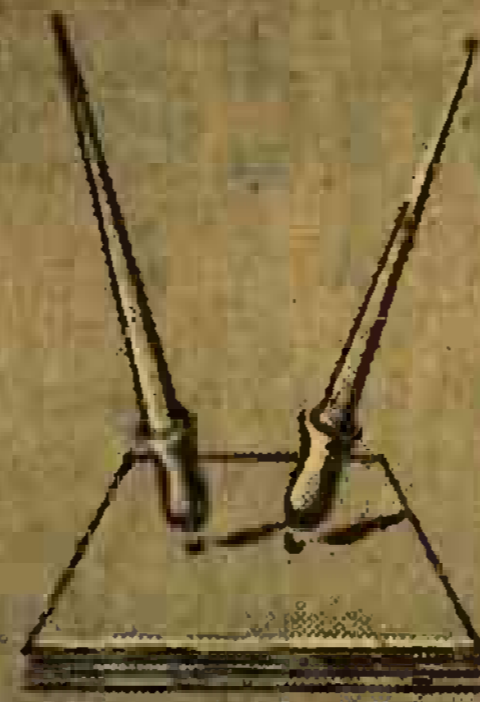




WHITE

COLLAR

Official Publication of the



Office Employees International Union



Vanderbilt Hotel In Miami Signs Up

Miami, Fla.—The solid anti-union front put up by the Miami and Miami Beach hotels has been broken by the signing of a contract by the Vanderbilt Hotel providing for wage increases, a shorter workweek and union recognition.

The agreement on a 5-year contract opened the way for other hotels in the area to end their bitter six-month struggle to block recognition of the union.

The Vanderbilt contract calls for wage increases of from \$2 to \$6, job security, seniority planning, arbitration of all disputes, paid holidays, a welfare plan effective the second year, and a shorter workweek.

AFL President George Meany, in Miami for an address before the American Legion convention, attended the contract signing ceremonies with Hotel Workers President Ed. S. Miller and Bert Ross, International Vice President.

Since the signing of the Vanderbilt contract the other hotels seem to be weakening in their solid front. Shortly after this initial contract, the Monte Carlo Hotel became the first of the 22 hotels picketed during the strike and the first member of the powerful Miami Beach Hotel Association, to grant recognition to the union. The contract with the Vanderbilt Hotel provides for the reemployment of the 120 workers who left their employment during the strike.

The Office Employees International Union has been participating in the organization of the Miami and Miami Beach area hotels since the beginning of the campaign.

Local 14 Wins at Scranton, Pa.

In a recent election at the U. S. Hoffman Machinery Company, Scranton, Pa., OEIU Local 14 won an election in two units of office employees.

In the plant clericals, the CIO Steelworkers intervened and the result of the election was 24 for Local 14, 10 votes for no union and 8 votes for the Steelworkers.

In the front office, the vote was OEIU 14—17 votes; no union—10 votes.

Vice President Springman reports that negotiations are underway with the Hoffman Company for a contract covering these employees.

Magazine Predicts 35-Hour Workweek

New York—An average annual increase in productivity of 3 per cent a year for the next 25 years will double the purchasing power of the average American family and drop the average work week to 35 hours.

The prediction was made by *Fortune* magazine, which noted that "the time may be imminent when the Nation's great economic problem will be how to avoid intolerable surfeit—and not just in farm products."

Baltimore, Md.—Local 301 reports the signing of a contract with the Construction Workers Trust Fund. This contract provides for one additional holiday and a general wage increase of from \$2.50 to \$5 per week.

Automation Can Be Expected to Displace Many Office Workers, Coughlin Testifies

Goes to Hill For Hearing

Introduction of automation into the American office will confer long-term benefits, but its immediate effect will be to displace substantial numbers of workers, President Howard Coughlin of the Office Employees International Union told a Congressional subcommittee holding hearings on Capitol Hill October 18. The group, known as the Subcommittee on Economic Stabilization of the Joint Committee on the Economic Report, is trying to determine what implications automation holds for the American economy.

