

COMMUNICATIONS WORKERS

OF

AMERICA

LOCAL 4322

MS - 78

WRIGHT STATE UNIVERSITY

SPECIAL COLLECTIONS AND ARCHIVES

Processed by:

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INTRODUCTION

The records of the Communications Workers of America, Local #4322, Dayton, Ohio, were accessioned into the Wright State University Archives and Special Collections Department by the Ohio Labor History Project in January of 1979. This collection fills eight Hollinger boxes with no restrictions on its use. The materials are divided into five series - Administration, CWA Annual Convention Minutes, Contracts and Agreements, Strike Literature, and Charters and Awards. The span dates for this collection range from 1936 to 1975.

A BRIEF AGENCY HISTORY

The following account of the history of CWA, Local #4322 is drawn verbatim from a short history entitled, "The Birth of 4322," which was prepared by Local #4322 in 1976-1977.

Back in the late 1940's the Craftsmen in Dayton belonged to a union called The Ohio Federation of Telephone Workers. This union was a Company dominated union, much like NCR's was, and had all the accompanied disadvantages. The union meetings resembled Sunday socials most of the time, while the more serious meetings seemed more like Company directed "captive audience" type affairs and a person had just as well forget about initiating any grievances. That union's meeting hall was on the first floor of the 215 West 2 Street Building, where now there is switchroom equipment. Just imagine a union hall in a Company building with the attendant "Big Brother" atmosphere.

Along in the very early 1950's a small, dissatisfied splinter group formed. This group consisted of hardly more than a dozen workers and they got together for one sole intention: to gain a Charter with the Communications Workers of America. The first clandestine organizing meetings were held in a rented room in the basement of the old Miami Hotel, long since torn down. It must be said that this vanguard group of people took a lot of harassment, not just from the Company, but also from their peers and if it wasn't for their sheer courage and determination we wouldn't have gotten as far as we have today.

The first Charter was signed on March 1-3, 1952 and that

first Charter granted the Local's jurisdiction over all O.B.T. Plant forces in Preble and Montgomery Counties including the Fairborn and Xenia areas. With all of seventeen members Local 4322 also went out on their first strike in the same year and it is generally conceded this was the Local's most crucial and violent strike.

The Local's first President, in 1952, was Dick Connell. He resigned from the Company that same year and his resignation was partly attributed to the organizing and strike pressures brought about by the Company. His vacancy was taken up by Eugene Long who held office from 1952 to 1954, and Eugene was one of our more notable Presidents in all of the 1950's. The President's roster for the Local's first decade, after Eugene Long, goes like this:

Raymond Rhude - 1955 to 1958
Owen K. Thomas - 1959 to 1961
G. Robert Polen - 1961 to 1962

Our Local's first ten years saw many changes and was quite unlike our Local today. The first official hall was the old Leland Electric building, near Leo and Webster Streets, before we moved to our present location on Embury Park Road in the later 50's. Chief Stewards in those days were called Group Directors and it wasn't unusual for a lot of the Stewards and Group Directors to sign up ten new members a month. One of our present Officers even had a motion passed in 1958 to get his parking ticket paid which he received while attending a grievance meeting. All of our Contracts then were for just one year and we didn't get three year

Contracts till the middle 60's, after one interim two-year Contract.

In 1959 our Local donated funds to support an N.L.R.B. election to organize the G.H. & R. Foundry and we also donated strike support money to the U.A.W. Local against the Joyce Gridland Company. In 1960 we donated strike support money to the U.R.W. Local against the Dayton Tire and Rubber Company, and also to the I.A.M. Local on strike almost a year against Slanker Bros., Inc.

In 1962 the infamous Teamster "raid" occurred. This involved the Teamsters trying to infiltrate and take over Western Electric's seventeen C.W.A. Bargaining Units around the country. Their effort ultimately failed and Local 4322 unanimously supported and participated in the repelling efforts which included a personal letter of condemnation being sent to Jimmy Hoffa.

Our Local's second Charter was signed on December 1, 1963. It deleted the areas of jurisdiction on the original Charter and was revised to include Plant forces in the greater Dayton area, also Fairborn, Medway, Miamisburg, Vandalia, and West Carrollton. Thomas Diemunsch (1963 to 1969) was our President after our second Charter was signed and he along with G. Robert Polen were our more notable Presidents of the 60's. Polen was known for his guts while Diemunsch was known for his tact. Unfortunately Tom Diemunsch, who served the longest ever as President, was struck down in the prime of his life and died a relatively young man. The President's roster for the 70's are:

Gayle Bradford - 1969 to 1970

Adrian "Stoney" Stone, Jr. - 1970 to 1975

Robert "Shorty" Bell - 1975-1976

Eugene E. Schock - 1976 to present

Under "Shorty" Bell our third Charter was signed on May 1, 1976 and it was designed to counter Company organizational changes. This last Charter includes jurisdiction over areas of the 1963 Charter plus such others as may be assigned by our Executive Board.

Local 4322 actually hit the bricks five times in its' history, after several near misses. The strike years were 1952, 1957, 1968, 1971, and 1976. The first NEWS REPORT came out in January 1971 and was written by Staff volunteers. The first official Editor was Gene Schock, the second was Adrian Stone, Jr., and the present Editor is Mike Hart.

Our Local has now passed its' 25th birthday and with the Company's intent of electronic automation, competition from other tele-communications companies, the Registration issue, and the eternal battle for better fringe benefits and pensions; it looks like it's going to be another rousing 25 years to come.

