



WHITE

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COLLAR

Office Employees International Union



Coughlin Testifies on Automation



OEIU President Howard Coughlin, right, confers on Capitol Hill with Rep. Elmer J. Holland (D-Pa.) who heads House Subcommittee on Automation.

Coughlin Sees Rep. Holland's Automation Views Cautious

In a thirty minute presentation in Washington, D. C. before the Subcommittee On Unemployment-Automation, of which Representative Elmer Holland is Chairman, OEIU President Howard Coughlin made the following comments:

"Solid state computers generated by transistors no larger than an office desk have replaced their giant predecessors.

"In the year 1961, 10,000 computer installations will be made. These installations will affect 1,400,000 clerical workers and eliminate a minimum of 350,000 of these jobs.

"Congressman Elmer Holland's recent forecast of the elimination of 4 million office and clerical jobs through automation in the next five years may be conservative.

"We are sure that the money be-

ing spent in the development of a phonetic typewriter which can automatically transcribe without the use of a stenographer is not being wasted. These machines can eliminate the jobs of 1,500,000 secretaries, stenographers and typists in the United States.

"We are facing something more than technological displacement of clerical workers. We are facing a revolution in the office.

"We are continuing to train students at our high schools and business colleges for occupations in the business world which will cease to exist in the next five years."

U.S. Appeals Court Affirms Right Of Arbitration in Seniority Case

The right of office and clerical workers to promotion to better jobs under a union contract has been given important new legal protection by an arbitration victory won in the courts by the OEIU. A decision handed down by the U. S. Court of Appeals in Chicago has just reversed a ruling of a Wisconsin District Court and ordered judgment for OEIU Local 95 against the Nekoosa-Edwards Paper Co. of Wisconsin Rapids, Wis.

NLRB Reverses Dues Check Off Rule in Boston Case

The International Union office notified all Local Unions last October that the National Labor Relations Board had laid down a ruling in the Boston Gas case that a contract would not bar an election if employees are required to notify the Union as well as the company if they wanted to revoke dues check off authorizations.

As a result of appeals lodged by a number of AFL-CIO organizations, the Board has reversed its policy and will not declare invalid a contract which provides for notification of dues check off revocations to the Union as well as the employer.

A member of Local 95, Joseph Stanke, filed a bid for a job of cost clerk at Nekoosa-Edwards in 1959. The company turned down Stanke's bid, despite the seniority protections given him by the contract, and Local 95 sought to take the case to arbitration. The company adamantly refused, stating that it was none of the union's business as to how it handled its promotions, despite the clear language of the contract between the parties. The company also took the position that it was right about filling the job and there was nothing to arbitrate. Local 95, concerned about the sanctity of its contract and its rights under the agreement, filed suit in federal court in Madison, Wis., under Sec. 301 of the Taft-Hartley to compel the company to arbitrate the grievance of Stanke.

District Court Negative

The District Court, without considering important provisions of the contract, and completely ignoring recent rulings of the U. S. Supreme Court on the rights of unions to take cases to arbitration, ruled for the company and dismissed Local 95's suit. Because it was believed this was a wholly erroneous decision, and because it completely destroyed any rights of promotion under the contract for any Local 95 members at Nekoosa-Edwards, the local and the International Union took the case on appeal to the Court of Appeals. General Counsel Joseph E. Finley filed the appeal and argued the case in Chicago on January 30, 1961.

Contract Is Cited

The Court of Appeals, in a unanimous decision, cited the job posting and job bidding provisions of the contract, and stated that Stanke had a right to have his grievance heard before an arbitrator. It reversed the District Court and ordered judgment for the Union, following the exact line of argument advanced by the OEIU. Local 95 and Member Stanke will now have the right to be heard before an arbitrator, to present reasons why Stanke should have been awarded the job, and to stand up for job protection for every person covered by the contract. Because the decision rejects company efforts to exclude promotions or transfer grievances from arbitration, it will be helpful for every OEIU local with contractual provisions that provide for job posting, job bidding, and grievance procedures for unsuccessful bidders whose seniority has been ignored.

Excellent Agreement Made in Houston

Local 129, Houston, Tex., has followed up its recent recognition as bargaining agent for employes of Sea-Land Service, Inc. with a noteworthy collective bargaining agreement.