President Coughlin, who directed his testimony to automation in the office, cited specific cases where single electronic machines have displaced scores of office workers and in his concluding statement called upon employers "to conform to the practices instituted in our organization for the protection of persons displaced from office positions as a result of the introduction of automation." He further urged employers to share with labor the gains in productivity resulting from automation.

At one point, after telling what had happened in certain banks and insurance companies after the introduction of electronics into the office, President Coughlin said:

"I do not subscribe to the view that dire things lie ahead. We have



President Coughlin on Capitol Hill

had automation in our factories for some years without disastrous results. I do believe, however, that there will be serious problems caused by the introduction of automation in offices. Many individuals who have spent their lives acquiring certain skills and have come to believe implicitly in their own indispensability, are in for a rude shock. They will see machines do in seconds work that takes them days and weeks to accomplish. They will see machines replace the jobs that they and their co-workers have come to feel are their permanent niches in the office world. A lot of people will lose their jobs. A lot of individuals will be forced to acquire new skills. There will be many new responsibilities placed on the employers of our country."

The OEIU, he added, is insisting on "bump-back" provisions in layoff clauses. "We are demanding that employes who have been promoted from one job to another up the scale within the company will be given the right to bump back in accordance with seniority and qualifications," Mr. Coughlin told the legislators. "Before that occurs, however, we are providing that such individuals, if displaced by virtue of the introduction of electronic equipment, be given opportunity to train for the automatic job."

Retraining programs must be "part and parcel" of the company's policy, and, in the event of permanent termination, the union is asking for and receiving a liberal

severance pay program, Mr. Coughlin said.

"Through collective bargaining we can protect our membership who are touched by the introduction of electronic equipment. In unorganized offices there is no such protection," he pointed out.

In his opening statement to the Congressmen, who conducted the hearings in the old Supreme Court chamber in the Capitol, the President declared that most experts on automation agreed that electronic displacement of humans will go farthest and fastest in the office.

"During World War II, a shortage of clerical help was created," he noted. "It was expected that at the end of the war this shortage would be replaced by a huge surplus of clerical personnel. The reverse was true. Instead of a surplus, the shortage grew more severe."

When it became apparent that the shortage was creating serious problems, industry began to think about the problem in earnest, he said. While there is still a scarcity of competent clerical help, the witness stated that the future "would appear to be different."

Noting that a West Coast bank had installed a 25-ton electronic machine that handles the bookkeeping details of 50,000 checking accounts every day, and performs many other chores, President Coughlin said it was obvious that all employes displaced will not be reassigned to other work, though the bank has claimed that the number of employes will not be reduced

(Continued on page 4)

Laetare Medal Pinned on AFL President Meany



The Most Rev. Patrick O'Boyle, Archbishop of Washington, is shown pinning the Laetare Medal on the lapel of President George Meany as the Rev. Theodore M. Hesburgh, president of the University of Notre Dame, watches the ceremony. The Laetare Medal is awarded annually by Notre Dame to an outstanding American Catholic layman. Dignitaries of labor, church and state attended the presentation banquet.

CONFERENCE MEETINGS

The Western Organizational Conference will meet November 5th at 10 a. m. at the Ben Milam Hotel in Houston, Tex. at 4 p. m. at the Carrillo Hotel in Santa Barbara, Calif.

The Southwestern Organizational Conference will meet November 12 Our local unions are urged to have delegates present at these meetings.

Activities of Conferences and Local Unions

Northeast Organizational Conference in Meeting



The Northeastern Organizational Conference, embracing all OEIU local unions in Northern New York and New England, met on Saturday October 1, in its regular semi-annual meeting.

The conference was sparked by Regional Director Daniel Healey, who pledged the cooperation of the American Federation of Labor facilities in that area to the OEIU. Director Healey's remarks were well received by the delegates assembled at the conference.

