. The results were:

	<u>For</u>	<u>Against</u>
American Coating Mills	146	4
Chicago Carton Company	392	40
Container Corporation--35th Street Plant	372	17

The Local won all three elections and was duly authorized by the Board as the proper bargaining agent for the workers involved.<sup>3</sup>

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<sup>3</sup>The information contained in this chapter was taken from the files of the National Labor Relations Board, Thirteenth Region, 176 West Adams Street, Chicago, Illinois.

## CHAPTER VII

### THE COURT BATTLE

Rejection of Stewardship. When the International suspended Local 415 on August 10, 1951, and appointed Peter Perrigo as steward (as explained in Chapter IV, pages 24-25), the officers of Local 415 refused to turn over the assets and affairs of the union, contending that there was no legal basis for the suspension.

The Cross Injunction. The International filed a Complaint in the Superior Court of Cook County, Illinois, on August 15, 1951 (known as No. 51 S 14078), asking for a mandatory injunction requiring the Local to "deliver up all property and effects, books, records, money on hand and deposited in banks, securities, notes or bonds belonging to Local 415";<sup>1</sup> and for a preliminary injunction restraining the Local from use or disposition of the assets and concluding with a petition that money on hand or deposit, together

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<sup>1</sup>See Appendix IX for text of Article XVIII, Section 6.

with securities, bonds, etc., be transferred to the custody of the court pending disposition of the case, without distinction between the obvious tangibles and intangibles.

The Local in answer to this Complaint asserted that the International based its entire claim to the tangible and intangible assets of Local 415 on the charge that the Local was lawfully suspended and a steward appointed to take over the assets and affairs of the subordinate unit. The Local denied that it was lawfully suspended.

Local 415 then filed a counterclaim alleging that the International, its officers and its steward had greatly damaged the Local and its members by this action and the failure of the International to support the Local in its attempts to enforce the manning provisions of the International Constitution. The Local asked for an injunction restraining the International from acts of violence and threats to the officers and members of Local 415. A temporary cross injunction was issued by Judge Desort of the Superior Court of Cook County, Illinois, on September 25, 1951, restraining Local 415 from disposing of or destroying its property or records in existence on that day, but permitting it to use previous funds to operate where necessary; the other injunction restrained the International from acts of violence or threats against the Local, its officers or members.

No objections were interposed at that time by either party to the wording of the injunctions granted, despite the fact that no mention was made of the Local's use of the name Printing Specialties and Paper Products Union No. 415.

On January 10, 1952, the counterclaim of the Local was upheld by the chancellor against a motion to strike, and the entire matter was currently pending before him.

The Instant Action. After losing the motion in the Superior Court in the morning, the International and its steward Peter Ferrigo thereupon filed an instant action in the Circuit Court of Cook County the same afternoon, appropriating without any authorization whatsoever the name of Printing Specialties and Paper Products Union No. 415.

This second suit was filed for an injunction against the federal government and Local 415 for the purpose of preventing the latter from appearing on the ballots under its old name in certain National Labor Relations Board elections scheduled for the week of January 14 in which the employees of the Chicago Carton Company, Container Corporation of America--35th Street Plant, and the American Coating Mills were to choose between the International and its steward and the independent Local 415.

As stated on page 36, Judge Roberts of the Circuit Court denied the International any relief on January 10, 1952, and instructed the



International's attorneys to confer with Judge Epstein of the Superior Court to see if the Superior Court had this matter before it in other litigation then pending in the Superior Court.

On January 14, 1952, the Superior Court returned the case to Judge Roberts, who thereupon issued a temporary restraining order against the Local but denied any sanctions running against any governmental agency. The Local appealed the decision and on February 7, 1952, Judge Roger Kiley of the Appellate Court of Illinois issued an order restraining the temporary order of January 14, 1952, pending final disposition in the Appellate Court (No. 45772). On April 29, 1952, the Appellate Court granted a stay of the injunction.

The Decision. On April 29, 1952, Mr. Justice Feinberg delivered the opinion of the Appellate Court of Illinois, Justice P. J. Lewe and Justice Roger J. Kiley, Concur, that "the answer and counter-claim of the Local in the Superior Court action (August 15, 1951--No. 51 S 14078) clearly declared their intention to disaffiliate from the International. That the notice of suspension of the charter and the demand that all property of the Local be turned over to the designated agent of the International constituted a termination of the Local's contractual relation with the International and a disaffiliation, and that they no longer intended to be bound by the constitution and by-laws of the International or by any order or edict of the International. The disaffiliation was fully declared

before the instant action."