The two-year agreement just negotiated substantially conforms with the first agreement negotiated with that company by Local 153 in New York City with a minimum of variations due to local conditions.

Wages were substantially improved in this first agreement, with an additional 5 per cent across-the-board to be effective during the second year, as of the anniversary date. Wages are to be increased further through automatic progressions ranging from \$2.00 to \$2.50 per week again 18 months after the effective date. As a result of these increases, wages will range to a high of \$145.03 weekly.

Other outstanding conditions include a vacation schedule calling for 2 weeks after one year, 3 weeks

after 5 years, and 4 weeks after 15 years. In addition, a liberal sick leave allowance has been negotiated to provide for two weeks per year, cumulative to 70 days. The holiday clause was improved to provide 9 guaranteed holidays, plus paid time off in the event of a death in the family.

Meal Allowance Made

Other fringe benefits include a severance pay schedule providing one week's pay for each year of employment, a \$3.00 meal allowance payment, an outstanding seniority clause, and a guaranteed Christmas bonus.

Welfare benefits for each employe and his dependents will be provided by a \$22.00 monthly contribution by the employer to the Union welfare fund to provide group life, accidental death and dismemberment insurance, hospitalization, surgical and dental insurance.

Those to be congratulated for these negotiations include International Vice President Frank E. Morton, Local 129 Business Representative Alma E. Herring and Shop Steward Emil Balka.

Brown Appointed to NLRB

Gerald A. Brown has been selected by President Kennedy to replace Joseph A. Jenkins as a member of the National Labor Relations Board. Mr. Brown represents President Kennedy's second appointment on the five-man Board.

Mr. Brown had previously been the Board's Regional Director in San Francisco since 1947.

Signing With Crown Zellerbach



Witnessing Silas Mayor, Local 89 president, signing the new two year agreement with the Crown Zellerbach Corporation, Bogalusa Division, are seated, left to right: Frank Morton, OEIU International Vice President and W. F. Gillespie. Standing, left to right are Clyde Williams, Joe Giglio, Bernice Moran, Jan Bass, Dorothy Butler, members of the Union Negotiating Committee, A. G. Rott, Industrial Relations Supervisor and D. L. Osborne, personnel supervisor of the Bogalusa Division. (Details of agreement on page 4.)

WHITE COLLAR

official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
affiliated with the AFL-CIO

HOWARD COUGHLIN
President

J. HOWARD HICKS
Secretary-Treasurer

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Even Doctors Organize!

For many years, office and clerical workers have been fed the propaganda that it is not dignified to organize. They are told by their employers that they lose stature and standing in the community when they form a Union for purposes of collective bargaining.

The last line of resistance has been broken—1,000 public health doctors and dentists in New York City have formed a Union known as the Doctors' Association of the Department of Health and have been certified by the New York City Labor Department to represent their membership in collective bargaining.

At their first meeting held on February 23, 1961, these doctors wasted no time in setting up their demands. These demands included fees, seniority rights, pension benefits and numerous other proposals.

Dr. Robert M. Robins, President of the new Union, states that the American Medical Association is neutral in the matter. The AMA, in answer, said that it "has no official policy at present." The AMA further stated that in view of the fact that doctors have never previously formed Unions, there has never been a need for it to take a stand on collective bargaining.

We are sure that the AMA will eventually oppose collective bargaining. However, doctors who are employees of the City of New York have found out, as have most other workers, that collective bargaining is the only answer to their economic difficulties.

Office employees take note!

A Fine Decision

Remington Rand is to be congratulated for its decision to continue manufacturing standard typewriters in the United States.

New York Senator Jacob Javits and Governor Nelson Rockefeller were among the first to congratulate Remington Rand on the company's statement wherein it reversed its decision to transfer the production of standard typewriters from Elmira, N. Y., to its European plants.

Remington's decision is in the interests of improving the United States economy.

It is about time that other American companies manufacturing abroad and selling in competition with United States companies manufacturing here took note of their obligations to the United States.

Bar Association Closed Shop

The State Bar Association in Missouri brought proceedings in the State Supreme Court against Edward Tod, Director of Community Services for St. Louis AFL-CIO, because he represented injured and unemployed Union members before the State Claims Boards and Commissions without charge.