International Representative Leo Wallace and Conference Organizer Bud Manning reported on the progress made in the conference area since the last meeting. Some of the organizations added to the OEIU in that region included American LaFrance Company at Elmira and the Knights of Columbus at New Haven. Intensive campaigns are now in progress at the

Dictaphone Corp. and the Bridgeport Brass Company.

International President Howard Coughlin reported to the conference on the work accomplished by the International Union since our last convention. He lauded the officers of the AFL and the CIO for their successful efforts to bring about the merger of these two organizations. He stressed the fact that we are hopeful of gaining additional membership as a result of the merger.

Brothers Wallace and Manning led a collective bargaining skit during the afternoon session, in which all delegates participated. Many phases of collective bargaining were discussed. The constitution of the Northeastern Organizational Conference was adopted, in view of the mandatory provision of the OEIU constitution relative to conferences.

Bargaining Session at Baltimore Conference



Above is a picture of the collective bargaining session held the afternoon of the Eastern Organizational Conference meeting in Baltimore. Acting as the panel of experts, from left to right, is Joe McCusker, president of the Conference; John Cahill, Local 2; Joseph Gillis, district organizational director of the AFL; Moderator Bob Cregar, Conference organizer; Vice President Nicholas Juliano; Vice President Ed. Springman and Director of Organization H. B. Douglas. At this session the conference was divided into five groups. Each group, after a discussion period among themselves, presented two problems pertaining to collective bargaining to the panel for discussion. After the panel discussion on each question the entire conference was encouraged to participate and give their views on the particular question involved.

At the morning business session of the meeting, a report of activities of the local unions was given by each local union delegate and a report of organizational activities throughout the country by Director of Organization Douglas, touching upon the highlights of the International Union progress under the conference program. The session was addressed by AFL District Director Gillis and Delegate Ben Cohan of Local 153 outlining the necessity of union members contributing to LLPE in view of the current repressive legislation now on the statute books of the various states.

The delegates in attendance enjoyed a very nice luncheon as the guests of Local 301, Baltimore, Md., and have requested that we express our thanks to the entire membership of Local 301.

The newly elected officers of the Eastern Organizational Conference are President Ed Davies, Newark, N. J., Local 20, and Secretary-Treasurer Ed Springman, Local 14, Philadelphia. The conference also adopted a set of by-laws for the Eastern Conference.

Washington, D. C.—John P. Cahill, president of Local 2, Washington, announced that a labor contract had been consummated by that local with Ransdell Incorporated. The contract provides for wage increases of approximately 5 per cent, and 3 weeks vacation after 5 years, a full union shop, and an excellent seniority provision. It likewise provides for job posting and automatic progression through a rate range.

Cahill pointed out that the agreement is similar in all respects with that signed earlier this year with National Publishing Company. These are two of the largest printing houses in Washington, and the signing of this agreement brings to three the number of printing houses in Washington brought under contract with Local 2 in the last two months.

★ ★

Knoxville, Tenn.—A one-year contract between Local 144 and Management Services, Inc. provides a 3 per cent across-the-board increase, effective September 19.

★ ★

Newark, N. J.—Business Representative Nicholas Juliano reports the signing of a contract between Local 32 and the Philip Cary Mfg. Company. This contract includes a general wage increase of 7 cents, 8 cents, 9 cents, 10 cents, 11 cents and 12 cents for each level in the wage schedule for an overall average of 10.9 cents per hour. The new contract also provides for two additional days off with pay for the employee's personal use. Two additional half-day holidays with pay for Christmas and New Year's Eve and the qualification for three weeks vacation has been reduced from 15 years to 12 years of service. The effective date of the new contract is October 23, 1955.

Erie Conference Meets



Delegates Re-Elect O'Dell and Firth

At its recent meeting in Buffalo on October 15, the Erie Organizational Conference unanimously re-elected Thelma O'Dell as president and George P. Firth secretary-treasurer.