"In the instant complaint," the Justice continued, "the International alleged that the name Printing Specialties and Paper Products Union No. 415 is a valuable property right and an asset. If that be so, the Superior Court action included the same property right which they now seek to protect by injunctive relief. The Superior Court is a court of concurrent jurisdiction with that of the Circuit Court and has ample jurisdiction as to all the relief sought in the instant action. What the Local did after the bringing of the Superior Court action, which the International regarded as a disaffiliation, could well have been made known to the Superior Court by supplemental pleadings, if necessary, as a basis for such injunctive relief. It appears clear that the Superior Court had jurisdiction over the subject matter and the parties."<sup>2</sup>

"The Circuit Court, upon the showing made, should have refused to entertain the instant action, since it was excluded from taking jurisdiction by the pendency of the prior action in the Superior Court."

"Accordingly, the order appealed from is reversed."<sup>4</sup>

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<sup>2</sup>Taken from the record of case No. 45772, Appellate Court of Illinois; Mr. Justice Michael Feinberg delivered the opinion and Lew, P. J. and Kiley, R.J., concur.

<sup>3</sup>Ibid., p. 11.

Contest for Name of Local. Having failed to obtain the name of Local 415 in the Circuit Court, the International asked permission of the Superior Court on June 4, 1953, to file an amended Complaint in that court asking only for the name of Printing Specialties and Paper Products Company No. 415. Permission was granted and on July 7, 1953, the International filed the amended Complaint asking only for the name of Local 415. The same day a temporary injunction was granted by Judge Desort of the Superior Court restraining the Local from using the designation "Printing Specialties and Paper Products Union No. 415" as the name and designation of any local union or organization other than a local labor union or organization which is affiliated and a subordinate to the International Printing Pressmen and Assistants' Union of North America, A.F. of L.

The Local instituted an interlocutory appeal from this order on July 15, 1953 (Appellate Court No. 46260). Order denying motion to vacate was entered September 14, 1953. Notice of appeal was entered September 14, 1953. On December 2, 1953, the decision of the Superior Court was reversed in the Appellate Court. A few days later the attorneys for the International and the Local met out of court and agreed that the Local would not use the name Printing Specialties and Paper Products Union after January 1, 1954.

Dismissal of Case. The following order was issued on December 2, 1953, in the Superior Court by Judge Rudolph F. Desort:

On motion of counsel for plaintiffs and for defendants and upon the filing of a stipulation providing for dismissal of this cause with prejudice, and for the dissolution of all outstanding injunctions herein, and the Court having duly considered the matter,

IT IS HEREBY ORDERED ADJUDGED AND DECREED that the injunctions heretofore issued in this cause on September 25, 1951 and on July 7, 1953, shall be, and they hereby are, dissolved.

FURTHER ORDERED, that the Complaint and Counterclaim, as amended, heretofore filed in this matter, shall be and they hereby are, dismissed with prejudice, and without costs, all costs having been paid.

SUPERIOR COURT OF COOK COUNTY

International vs Local No.415

August 15, 1951 No. 51 S 14078

August 15, 1951 - International filed complaint asking that assets and affairs of Local 415 be turned over to the International because the Local had been suspended for violation of its contract with the parent organization; that these assets be placed in custody of the Clerk of the Court pending final disposition of this complaint; that a temporary injunction be issued restraining the Local from destroying or disposing of its assets and records.

August 15, 1951 - Local No. 415 answered denying the suspension was legal and filed a counterclaim against the International for damages sustained by the Local because of the action taken by the International and asked for an injunction restraining the International from acts of violence against the Local, the officers and members.

September 25, 1951 - A temporary cross injunction was issued by Judge Rudolph Desort as requested by the International and the Local.

January 10, 1952 - Counterclaim of Local was upheld by Judge Desort against an International's motion to vacate. (This decision was the cause of the instant action suit started in the Circuit Court on January 10, 1952)

June 4, 1953 - The International asked permission of the Superior Court to file an amended complaint. This was granted.

July 7, 1953 - The International filed an amended complaint in the Superior Court asking only for the name of the Local instead of the assets and property.

The same day Judge Desort issued a temporary injunction restraining the Local from using its old name and granting the use of the name Printing Specialties and Paper Products Union only to those locals affiliated with the International. (The Local appealed this order, Appellate Court of Illinois No. 46260, July 15, 1953)

July 15, 1953 - The Local filed a motion to vacate order of July 7, 1953, allowing amendment of complaint to be filed by the International, as requested on June 4, 1953, and the issuing of the temporary injunction restraining the Local from using its old name.