P. M. Marr, named by the State Supreme Court as a Special Commissioner to hear the facts and report back, advised the Court to fine Mr. Tod \$50.00 and order him to stop representing Unions before state bodies. Mr. Marr is an Attorney from Macon, Missouri and is a member of the State Bar Association.

For many years, Unions in Missouri and in other States of the country have assisted their Union members by having them represented before State Agencies and Commissions without charge. The Unions, in effect, thereby saved their membership the expense of hiring attorneys for these purposes.

The State Bar Association is attempting in the State of Missouri, and if successful will try in other States, to eliminate Unions from performing these necessary services without fee on behalf of their memberships.

The State Bar Association, in effect, is exercising a "closed shop" which is prohibited to Unions under the Taft-Hartley

Coughlin Stresses Importance Of Emphasis on Health Careers

Howard Coughlin, President of the Office Employees International Union, has called for greater efforts by American labor to encourage young men and women to undertake careers in the field of health.

Speaking as an official of the Commission on Health Careers, Coughlin warned that unless greater recruitment efforts are made there will be ever-increasing shortages in the fields of medicine, dentistry and public health.

The Commission, created by the National Health Council, has brought together leaders in business, education, labor, health, government and civic affairs in a campaign to overcome manpower shortages in the health field.

"American labor has fought for better medical care and health services," said Coughlin, "for the people of this country. What we must

also press for is to ensure that there will be adequate numbers of people to staff these services as they expand.

"Without adequate staff we cannot meet the need for health services which must continue to grow because of continued population increase, longer life expectancy, new developments in medicine, expansion of public health and community services and the increasing demand for more services."

Coughlin said that OEIU Locals were being asked to get in touch with local health departments and education boards, local branches of national health organizations and medical societies with the aim of organizing area-wide programs to promote health career interest among young people.

One of the major problems which has discouraged young people from

pursuing health careers, said Coughlin, was low salaries paid after years and years of study and training. By raising salaries paid to health staff workers and by making available more scholarships, the manpower problem would be solvable, said Coughlin.

The National Health Council Health Careers Program includes distribution of publications to secondary schools, employment offices, health departments and other organizations carrying on a program of vocational guidance. The materials used were produced as a public service by the Equitable Life Assurance Society. A publication containing occupational information on some 156 careers in the field of public health can be obtained by writing Howard Coughlin, President, Office Employees International Union, 265 West 14th Street, New York 11, New York.

Cornell Awards Scholarships

Cornell University's New York State School of Industrial and Labor Relations has announced that it will award scholarships to eight union members to study under the International Labor Training Program beginning in September. Applications for the scholarships will be accepted by the school until June 1.

Those selected as trainees will study at Cornell for nine months. They will then serve a one-year internship with a union or government agency directly concerned with international labor matters.

The program was established at Cornell last spring under a grant from the Marshall Foundation of Houston, Texas.

The program was developed to help fill the need for well qualified personnel to work in the international labor field.

In addition to studying the organization and activities of the international labor movement, problems and practices of labor management relations in other countries, the trainees will have an opportunity to study a foreign language and to acquire specialized knowledge of some particular geographical area.

The scholarships provide a monthly stipend of \$300 for the two-year training period. An additional allowance is given for dependent children.

Scholarships will be awarded on the basis of the applicant's potential contribution to the international labor affairs field. In selecting candidates, the following criteria will be used:

1. Experience as an active trade unionist in either a paid or unpaid capacity.
2. Applicants should be between the ages of 25 and 40.
3. Ability to pursue successfully the prescribed course of study.
4. Evidence of a desire to make a career of international labor activities.
5. The ability to speak a foreign language, though not a requirement, will be taken into account.

House to Investigate NLRB

Representative Dent, as Chairman of the House Labor Subcommittee, set up to investigate the National Labor Relations Board, announced his Committee will investigate NLRB decisions from 1950 to 1960.

The investigation will look into the possibilities of biased unfair or inconsistent decisions with particular emphasis on those decisions which reversed previously established practices.

The Committee will also look into the matter of prolonged delays in unfair labor practices and representation cases, and also the Board's failure to delegate more authority over these cases to Regional Directors.

The Board's interpretation of the "free speech" provisions in the Taft-Hartley Act will be scrutinized by the Committee.