The entire organizational staff of the American Federation of Labor in Northern New York was present at this meeting and pledged cooperation through their spokesman Robert Miller of Rochester, N. Y. Chas. Halloran, First Assistant Industrial Commissioner of the City of New York and formerly president of the Buffalo Federation of Labor, infused the conference delegates with an inspiring address. Father Healey of Canisius College also addressed the delegates and emphasized the need for the furtherance of organizational activities among white collar workers.

Reports on progress were rendered by delegates on behalf of

their respective local unions. The highlight of the delegates' reports was that made by John Richards of Toledo, who displayed motion pictures illustrating his local union activities.

Conference Organizer Donald Filmer and Elmer Cole gave comprehensive reports on their organizational activities. Organizer Cole works out of Pittsburgh and Organizer Filmer is stationed in Cleveland. International Representative George Firth gave a report on his own activities. He emphasized the work being accomplished in the Buffalo area—the site of the Organizational Conference. He gave a graphic illustration of the campaigns in progress at the Westinghouse and Carborundum Companies. President Coughlin, representing the International Union, reported on the work performed by organizational conference organizers and International representatives throughout the country. He answered numerous questions put to him by the delegates in attendance.

OEIU Joins Machinists in Detroit Picketing



UNIFIED IN STRIKE—Robert G. Corrigan (left), business representative of Office Workers Local 42, and Howard Copeland (right), business agent for International Association of Machinists Dist. 60, brief pickets at Smith-Corona Typewriter Company where the two unions are on a joint strike.

An extensive joint campaign of Local 42 and the Machinists was tipped off in Detroit recently when members of Local 42 joined pickets of the International Association of Machinists, AFL, at Smith-Corona

Typewriter Company. With the complete office force signed as members, Bob Corrigan, Business Representative of Local 42, announced the strike of office personnel in requesting recognition

by the company of the OEIU. Since the Machinists were already on strike this action has nearly completely halted operations at this branch of the typewriter company.

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the American Federation of Labor

HOWARD COUGHLIN,
President
J. HOWARD HICKS,
Secretary-Treasurer



707 Continental Building
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Washington 5, D. C.

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Miami Beach Strike

The strike of the Miami Beach hotel workers which, began last spring, is still in progress. The employers have used every roadblock in their struggle to prevent the hotel workers from gaining decent wages, hours and working conditions at plush Miami Beach. The hotel employers used the courts to prevent picketing. Subsequently, the National Labor Relations Board refused to exercise jurisdiction over the dispute. Therefore, more than 3,000 who are on strike are not allowed to picket and cannot secure an NLRB election.

It is necessary for all fair-minded people to help these workers who have been deprived of their rights. If tourists and vacationers would shun Miami Beach this fall and winter, these hotel owners may be brought to their senses.

Automation

The Congress of the United States has directed its Subcommittee on Economic Stabilization to investigate the impact of automation on long-run levels of employment, together with its effect upon economic stability.

The Subcommittee held hearings between October 10 and 28 at Washington, D. C., which developed a body of facts dealing with the broad social and economic implications of the new automatic and electronic processes.

A number of labor leaders, including Howard Coughlin, president of the OEIU, and Walter Reuther, president of the CIO, testified. President Coughlin was emphatic in his position that automation can be a tremendous aid to higher standards of living, but that every effort must be made to protect American workers during the transition. He also urged that gains in productivity resulting from automation be properly shared by labor. In the years ahead automation will go farthest and fastest in the office. The only real protection for office and clerical employes lies in collective bargaining.

Runaway Plants

In the October issue of WHITE COLLAR we referred to a documentary report published by the A. F. of L. which dealt with the pirating of industrial plants from established locations to other parts of the country, principally the southern region.

Mr. John O. Whitaker, chairman of the board of the Reynolds Tobacco Company, himself a Southerner, also spoke out sharply against efforts to lure industries southward "through the bait of cheap labor and tax concessions." Mr. Whitaker condemned "misinformed leadership which has overdone southern hospitality by inviting fly-by-nights to migrate there." He said that such companies would not make good employers or first-class neighbors and that the South could do well without them.