September 14, 1953 - Order denying motion to vacate entered.

September 14, 1953 - Local appealed the decision of September 14, 1953, denying motion to vacate.

December 2, 1953 -

SUPERIOR COURT OF COOK COUNTY ILLINOIS  
ORDER FILED DECEMBER 2, 1953 BY JUDGE DESORT  
NO. 51 S 14078

On motion of counsel for the plaintiffs and for defendants and upon the filing of a stipulation

providing for dismissal of this cause with prejudice, and for the dissolution of all outstanding injunctions herein, and the Court having duly considered the matter,

IT IS HEREBY ORDERED ADJUDGED AND DECREED that the injunctions heretofore issued in this cause on September 25, 1951 and on July 7, 1953, shall be, and they hereby are, dissolved.

FURTHER ORDERED, that the Complaint and Counterclaim, as amended, heretofore filed in this matter, shall be and they hereby are, dismissed with prejudice, and without costs, all costs having been paid.

Enter (signed) Judge Rudolph F. Desort  
Judge of the Superior Court

#### CIRCUIT COURT OF COOK COUNTY

January 10, 1953 -- Instant action was started in the Circuit Court asking for an injunction restraining the Local from using its old name. This was done despite the fact that an action in this matter was pending in the Superior Court, known as No. 51 S 14078.

January 14, 1952 - An injunction was issued by Judge Roberts restraining the Local from using its old name and granting the use of that name only to Locals affiliated with the International Printing Pressmen and Assistants' Union, A.F. of L.

#### APPELLATE COURT OF ILLINOIS

February 7, 1952 -- The Local filed an interlocutory appeal from the restraining order issued by Judge Roberts of the Circuit Court on January 14, 1952, and asked for a stay of the injunction.

February 7, 1952 - Judge Roger Kiley restrained the temporary injunction issued by Judge Roberts, January 14, 1952, pending final disposition of the case.

April 29, 1953 - Justice Feinberg of this Court pointed out in his opinion that: ". . . the Superior Court is a court of concurrent jurisdiction with that of the Circuit Court and has ample jurisdiction as to all of the relief sought in the instant action. To us it appears clear that the Superior Court had jurisdiction over the subject matter and the parties. The Circuit Court, upon the showing made, should have refused to entertain the instant action, since it was excluded from taking jurisdiction by the pendency of the prior action in the Superior Court.

Accordingly, the order appealed from is reversed."

Lewe, P. J. and Kiley, R. J., concur.

## CHAPTER VIII

### REAFFILIATION WITH THE A.F. OF L.

Affiliation with International Brotherhood of Pulp, Sulphite and Paper Mill Workers, A.F. of L. At the regular meeting held December 14, 1952, the membership of Printing Specialties and Paper Products Union No. 415, Independent, upon recommendation of their Executive Board, voted unanimously to affiliate with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, A.F. of L. Through this affiliation the Local regained their status as a local of an international union affiliated with the American Federation of Labor which they felt was invaluable to them when negotiating contracts and in other activities.

On February 27, 1953, the Local won the representation election conducted by the N.L.R.B. at the International Tag and Salesbook Company, Chicago. The vote was 79--36 in favor of the Local. Negotiations were started immediately and a contract was completed April 1, 1953.

This was the first plant to be organized by the Local after



their disaffiliation from the International Printing Pressmen and Assistants' Union September 9, 1951.

Effective January 1, 1954, the name of the Local was changed to Printing and Paper Crafts Union No. 415, a local of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers of America, A.F. of L.-C.I.O.

On October 9, 1955, Local 415 completed its eighteenth year of operations with a membership of over 3,300 and held agreements with 23 plants.