Cancer Crusade In 1961 Appeal

Your Gift to the 1961 Cancer Crusade is a gift of life—for now and in the future.

Nearly 30 cents of every dollar you contribute is devoted to research in virtually every branch of medical science in a nation-wide effort that seeks to find what causes cancer, how to prevent cancer and new ways to cure cancer.

But while research seeks the answer and brings steady improvement in treatment of this disease, education can and does save lives right now. You can learn more about this disease through free films and pamphlets provided by your local Cancer Society to any group. You can protect your health by learning and heeding cancer's warning signals and by having a health checkup every year.

When cancer does strike, your Cancer Society provides many needed services to cancer patients and their families to help ease the burden of this disease.

Signing in San Diego

Pictured above are the representatives of OEIU Local 139 in San Diego, Calif., and officials of the Sentinel Savings and Loan Association who concluded an initial agreement. Standing are Alfred Schneider, treasurer and director of the Sentinel Savings and Loan Association; Phyllis LaRocque, Local 139 organizer; Eleanor Griffith, office secretary of the Association; Robert Knight, Local 139 organizer; Mary F. Baumer, Association bookkeeper; Local 139 Secretary-Treasurer Emily Jones; Walter Weneke, labor attorney and secretary and director of the Association. Seated are Harry W. Buckman, vice president and manager of the Association, and Nina Griffith, president of Local 139.

Act. Worse still, every Union member can now be subject to excessive legal fees.

The Missouri State AFL-CIO has called on affiliated Unions to contribute 5 cents a member to the Edward Tod Defense Fund. We feel that this is a most worthy project.

The success or failure of the Missouri State AFL-CIO will have a decided bearing on the expense of litigation to be incurred by Union memberships in the future.

Pass this Copy
Along to
Another
White Collar Worker



CANADIAN FILE

Local 225, Ottawa, Has Enjoyed Steady Growth

In 1946 the headquarters staff of the Trades and Labor Congress of Canada, in Ottawa, decided that they should organize into a union and bargain collectively with their employer. The employer, the largest central labour body in Canada, welcomed the move. The Office Employees' International Union granted a charter to this group of ten persons, and Local 225 was born. One of the outstanding clauses in the original agreement was the establishment of the 30-hour work-week, with a two-hour lunch period. Even today, such a work-week is quite uncommon, but in 1946 it was phenomenal.

The first president of the local was Betty Nuth, who is now secretary to Claude Jodoin, president of the Canadian Labour Congress. Betty, who is at the top of the seniority list, recalls that she began working for the TLC in 1942 at the magnificent salary of \$75 a month (which was a considerable improvement over her previous job, which paid \$50 a month). The position she now occupies, in the local's top job classification, pays \$395. But Betty is leaving this Spring for an even better job—to be the wife of CLC organizer Jim Robertson.

For the first few years, Local 225 comprised only the staff of the Trades and Labour Congress. But in 1950 the office employees of Borden's Dairy (Ottawa Division) were organized, followed by the staffs of the National Defense Employees' Association, and the National Union of Public Employees.

Effect of Merger

In 1956 came the merger of the two main labour congresses in Canada, the Trades and Labor Congress and the Canadian Congress of Labour. The CCL staff belonged to a union known as the Office and Professional Workers' Organizing Committee. After the TLC-CCL merger, however, the members of OPWOC voluntarily dissolved their union and became members of OEIU. The agreement negotiated with the new Canadian Labour Congress embodied the best clauses of both previous contracts.

Since the merger, three new groups have been brought into the local: the headquarters and regional office-staff of the Canadian Brotherhood of Railway, Transport and General Workers; the national office of the CCF party; and the Association of Radio and Television Employees of Canada. Although there are a great many white collar workers in Ottawa, organizing them is a very difficult task, owing to the conservative disposition of the city itself and of white collar workers as a class.