"The New York Times," in quoting Mr. Whitaker, concluded that the issue calls for an intensive study by a federal agency employed to make constructive proposals to deal effectively with the problem.

We agree with Mr. John O. Whitaker and the "New York Times."

Schnitzler Blasts Labor Foes

A. F. of L. Secretary-Treasurer Schnitzler scored class-conscious representatives of business and industry who are still seeking to put labor in its place as the single most disruptive force in labor-management relations. Speaking before the Controllers Institute of America, Secretary Schnitzler stated that certain segments of industry have become the prisoners of their own propaganda.

Secretary Schnitzler emphasized labor's part in the economic and social progress made by the workingmen of the United States and Canada.

Canadian Corner

By Harold Ogden
President, Canadian Organizational Conference

Office Salaries Show an Increase

There was a moderate increase in average office salaries in manufacturing during 1954, according to a study covering six cities in Canada, the results of which were released today by Hon. Milton F. Gregg, Minister of Labor.

The study showed that the average salary increase for male junior office clerks in 1954 was 6.4 per cent in Montreal and 7.9 per cent in Toronto, as compared with 4.5 per cent for intermediate office clerks in Montreal and 5.2 per cent in Toronto. Male senior office clerks in Montreal had a slight decrease of 0.6 per cent on average salaries while those in Toronto enjoyed an average increase of 3.4 per cent. However, average weekly salaries for senior office clerks in Toronto were slightly below those in Montreal, \$71.15 in Toronto as compared with \$71.92 in Montreal.

The study, which was conducted by the Labor Department's Economics and Research Branch, was based on returns made by representative employers in the annual wage and salary survey which covered approximately 6,700 establishments employing about 196,000 office workers. The study of salaries covered 28,577 office workers in manufacturing, 8,750 male workers and 19,827 female employes. The employe totals by city covered by the analysis were as follows: Halifax, 225; Montreal, 12,309; Toronto, 11,554; Winnipeg, 1,926; Edmonton, 732, and Vancouver, 1,831.

(Details of the study are carried in the September issue of the *Labor Gazette*.)

The study revealed wide variations in quite a few cases, in the

average salaries of similar occupations among the six cities. Male senior bookkeepers averaged close to \$74 a week in Vancouver, the highest-paid center, and less than \$54 in Halifax. In general, Montreal and Toronto were the two highest paying cities, followed closely by Vancouver and Edmonton. This pattern applied for most of the occupations involved except in the case of stenographic-typing work. Here, the differential was substantially greater, averaging two to four dollars more per week in Montreal and Toronto than in Edmonton and Vancouver.

An indication of the upward salary trend in 1952, 1953 and 1954 may be obtained by comparing average weekly salaries for male office clerks, the largest occupational class, in the two cities, Montreal and Toronto. The rates for 1952, 1953 and 1954 were as follows:

| | | WEEKLY SALARIES | | | | | |
|--------------|------|-----------------|---------|---------|---------|---------|---------|
| | | Montreal | | | Toronto | | |
| | | 1952 | 1953 | 1954 | 1952 | 1953 | 1954 |
| Senior | | \$68.03 | \$72.39 | \$71.92 | \$66.02 | \$68.78 | \$71.15 |
| Intermediate | | 52.86 | 55.68 | 58.17 | 50.52 | 53.97 | 56.78 |
| Junior | | 35.11 | 36.57 | 38.90 | 37.78 | 39.87 | 43.01 |