SCOPE AND CONTENT

The materials within the Communications Workers of America, Local #4322 are divided into five series: Administration; CWA Annual Convention Minutes; Contracts and Agreements; Strike Literature; and Charters and Awards. The arrangement is chronological within the various folders.

The Administration Series (Series I) is divided into four subseries.

Series I, subseries 1, is composed of the Union Constitutions, Minutes of Monthly Membership Meetings, Advisory Board Reports, and Treasurer's Reports of Local #4322, 1936-1975.

Within Series I, subseries 1, the researcher will find (Box 2, File 1) a file entitled, "History of Standing Motions and Notes from Local #4322 Minutes, 1956-1975." This file is a compilation of decisions and regulations agreed upon by Local #4322 governing various activities and organizational administration.

Series I, subseries 2, is composed of correspondence from the CWA National Office, District Four Office, CWA Sister Locals, and communications from other labor organizations, 1960-1970.

Series I, subseries 3, are the Minutes of District Four Local Officers' Meetings, 1961-1971. Series I, subseries 4, are the Minutes of the National Executive Board, 1961-1971.

Series II contains the Minutes of the CWA Annual Convention, 1960-1972.

Series III contains contracts and agreements between the CWA and the Ohio Bell Telephone Co., 1948-1973.

Series IV contains a Strike Manual and a number of pamphlets dealing with strikes, 1960-1970.

Series V consists of Local #4322 Charters and membership awards.

Container and Series Listing

Series I: Administration

Sub-series I: Constitution, Minutes, Advisory Committee Reports, and Treasurer's Reports of Local #4322

<u>Box</u>	<u>File</u>	<u>Description</u>	<u>Date</u>
1	1	CWA Constitution	1963,1970,1971
	2	Minutes of Monthly Membership Meetings	1953-1956
	3	Minutes of Monthly Membership Meetings	1957-1959
	4	Minutes of Monthly Membership Meetings	1960-1961
	5	Minutes of Monthly Membership Meetings	1962
	6	Minutes of Monthly Membership Meetings	1963
	7	Minutes of Monthly Membership Meetings	1964
	8	Minutes of Monthly Membership Meetings	1965
	9	Minutes of Monthly Membership Meetings	1966
	10	Minutes of Monthly Membership Meetings	1967
	11	Minutes of Monthly Membership Meetings	1968
	12	Minutes of Monthly Membership Meetings	1969
	13	Minutes of Monthly Membership Meetings	1970
	14	Minutes of Monthly Membership Meetings	1971
	15	Minutes of Monthly Membership Meetings	1972
2	1	History of Standing Motions and Notes from Local #4322 Minutes	1956-1975
	2	Constitution and By-laws of the Plant Employee's Council of the Southwestern Ohio Telephone Workers, Inc.	1936,1949
	3	Constitution of the International Brotherhood of Electrical Workers	1948

Sub-series II: Correspondence

4	Communications from CWA National and District Four Offices	1960-1969
5	Communications from CWA Locals and Other Labor Organizations	1961-1970

Sub-series III: Minutes of District 4 Local Officers' Meetings

6	Minutes of District 4 Local Officers' Meetings	1961-1971
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Sub-series IV: Minutes of National Executive Board

7	Minutes of the National Executive Board	1961-1965
8	Minutes of the National Executive Board	1965-1967
9	Minutes of the National Executive Board	1968-1971

Series II: CWA Annual Convention Minutes

<u>Box</u>	<u>File</u>	<u>Description</u>	<u>Date</u>
3	1	CWA Annual Convention Minutes	1960
	2	CWA Annual Convention Minutes	1961
	3	CWA Annual Convention Minutes	1962
	4	CWA Annual Convention Minutes	1963
	5	CWA Annual Convention Minutes	1964
4	1	CWA Annual Convention Minutes	1965
	2	CWA Annual Convention Minutes	1966
	3	CWA Annual Convention Minutes	1967
	4	CWA Annual Convention Minutes	1968
5	1	CWA Annual Convention Minutes	1969
	2	CWA Annual Convention Minutes	1970
	3	CWA Annual Convention Minutes	1971
	4	CWA Annual Convention Minutes	1972

Series III: Contracts and Agreements

<u>Box</u>	<u>File</u>	<u>Description</u>	<u>Date</u>
6	1	Contract Between Ohio Federation of Telephone Workers and Ohio Bell Telephone Company	1948
	2	Agreement Between the Plant Employee's Council of the Southwestern Ohio Telephone Workers, Inc. and the Ohio Bell Telephone Co.	1948
	3	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1950
	4	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1952
	5	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1953
	6	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1954
	7	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1955
	8	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1956
	9	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1958
	10	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1959
	11	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1960
	12	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1961
	13	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1962

<u>Box</u>	<u>File</u>	<u>Description</u>	<u>Date</u>
7	1	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1963
	2	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1964
	3	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1965
	4	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1967
	5	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1968
	6	Contract Between the CWA-CIO and the Ohio Bell Telephone Co.	1971
	7	Employee Benefit Pamphlets - Ohio Bell Co.	1971
	8	Information Bulletins and Wage Progression Schedules-Ohio Bell Co.	1971-1973

Series IV: Strike Literature

<u>Box</u>	<u>File</u>	<u>Description</u>	<u>Date</u>
8	1	CWA-Ohio Bell; Bargaining and Strike	1968
	2	Strike Manual - Part I	
	3	Strike Manual - Part II	
	4	Strike Pamphlets	1970
	5	Teamsters Information	1960,1962

Series V: Local Charters; 1952, 1963, Membership Awards; 1964, 1965, 1966, 1967, 1968, 1969, and Photograph (these oversize materials are located in Loc. 2, Folder 6).