Local 225 negotiates for a considerable number of members of other OEIU locals across Canada, because it has a master agreement with the head office of the Canadian Labour Congress, covering employees not only in Ottawa but also in the CLC regional offices in the



June Cassey, who is serving her fourth consecutive term as president of Local 225. June has proved that it is possible to do justice to three careers at once—as housewife, office worker and president of a local union.

various provinces. The same situation applies with regard to employees of the Canadian Brotherhood of Railway, Transport and General Workers across the country. Dues for these members of other locals are deducted in Ottawa by the checkoff and transmitted by Local 225 to the appropriate local. Over the years, constant gains have been made, both in wage increases and in fringe benefits. Most of the agreements held by Local 225 provide for employer-paid premiums on Blue Cross Hospital Insurance, Provincial Hospital Insurance, Physicians' Services Incorporated plan, and life and accident insurance. An excellent pension plan is in effect to which the employer contributes a substantial portion. Vacations are at the rate of two weeks after the first year, three weeks after the third year, and four weeks after the fifteenth year and thereafter.

Discretion Required

Since all the contracts held by Local 225, with one or two exceptions, are with labour organizations, differences that arise between management and the union have to be dealt with very discreetly. We find ourselves in the position of being divided in our loyalty to our union and the wider loyalty we owe to the labour movement as a whole. We feel it is to our credit that the greater loyalty wins out as a rule, and the few differences we do have never reach public knowledge.

A Friendly Hello

"Canadian File" was very happy to see in last month's "White Collar" that a new local had been chartered in Chicago—No. 391.

We are always glad when a new local joins our International fold. In this case we are doubly pleased because the president Robina Furness, a past secretary of Local 343, Toronto, is well known to many members of the Canadian Conference.

Interim Agreement For Local 361

Romeo Corbeil, International Representative, reports the organizing and signing of a first collective agreement for the office employees of Quebec North Shore Paper Company, Mill and Woodlands Division, Baie Comeau, Quebec—OEIU Local 361.

The agreement provides for union shop, good seniority protection, grievance and arbitration procedure, holiday and vacation benefit. The company agrees to continue to treat sickness and emergency absence with tolerance, one month notice in case of layoff, three days with pay in case of death in immediate family. Effective dates of the agreement are March 1, 1961 to April 30, 1962.

Job Evaluation

On or about June 1, 1961, the company and the union will meet to negotiate job evaluation, job classification, wage schedule, check-off and hours of work for camp clerks. If agreement is reached on these points, the wage schedule will be retroactive to March 1, 1961. If, however, no agreement is reached, then neither the company nor the union will be bound by any commitment made by the signature of the interim agreement which will become null, and both parties will be free to act as permissible by the labour act.

The negotiating committee is composed of Henry Leonard, president, Julien Michaud, vice president, Louis Arseneault, Yvon Ferland, Nerie St. Laurent, Armand Pelletier, assisted by Romeo Corbeil.

The OEIU and Brother Corbeil acknowledge the fine cooperation and support received from the officers of the International Brotherhood of Pulp and Sulphite Paper Mill Workers, Local 352, and of the United Papermakers and Paperworkers, Local 375, of Baie Comeau; also of the office employees of Canadian British Aluminium Co., already organized into Local 361. The success of this campaign was made possible by the fine esprit de corps shown by the organized labour movement in the Baie Comeau community.

Twenty Years Missing

Well, we goofed. Apologies are due to Ed Beaupre, Canadian Conference Veep. We cheated him out of 20 years by saying he started as a hod carrier in 1951, when it actually was 'way back in '31. Sorry, Ed.

Local 214 Election

Local 214, Sault Ste. Marie, Ont., has elected Ed Beaupre as president, and Ethel Henderson, secretary-treasurer.

Disclosures Bill Before the House

Under a bill now before the House of Commons, unions must file detailed reports with the federal government once a year. If they don't, the unions' officers may be sent to jail.

The bill applies to international unions only. National unions such as the Canadian Brotherhood of Railway, Transport and General Workers and the big public employees' unions are exempt.

Forecast in the speech from the throne, the Corporation and Labor Statistics Act also is aimed at U. S. controlled corporations and branches in Canada. Here too Canadian-owned companies are exempt from the bill's provisions.

Appeal to Commons

A spokesman for the Canadian Labor Congress said the CLC hopes to get an opportunity to make representations to a Commons' committee before the bill becomes law. Although no statement was issued when the bill was introduced in Parliament, CLC President Claude Jodoin has already taken the position that:

"Canadian unions have nothing to fear, although unions will not willingly accept any interference in or invasion of their private affairs. Almost all information about unions, financial or otherwise, is already available to those who seek it . . .