**TABLE II**

**COMPANIES UNDER AGREEMENT WITH PRINTING AND PAPER  
CRAFTS UNION NO. 415**

Company Name	Date of First Agreement	Number of Employees Covered 1955
American Colortype	May 3, 1943	25
American Coating Mills	May 27, 1943	165
American Boxboard	Jan. 21, 1940	130
Acorn Corrugated Box	Dec. 1, 1952	130
Acme Paper Box	June 1, 1940	115
Ajax Box Company	Dec. 3, 1945	90
Atlas Boxmakers Inc.	Dec. 23, 1941	350
Bell Fibre Products Corporation	July 2, 1945	150
Bilrite Paper Box	May 31, 1942	50
Chicago Carton Company	Sept. 18, 1937	475
Container Corporation of America	Oct. 14, 1938	475
Cooper Carton Company	Aug. 16, 1943	45
Hinde & Dauch Paper Company	Oct. 16, 1944	140
Hollis & Duncan	July 3, 1939	18
Industrial Container & Paper Corporation	July 18, 1949	220
International Tag & Salesbook	March 1, 1953	140
Imperial Box Company	March 7, 1944	110
Justrite Box & Label	May 22, 1947	45
Lanzit Corrugated Box Company	March 4, 1943	230
Maxwell Brothers, Inc.	Aug. 21, 1947	140
Packaging Corporation of America	Dec. 31, 1953	45
Rathborne, Hair & Ridgway	Jan. 9, 1950	30
Atlantic Box Company	Aug. 31, 1955	40

## CHAPTER IX

### CONCLUSION

The Printing and Paper Crafts Union No. 415 is a working union for working men; it is not the instrument of a select few nor is it dominated by any one group or faction intent upon reaping for a few the fruits of the labor of many. Its growth has not been spectacular but steady, and its officers are aggressively loyal when acting for the members in contract negotiations. In retrospect it may appear that some major decisions of the officers were not too wise but honest and sincere. The disaffiliation from the International Printing Pressmen and Assistants' Union, A.F. of L. may prove to be costly and ill advised. With the new A.F.L.-C.I.O. affiliation, the Local does not have constitutional requirements for the manning provisions, but the officers of the Local feel that this will be adjusted in the fullness of time.

Relations with the plants under contract have been harmonious and cooperative; there have been a few strikes--when the workers felt there was no other course to obtain a fair contract. The of-

Officers are confident that negotiations conducted with restraint and in a spirit of cooperation can solve most of the problems involved in labor-management relations.

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## **APPENDIX I**

### **CONSTITUTION AND LAWS OF THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION OF NORTH AMERICA**

#### **Article I**

##### **NAME AND JURISDICTION**

###### **Name**

**Section 1.** This organization shall be known as the International Printing Pressmen and Assistants' Union of North America, and it shall be acknowledged, obeyed and respected as such by all subordinate unions within its jurisdiction.

###### **Location of Headquarters**

**Section 2.** The principal office and headquarters of the International Union shall be permanently located at Pressmen's Home, Hawkins County, State of Tennessee.

###### **Jurisdiction**

**Section 3.** The jurisdiction of this International Union shall embrace the entire continent of North America, and in it alone is vested the power to charter, regulate and control subordinate unions of printing pressmen, offset pressmen, assistants, paper handlers, roller-makers, newsboys, carriers and such other organizations not chartered by any other international union.

## **APPENDIX II**

### **CONSTITUTION AND BY-LAWS OF THE CHICAGO PAPER BOX WORKERS UNION NO. 415**

#### **Article I**

##### **NAME AND JURISDICTION**

**Section 1. This Association shall be known and designated as the Printing & Paper Crafts Union No. 415 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, A.F. of L.**

**Section 2. This Union shall be composed of all workers engaged in the operation and maintenance of all machinery and equipment, and other operations in the production and manufacture of paper boxes, paper specialties, and all paper converted products.**

**Section 3. The territorial jurisdiction of this Union shall be the City of Chicago and any other adjacent territory which may be assigned or granted to it by agreement between this Union and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.**



### APPENDIX III

CONTRACT BETWEEN THE HOLLIS AND DUNCAN COMPANY AND THE  
CHICAGO PAPER BOX WORKERS UNION NO. 415,  
EFFECTIVE FROM JUNE 1, 1949, TO  
MAY 31, 1950, INCLUSIVE

#### Section 1: ARTICLES OF AGREEMENT

- (A) This agreement may be opened by either party hereto by giving the other party written notice sixty (60) days prior to June 1, 1950, of its intention to change or alter the hourly base wage rates only as set forth in Exhibit "A."
- (B) It is agreed that either party hereto shall give to the other party written notice sixty (60) days prior to the expiration of this agreement, of its intention or desire to change or alter the wage scale or other conditions embodied herein.
- (C) It is agreed and understood by the parties of this agreement, that in the event unforeseen circumstances prevent the signing of a new agreement prior to the expiration of this agreement, all provisions of this agreement shall remain in full force and effect during the period of negotiations.