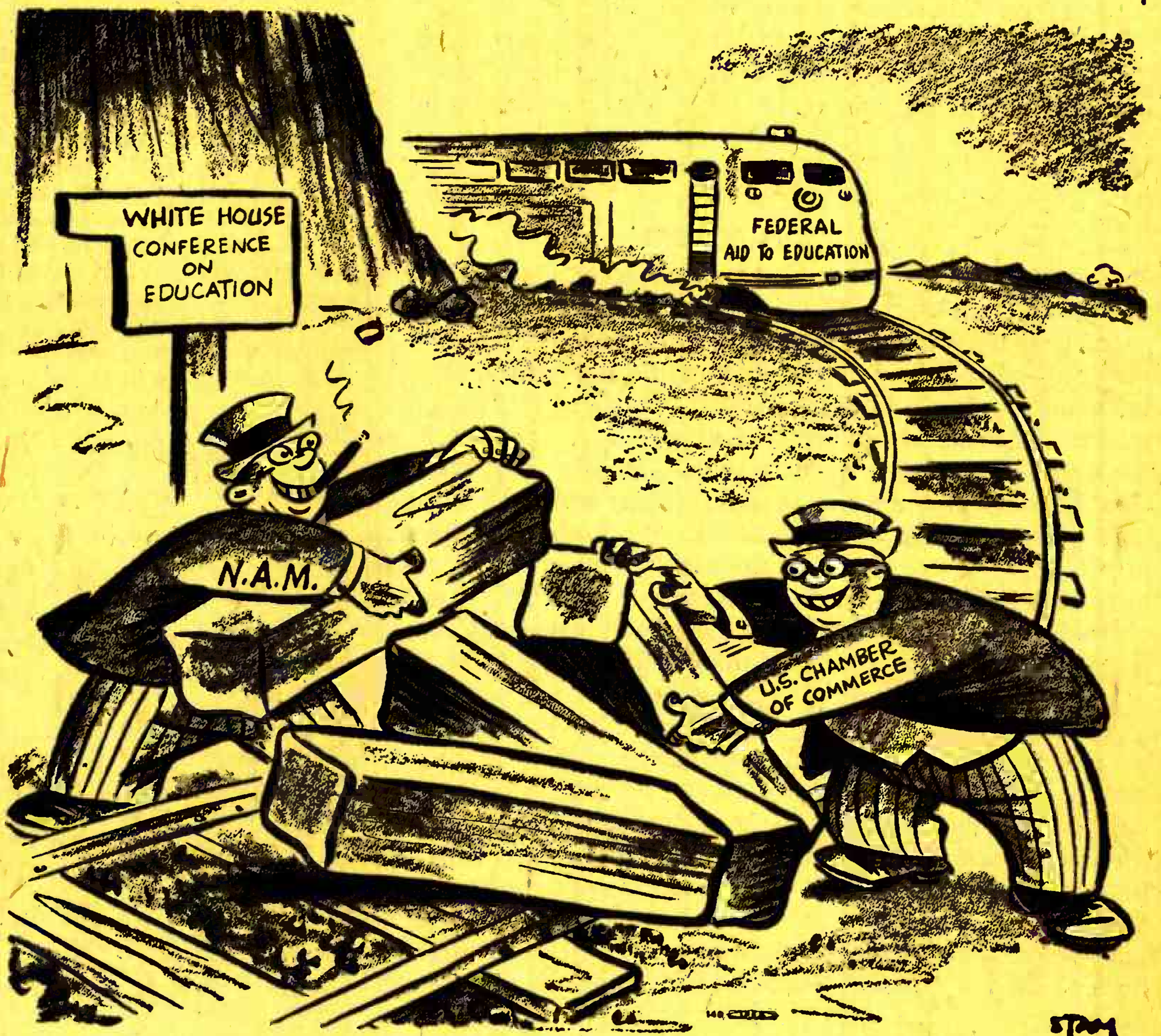
Conference Notice

The Canadian Organizational Conference will hold its next meeting November 19 at 10 a. m. at the Mount Royal Hotel in Montreal, Quebec.

It is anticipated that many prob-

lems concerning the Canadian local unions will be discussed at this meeting. All local unions are urged to have delegates in attendance since there will be an election of officers for this conference.

Wrecking Crew



HAVE YOU GIVEN YOUR DOLLAR TO
LABOR'S LEAGUE FOR POLITICAL EDUCATION?