"The Congress wishes to emphasize, however, that Canadian unions, whether international or not in their affiliation, are not controlled from outside. By and large they are autonomous with respect to their activities in Canada."

International unions operating in Canada will be required to file a copy of their constitution, annual financial statements, the amount received in dues, payments to Canadian union officers and employees and other financial information.

The bill also requires information on the name, address and nationality of all union officers in Canada and the manner in which they were elected, the name of every union or branch under trusteeship and the explanation for the arrangement, and the name of every employer with which the union has a collective agreement.

Severe Penalties

For the first time in federal labor law, unions are made liable to fine and punishment. "For the purpose of any . . . prosecution under this act a union shall be deemed to be a person," the bill reads.

For each day beyond the filing deadline that a union fails to comply, it can be fined \$50.

"Where a union is guilty of an offence under this section, every officer, member of the executive board or agent of the union who directed, authorized, assented to, acquiesced in or participated in the offence is a party to and guilty of the offence." Union officers can be sent to jail for three months and can be fined at the rate of \$50 a day for failure to file the proper information.

Send Canadian news to the Canadian editor: Mrs. Olive Chester, 129 Gowan Avenue, Toronto 6, Ontario.

New Journal For Local 378

Vancouver Local 378 heralded the new year by launching into the publications field with its well-presented "Local 378 News." This monthly newspaper is intended to keep their members informed of the local's progress as well as its problems, and to stimulate active participation in the local's affairs.

One item culled from the January edition which might interest other Canadian members deals with statutory holidays. Difficulties often arise when a statutory holiday falls at a weekend. Local 378 has been looking ahead this year to anticipate this problem. They point out that there are two such holidays in 1961—July 1 and November 11. They have already made some arrangement with regard to the July 1 holiday. What about your local?



Murla Davison, executive secretary of the Hamilton and District Labour Council is a member of OEIU Local 343.

Labour Council Is a Vital Asset

By Murla Davison

One of the most vital assets a community can possess is an active labour council.

It exists to give service to the local union membership and, also, to provide its membership with the opportunity of serving the trade union movement and the municipality at large.

It is through this body that other community organizations contact organized labour.

Committees are elected to investigate anything from a proposed increase in water or telephone rates, to the purchasing of a city transportation system; from studying a plan for prepaying drug prescriptions, to the welfare of retired unionists.

Study courses are provided for the membership by its education committee.

It works actively to elect people at all levels of government who are sensitive to the needs of labour.

When a labour council turns its attention to matters provincial or federal, it submits resolutions to the provincial federation or to the Canadian Labour Congress for action.

Labour councils provide the sounding board which is truly indicative of the union movement's requirements and thinking.

However, like local unions, labour councils are only as effective as their members make them. It is important that no local union isolate itself from the rest of organized labour.

Our strength lies in our solidarity.

In Denver



The Election Committee of Local 5 in Denver, Colo., counts the ballots in a recent stewards' election among the employees of the Denver Chicago Trucking Company. The election was held on March 17. The committee was composed of, left to right, Elaine Keller, Charlotte Newton and Marla Phyllips, and Karyle Enfinger (not shown). Marla Phyllips also served as recording secretary during the elections. The voting resulted in the re-election of Aurella Stokes as chief steward and the election of Millie Hatcher as shop steward.

from the desk
of the
PRESIDENT

HOWARD COUGHLIN



Looking at NLRB

A Subcommittee of the House Committee on Labor and Education, headed by Representative Dent of Pennsylvania, is in the process of investigating decisions made by the National Labor Relations Board from 1950 through 1960.

For eight of these 10 years, the NLRB was, for the most part, composed of appointees of President Eisenhower with pro-business backgrounds. Numerous decisions issued by this Board indicate the pro-business leanings of a majority of that five man body.

Representative Dent's Committee is particularly interested in the reasons behind the Board's reversal of previously established precedents of long standing. The Committee will also deal with the reasons for the long delays in many instances.

It has been difficult for Congress to understand why authority was not granted to Regional Directors to process cases involving questions of dispute which had been decided by the NLRB in numerous cases in years gone by. Instead the Regional Directors were forced to send all dispute cases down to Washington for processing and decision. The delays were of six months to a year and a half duration.