APPENDIX IV

LETTER FROM JULIUS DE LA ROSA TO GEORGE HIGGINS  
CONCERNING MINIMUM MANNING OF  
MACHINERY PROVISION

September 22, 1949

Mr. George E. Higgins, President  
Printing Specialties & Paper Products Union #415  
608 South Dearborn Street - Room 507  
Chicago 5, Illinois

Dear Sir and Brother:

I observe from your letter of September 17 that you are having some difficulty over the manning of equipment in your negotiations with the Cooper Carton Corporation, but you have failed to advise me as to the size of the press or presses involved. Of course, if the press is 35" or over, bed measurement, then one journeyman and one assistant must be employed on each press. However, if it is a smaller press, I can understand the difficulty in securing the assistant, because in a great many of our contracts one pressman operates two of these smaller presses with an assistant.

Awaiting your further advice on this matter and with kind regards, I am

Sincerely and fraternally,

President

JHR-bh

## APPENDIX V

### CONSTITUTION AND LAWS OF THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS UNION OF NORTH AMERICA

#### ARTICLE XVI

##### Request for Sanction

Section 1. Whenever any subordinate union contemplates a strike, either for increased wages or for any other cause, and, after conference has been had by equal representation with all unions subordinate to the International Union in said city or town, the officers of that union shall cause to be drawn up five type-written copies of a full and complete statement of the causes for the proposed strike, with an accurate account of the action of the union in the matter, signed by the president and secretary, and under the seal of the union, and forward one copy thereof to each member of the Board of Directors, who shall each immediately forward to the President of the International Union their decision whether they sanction the strike or not. The President shall thereupon forward to each member of the Board of Directors the result of the vote. Any union failing to observe the provisions of this section may be disciplined by fine, suspension, or the revocation of its charter, as the Board of Directors may determine.

## APPENDIX VI

A SPECIAL EXECUTIVE BOARD MEETING OF PRINTING SPECIALTIES AND PAPER PRODUCTS UNION NO. 415 WAS HELD AT THE OFFICE OF THE UNION, 5609 SOUTH PULASKI ROAD, CHICAGO, ILLINOIS ON JULY 30, 1951

It was the unanimous sentiment of the group that steps should be taken immediately to protect the rights of the employees at the plants in question and to protect the assets and good name of the Union. Whereupon, on motion duly made and seconded, the following resolution was unanimously adopted:

Whereas Printing Specialties and Paper Products Union No. 415, an autonomous union, and the members thereof became affiliated with International Printing Pressmen and Assistants' Union of North America to obtain the benefits and protection of the laws and standards of working conditions set forth in the Constitution of the International; and

Whereas, prior to becoming affiliated with the International, this Union and the members thereof were assured by the officers of the International that the latter would afford to such members and to this Union the full protection of such laws and standards of working conditions and further assured such members and the Union that they would receive the assistance of the International and its officers in any controversies that might arise between such members and this Union with their employers in seeking to establish and maintain such standards of working conditions; and

Whereas the principal consideration for the affiliation of such members and this Union with the International was and continues to be the assurance that the laws of the International and the standards or working conditions set forth therein would be extended to and enjoyed by such members and this Union and that the latter would receive the full assistance and cooperation of the

officers of the International in attempts of such members and this Union to secure and establish such working conditions and to better their wages and hours; and

Whereas Section 26 of Article XXX of the Constitution and Laws of the International requires that certain manning restrictions be recognized and maintained by all members of the Union and adhered to in all contracts with employers; and

Whereas it is the constitutional duty of the officers and the Board of Directors of the International to enforce all provisions of the International Constitution without fear or favoritism; and

Whereas a controversy has arisen between this Union and its members and two contracting employers, namely Container Corporation of America, and Chicago Carton Company, as to failure of said companies to meet the manning requirements of the International Constitution, in the course of which controversy the members of this Union employed by said companies have overwhelmingly voted by secret ballot to strike said plants unless they conform to the manning requirements of the International Constitution; and

Whereas this controversy has been brought to the attention of the Board of Directors and the officers of the International through the usual channels and numerous conferences have been held thereon with special representatives of the International and with two Vice Presidents of the International in which conferences said Vice Presidents of the International unequivocally stated to officers of this Union that the latter had constitutional sanction for the calling of such strikes for the purpose of enforcing the manning requirements of the International Constitution; and

Whereas despite said requests and promises, the International has not only failed and refused to enforce the manning requirements of the International Constitution but it has also actively prevented the Union from enforcing said requirements and has threatened the Union with stewardship if it sought by economic self help to attempt to enforce said constitutional requirements in its present controversies with Container Corporation of America and Chicago Carton Company, and