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of the

PRESIDENT

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



OEIU Organizational Conferences

Nine organizational conferences have been established throughout the United States and Canada, primarily for the purpose of expediting and enlarging our organizational activities. The last convention of the OEIU approved the conference program and made it mandatory for all local unions in each conference area to affiliate with their appropriate organizational conference.

As a result of the establishment of these organizational conferences the OEIU quadrupled its organizational staff. There was a tendency on the part of local union representatives to rely too heavily on International representatives and conference organizers for collective bargaining help. OEIU officers foresaw this possibility when the organizational conferences were founded, and requested the officers of each conference to set aside a period of time at each conference meeting for the purpose of discussing collective bargaining, organizational techniques and NLRB procedures.

Unfortunately, local unions have not stressed this aspect of the organizational conferences. In many instances delegates have not been fully prepared to participate in these sessions. In some instances the reverse has been true and as a result much has been gained from these sessions. Recently, at the Northeastern Organizational Conference meeting International Representative Leo Wallace and Conference Organizer Bud Manning put on a collective bargaining skit in which Wallace portrayed labor and Manning took the position of management. Half of the delegates were assigned to assist the representative of management and the other half assisted labor. As a result, many interesting questions concerning collective bargaining proposals were raised. These questions were all answered and the delegates left that session with information they did not previously possess.

I would recommend, therefore, that delegates to all conferences come prepared to ask questions concerning collective bargaining, organizational techniques and N.L.R.B. procedures. If all delegates to a conference came prepared to participate, much information can be gleaned by participants.

I again wish to emphasize the fact that there is no limit to the number of invited delegates to each conference meeting. Local unions are invited to send as many participants as is possible.

Automation

It has been said by experts that automation will go farthest and fastest in the office. While I do not feel that dire results will accompany the introduction of automation and electronic equipment into our offices, I do feel that it is necessary for collective bargaining representatives of the OEIU, shop stewards and committees to adequately protect our membership, particularly in the transition period. We in the OEIU should insist that the transition should not be accompanied by hardship to our members. The change-over from manual to electronic equipment should be planned. Clerical employees performing manual tasks to be replaced by electronic equipment should be trained in the operation of the new machines. Displaced personnel should be given an opportunity to take other positions within the company. Clauses should be provided in our contracts which give senior employees the right to bump back into positions they have either performed previously or are qualified to fill. Our representatives, shop stewards and committees should be prepared to convince the employer that displacements can be taken care of through attrition without layoffs. Where displacements appear to be inevitable, adequate severance pay programs should be the order of the contract. It will be necessary for OEIU unions to take the position that productivity gains attained through the introduction of automation should be shared with the office work force. Adequate pay rates should be negotiated for automative jobs.

In order to preserve the economic standards of our membership, we in the OEIU will have to provide much additional protection in our collective bargaining agreements to insure a safe transition from manual tasks to automative equipment.

President Coughlin Addresses AFL Regional Directors



Above, standing, is OEIU President Coughlin addressing the recent meeting of Regional Directors of the AFL organizing staff. After previous consultation with Director of Organization O'Reilly President Coughlin outlined plans for a national white collar organizational drive. The AFL has assured us of their complete cooperation and assistance in this effort. Seated beside President Coughlin is AFL Director of Organization Harry O'Reilly. Director O'Reilly has been very helpful in outlining the basic strategy for this national white collar organizing drive.

LOCAL UNION ACTIVITIES

★ ★
Pittsburgh—Union Guarantee Title Company and Local 33 negotiations have resulted in a renewal of their agreement for 2 years with a 5 per cent general increase each year, according to Erie Conference Organizer Cole.

★ ★
Minneapolis—With a more than two to one vote, office employees of Continental Can Company, Inc. at Mankato, Minn., chose OEIU Local 12 as their representative in collective bargaining in a recent election conducted by NLRB.

★ ★
Pittsburgh—Eight cents per hour has been obtained for members of Local 33 employed at International Harvester Company, Motor Truck Sales on their first anniversary of this two-year agreement.