In all of these instances, Unions were seeking expedited elections and were prevented from doing so by the Board's insistence that Regional Directors could not make decisions at the regional level. As a consequence, those seeking unionization were denied the attainments of collective bargaining through these long delays and adverse decisions.

The Dent Committee is particularly interested in the reversal of NLRB doctrines concerning the right of "free speech". For example, prior to the Eisenhower Board, employer dominated captive audiences were illegal and considered to be an infringement on the rights of workers. This policy was radically reversed to the extent that the employer could call captive audience meetings, rant and rave against the Union, intimate that the Union leadership was either Communist or racketeer dominated as long as such meetings were not held within twenty-four hours of the scheduled Board election. Employers, therefore, used the tactic of holding such captive audience meetings approximately a day and a half before the election, when it was virtually impossible for the Union to answer many untruthful statements. Originally, the Unions were able to protest and gain equal time. Thereafter, the Board in its decision, for the most part, denied Union representatives the opportunity to answer the distortions of management.

Under the Eisenhower Board, if a pro-Union employe was discharged for Union activities, it became necessary for the Union to prove its case before a complaint would be issued. In prior years the Regional Board usually investigated these unfair labor practice charges and arrived at a conclusion that a complaint should be issued against the employer involved or it dismissed the Union charges.

In recent years, under the present Board if the Union did not have its case completely documented to the extent that the employer was obviously guilty, the Board would not issue a complaint. In such instances where the Union's case was so documented and a complaint was issued, the Employer had plenty of time with which to combat the testimony of witnesses and, in some cases, arrange to change this testimony.

The Office Employees International Union was more vulnerable to anti-Union employer tactics than most other unions because of the proximity of office and clerical workers to management. The pro-business NLRB, therefore, did great harm to the organizational campaigns of the OEIU.

Since the election of the present Administration, two appointments have been made to the National Labor Relations Board. The two men appointed have had good backgrounds in labor relations. Neither are closely identified with management or labor.

We believe they represent President Kennedy's attempt to be fair in the administration of our labor laws. Unfortunately, the President will not have the opportunity to make another appointment until the summer of 1962.

We are hopeful that Representative Dent's Committee and the new appointees to the National Labor Relations Board will signal a new and fairer policy on the part of the NLRB.

Calls for Liberalizing Compensation During Automation Transition Time

Victor Borella, vice president of New York City's Rockefeller Center, recently called for a liberalization of the unemployment insurance system to combat unemployment caused by automation.

While Mr. Borella emphasized the fact that his suggestions were not intended to be a finalized program but an indication of an approach that can be studied by authorities, he felt that such a step can have great merit. He believes that in the automation transition period, we should utilize every economic tool at our disposal.

His recommendations include:

1) If over age 45 and employed by a firm or in a particular industry for at least 10 years, the employe would be entitled to unemployment pay until age 65 (when he would get Social Security) or until he secured another regular job. His Social Security check would be based on the last qualifying quarters of his last regular employment.

2) If over age 35 and under 45, he would receive unemployment pay for considerably longer than the present limited insurance period on the theory that with a longer "look around" and favorable age factor he would more likely find a new trade or a new job. One year is suggested for ages 35 to 38; two years for 35 to 41; and three years for 41 to 45.

3) If there were any dispute between the employer and the union over whether unemployment was due to technology, the State Labor Commission or the U. S. Department of Labor would be the judge, depending on the interstate or intrastate character of the work. The use of already existing agencies with a knowledge of labor problems would obviate the necessity of setting up a new bureaucracy.

Newberry to Alameda CLC

The Office Employees International Union is represented on the Executive Committee of the Alameda County Central Labor Council in the person of Local 29's Secretary-Treasurer Leah Newberry. In addition to representing the OEIU in the Council, Sister Newberry will be representing the fairer sex as the only distaff member on the Executive Committee.

Another member of Local 29 represents OEIU on the Monterey Peninsula Central Labor Council. Sister Florence Viall, Local 29 delegate, was elected to the important post of Secretary-Treasurer of the Council.

Seek Aid For Cubans

AFL-CIO President George Meany in a letter forwarded to all International Unions, asked for contributions to assist Cuban refugees. More than 60,000 refugees from Cuba have already arrived in the United States.