Whereas the International's failure to enforce the Constitution or to permit the Union to do so, upon penalty of imposition of stewardship, constitutes a flagrant violation of the Inter-

national Constitution by the International and the officers thereof, and such a material breach of the contract of affiliation between the Union and the members thereof with the International as to represent a repudiation and abandonment of the terms of such contract of affiliation, and

Whereas such violation and breach on the part of the International strikes at one of the principal reasons for affiliation of the Union and its members with the International by repudiating and disregarding an historic goal of organization of working men and women, that of seeking to regulate the amount of work that an employer can exact of his employees, and limiting the number of machines that an employee is required to operate and lays open our members to the unabated abuses of the speedup and increased work which they sought to regulate and avoid by contracting to affiliate and join with the International, and

Whereas such breach of an abandonment by the International of its contract of affiliation with the Union and the members thereof constitutes such a failure to perform its obligations to the working class and to the Union and the members thereof as to wholly terminate such contract of affiliation, and to end any obligation on the part of the Union or the members thereof to further continue to carry out any of the terms and provisions of such former contract of affiliation that may have existed prior to such breach and abandonment by the International.

Whereas continued acquiescence in such violation of the International Constitution and breach of such contract of affiliation threatens the very existence of Local #415 and the welfare of its members; and

Whereas such violation of the constitution by the present International officers and Board of Directors constitutes an abrogation of their duty and violation of their oath of office requiring emergency action on the part of this Union and the members thereof so as to maintain the integrity and the existence of this Union and the welfare of the members thereof: Now, therefore, be it

RESOLVED, That the President and Secretary-Treasurer of this Union shall be and they hereby are authorized and directed to serve notice of termination of negotiations upon Chicago Carton Company and Container Corporation of America on or before August 1, 1951, terminating the interim extension agreements now in effect between

Local #415 and said companies, and to further notify said companies that after seventy-two hours from the time of service of said notices that the members of this Union employed by said companies will feel free to withdraw their services unless a satisfactory agreement has been consummated between said companies and this Union;

RESOLVED, that the President and Secretary-Treasurer of this Union shall be and they hereby are authorized and directed to withhold payment of per capita tax from the International until said International observes its Constitutional duties to the Union and the members thereof; and in the event that said International fails to evidence that it will fulfill its Constitutional obligations forthwith, then said President and Secretary-Treasurer are authorized and directed to take the necessary steps to set in motion the procedure to wholly sever any relationship that may still exist between this Union and the members thereof with said International.

RESOLVED that the President and Secretary-Treasurer of this Union shall be and they are hereby authorized to take such other and further steps as in their discretion may be necessary to protect the charter, contracts, funds, property, and all other interests of this Local until further action of the Executive Board or of the members in meeting duly assembled.

## APPENDIX VII

### CONSTITUTION AND LAWS OF THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS UNION OF NORTH AMERICA

#### ARTICLE XVI

##### International Sanction Required

Section 11. No subordinate union shall call a strike until sanction has been received from the Board of Directors of the International Union. Upon any violation of this provision the subordinate union shall thereby be automatically suspended from the International union.



## APPENDIX VIII

### CONSTITUTION AND BY-LAWS OF THE PRINTING & PAPER CRAFTS UNION NO. 415

#### ARTICLE XII

##### Dissolution

Section 1. This Union shall not have the power to dissolve itself or withdraw from the International Union while there are fifteen (15) per cent of its members dissenting.

## APPENDIX IX

### CONSTITUTION OF LAWS OF THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS UNION OF NORTH AMERICA

#### ARTICLE XVIII

##### Direct Charge of Subordinate Unions

Section 6. Upon the suspension, forfeiture or revocation of the charter of any subordinate union for any cause whatsoever, the President of the International Union, or a person to be designated by him in the manner aforesaid, shall immediately take charge of the affairs of such subordinate union and take charge and possession thereof for and in behalf of the International Union of all of the property and effects, books, records, moneys on hand and moneys deposited in bank, and securities, notes, or bonds belonging to such subordinate union. Thereupon the power of each and every officer, board and committee of such subordinate union shall cease, and they and each of them shall transfer and deliver to the International President, or to the person appointed by him as aforesaid, all of the property and effects, books, records, moneys on hand and on deposit in bank, and securities, notes or bonds belonging to such subordinate union.