★ ★
St. Louis, Mo.—Margaret Ritch, President of Local 13, reports the signing of an agreement with the Tri-City Grocery Company of Granite City, Ill. Among the provisions of this initial contract are the union shop, grievance and arbitration procedure, and seniority. The holiday provision allows seven paid holidays with 2½ times the regular rate of pay for holidays worked. The vacation allowance is one week for 1 year of service; two weeks for 5 years of service and

Fort Wayne Utility Agreement Signed

Negotiations between the city utilities and OEIU Local 325 have been concluded with a two-cent an hour increase to all office employees as well as life insurance, health insurance and social security coverage.

The utilities extended official recognition to the union as the exclusive bargaining agent for all its full-time regular and probationary clerical employees and meter readers.

Frederick P. Feustal, general superintendent of Utilities, said this package amounts to an 8½ cent an hour total increase.

North Central Conference Organizer Eugene J. Dwyer handled the negotiations for the union. He was assisted by Mrs. Sterling, secretary-treasurer of Local 325, and employees Virgil Liggett, Miss Loretta Traster, George Thayer and Miss Roselle Tonsing.

three weeks for 10 years of service. All overtime will be paid for at 1½ times the regular rate of pay. In accordance with the terms of the agreement all vacancies are to be posted and the jobs bid upon before hiring from the outside may take place.

President Ritch reports that the employees are very happy with the settlement which includes an average wage increase of 25 per cent.

★ ★
Oakland, Calif.—Business Representative Dick Groulx reports negotiations concluded with the St. Regis Paper Company resulting in a 2-year agreement being signed with Local 29. The new contract provides for wage increases of \$11.50 per month beginning October 1, 1955 and \$9.50 per month on Oc-

Automation

(Continued from page 1)

but will be "assigned to other jobs to provide greater service for the bank's customers and the public."

"Whether the number of employees working for the bank is cut through layoffs or through attrition, the cut will take place," President Coughlin declared.

In another case cited by the witness, a reduction of 133 persons in one department of a large insurance company was made through installation of automatic processes.

"Clerical employment in this country has been rising steadily since the year 1900," President Coughlin noted at another point. "At that time one clerical worker was required to handle the paper work of 30 factory workers. By 1940 this paper work required handling by eight clerical employees. This increase took place despite the fact that a lot of labor-saving machinery was installed in offices, such as typewriters, dictating machines, duplicators, bookkeeping machines, etc. All of these devices had one thing in common. Their primary purpose was to help business carry on certain specific office operations more efficiently. They did not provide revolutionary new means of getting many different office jobs done simultaneously. This is the difference between mechanization and automation. . . ."

tober 1, 1956. In addition to the wage increases, the union won the right to make a job study of classifications in this office.

★ ★
Oakland, Calif.—An average wage increase of \$3.40 per week was won in the auto parts agreement as negotiated by Business Representative Dick Groulx of Local 29. Other improvements in the contract call for a paid vacation of

three weeks after 15 years, a more specific job description for the phone clerk classification and the inventory clerk classification. The contract also provides for improvement in the health and sanitation clause which covers the providing of comfortable and healthful working environment for employees. Firms signing this agreement are Chanslor & Lyon, Colyear Motor Sales, and the Kreplin Company.

★ ★
St. Louis, Mo.—Local 13 reports the renewal of their agreement with the RCA Service Company. The new 2-year contract provides a 7-cent-per-hour general increase plus an additional \$1.80 for the lowest grade and \$1 additional for the next two lowest grades. President Margaret Ritch announced that the RCA employees are very happy with their new contract.

★ ★
Pittsburgh, Pa.—Local 33 announces the renewal of their agreement with the Pennsylvania Truck Lines. This agreement provides for a \$3 per week increase to all employees, plus an increase in the starting rate and an increase in the minimum rate after 6 months. In addition to this general increase, individual inequities were adjusted. Erie Organizational Conference Organizer Elmer Cole reports that the membership is very happy with the new contract.