The Community Services Committee has opened an AFL-CIO office in Miami and Robert E. Flaherty has been assigned to work with the various agencies in the program of resettling and finding employment for the Cubans.

Contributions should be forwarded to the Cuban Refugee Emergency Center, in care of AFL-CIO Representative Robert E. Flaherty, 223 North West Third Avenue, Miami, Fla.

Agency Shop Prohibited in R-T-W States

By some highly technical reading of the Taft-Hartley Act, a majority of the members of the NLRB have ruled that an agency shop clause is unlawful in a right-to-work state.

The issue came before the Board after the Indiana Appellate Court had held that an agency shop was lawful under Indiana's right-to-work law. The UAW subsequently charged General Motors Corporation with refusal to bargain concerning inclusion of an agency shop clause in their existing contract.

Board Chairman Leedom said that an agency shop provision was prohibited by the Act in a right-to-work state as an interference with an employe's right to refrain from assisting a Union and illegally encourages Union membership. He recognizes that the Act permits an agreement requiring Union membership as a condition of employment, but contends in the absence of specific authorization in the Act, an agency shop is illegal in a right-to-work state.

Board Members Jenkins and Kimball concurred in this extremely literal interpretation of the Taft-Hartley Act on generally the same grounds.

In a well reasoned dissent, Members Rodgers and Fanning emphatically stated that the majority had disregarded precedent and legislative history by their narrow construction of the Act. The minority contended that an agency shop was not only a proper alternative to a union shop in states permitting a union shop, as conceded by the majority, but also a legal form of union security within the embrace of the union shop authorization of the Act.

It was the minority position that the union shop authorization of the Act merely set a maximum form of union security, without prohibiting a lesser form, such as the agency shop, in a right-to-work state.

Since two members of the majority have recently left the Board, there is a good possibility that the decision will be overruled.

10c an Hour Increase in Bogalusa, La.

Eighty members of OEIU Local 89, Bogalusa, La., are the recipients of wage increases of 4 per cent or 8 cents hourly, whichever is greater. This will mean an average wage increase of 10 cents per hour for the employes.

The wage increase is part of a new two-year agreement covering OEIU members of the Gaylord Container Corporation, a division of the Crown Zellerbach Corporation.

The contract covers employes in the company's Mill and Southern Timber Divisions and Land and Tax Department.

The agreement is retroactive to August 1, 1960, and may be reopened for negotiation of additional wage increases effective August 1, 1961.

Other contract improvements include improved seniority provisions, recall, layoff and promotion clauses. The contract also modifies the wage schedule to provide for fully automatic progression. Dues and fees check offs have been agreed to by the employer along with job posting and improved maternity leave.

Gains Made at Combined Locks

In the second agreement negotiated with the Combined Locks Paper Company of Combined Locks, Wis., OEIU Local 385 gained the following improvements:

- A 4 per cent general increase with a minimum increase of 8 cents per hour.

- Inclusion of a personal time clause, granting employes three days (24 hours) time off with pay for personal and necessary reasons. This is in addition to a liberal sick leave and vacation program.

- Improving vacation to grant employes 1 week after 6 months; 2 weeks after 1 year; 3 weeks after 10 years and 4 weeks after 25 years.

- Inclusion of another job into the bargaining unit.

- Improvement in rest period clause—time off for both morning and afternoon breaks.

- Improvements in job posting procedures.

Denver "Ad"



Taking advantage of a local "advertising screen," Bill Speer, business representative for Local 5, Denver, Colo., points to Local 5's "ad." The screen when lowered covers the stage of the Veterans of Foreign Wars, Post 7945 at Thornton, Colo., Colorado's "Miracle City" located 10 miles north of Denver.

Please File Your Contracts

The Office Employees International Union Research Department is continuing its efforts to maintain a complete file of current contracts negotiated by OEIU Local Unions.

Towards this end, a questionnaire has been, or will be, sent to each OEIU Local Union to determine the number of companies currently under contract with each Local Union. The questionnaire also requests that the Local Union furnish the Research Department with a current contract in those instances where the effective contract has not been filed with the International.

Each Local Union is requested to give this questionnaire immediate attention. Until these matters are given the full cooperation of each and every Local Union, the Research Department will be impeded from rendering essential research services.