WHITE COLLAR

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Unions and the Anti-Trust Laws

By Joseph Finley, *General Counsel*

THERE is continuing discussion all over America about whether or not labor unions should be placed under the anti-trust laws. Critics of unions, from Sen. Goldwater to many segments of the public press, argue that labor must be the subject of anti-trust legislation. College debaters are arguing the subject all across the land, and many well-intentioned people apparently believe that unions should be placed within the terms of the anti-trust laws.

This is an extremely dangerous idea — so tragically wrong that should it succeed, it could wreck the democratic face of our entire country. The demand for anti-trust legislation for labor appeals to prejudice, ignorance and gossip, and obscures analytical thinking. But despite this confusion and prejudice, and even the complexity of the subject, there are some simple fundamental answers that every trade unionist ought to know.

The most important consideration about placing labor under the anti-trust laws is that none of the critics of labor has advanced any specific plan as to how this would work. They are unable to do so because they can not. Do they wish to make a strike a restraint of trade? How big a strike? Would a strike at one plant be a restraint of trade, or would it require a strike at three plants, or would it require a strike of an entire industry? These are important questions that those who ask for anti-trust legislation are simply unable to answer. And there is a reason why.

First, let us consider industry-wide bargaining, such as is practiced in the steel industry. A group of steel companies bargain with the union in one series of negotiations, and out of such bargaining comes not only terms for the participating companies, but for others in the industry as well. A strike against one may be a strike against all, and the steel industry across the nation may be shut down. Is this what the anti-trust supporters wish to prevent?

The difficulty with preventing this kind of bargaining is that the employers desire it. The people who may think industry-wide bargaining is bad perhaps have no understanding of the Taft-Hartley Act as affects the duty to bargain. Unions are usually certified as the bargaining agents for individual employers. No employer is compelled to bargain together with other employers. He may bargain individually by himself any time he desires, and federal law protects his right to do so! He may pull out any time he is ready, and most of you may remember how Kaiser Steel pulled out in the 1959 negotiations and settled with the union. Therefore, any time the critics of industry-wide bargaining really want it stopped, all they have to do is to persuade the employers who engage in it to stop. We need no law for that.

There is an extremely interesting history about legal efforts to prevent industry-wide bargaining. In 1947, when anti-labor forces were crying loud for the scalps of unions, and the mood of the country enabled the Republican Party to pass the Taft-Hartley Act, one of the major issues then was industry-wide bargaining. Congress held extensive hearings on the subject, the matter was debated, serious consid-

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"Awesome Servant" Shown to Congress

Elmer J. Holland, Chairman of the Subcommittee on Unemployment-Automation, arranged for a special showing of "The Awesome Servant" for all of the members of Congress at the House Caucus Room on February 5th.

Congressman Holland felt that this film, which among other illustrations of the effects of automation, shows OEIU President Howard Coughlin illustrating the purposes of an electronic data processing machine, graphically portrays the effects of automative devices on employment possibilities.

"The Awesome Servant" is also available through the AFL-CIO Research Department for showings by Local Unions to memberships.

This film was initially shown on television in a national one hour telecast on October 31, 1961.

TV Film Has Big Audience

Early in 1959 the AFL-CIO produced a 15 minute film showing office workers on their jobs as one program in a new television series called "Americans at Work."

We took note of this event at the time and urged our members to watch for the program in their local areas. But that wasn't the end of the story—not by any measure.

Since our film was produced it has been shown on more than 235 television stations in 48 of the 50 states, Puerto Rico and the District of Columbia with a potential audience of 35 million families.

It has been shown to our troops overseas through the 28 foreign outlets of the Armed Forces network.

It has been selected by the United States Information Service as part of our country's promotion program for the American way of life. For use around the world the narration has been translated into more than a score of languages including such exotic ones as Urdu.

And it's still going strong. Some 190 TV stations are currently carrying the "Americans at Work" series; some of them are repeating the whole output of 104 films, though production came to an end last January.

Moreover, the films are finding new areas of usefulness. In cooperation with the American Vocational Association, surplus prints are being made available to state universities and vocational departments. Scores have been placed in school and college film libraries for classroom showing.

The National Labor Relations Board Changes Its Mind

By Walter M. Colleran, *Associate General Counsel*

THE "new" Kennedy National Labor Relations Board has brought to a halt the steady flow of pro-management decisions which were the hallmark of the old Eisenhower Board. In some instances the "new" Board has reversed past policies which were detrimental to labor thus lending encouragement to those engaged in organizational work and in the protection of worker's rights.

Insurance workers for years were held to state-wide or employer-wide units as being appropriate for collective bargaining purposes. Recently in the Quaker City Life Insurance Company case the Board abandoned this rule as being too restrictive and one which has hampered the organization of insurance workers. From now on it will consider smaller units as appropriate. This rule would seem to portend a relaxation of a former practice which placed great weight on the administrative set up of the employer and perhaps will prove a benefit to other white collar employees.

Another move in the right direction was the reversal of the rule that ambiguous union-security clauses would not be a bar to the holding of an election. In Paragon Products Corporation the Board held that unless a union security clause clearly is unlawful on its face it will bar an election sought by an outside union. Sometimes poorly drafted clauses which were susceptible of both legal and illegal intent destroyed the effectiveness of the entire contract as a bar to an election where a rival union sought such a vote during the life of the contract, even though the practice under the clause had been completely lawful. Happily this will no longer be the case in such situations.

In another area, that of unfair labor practices, the new Board has made significant decisions. In Calumet Contractors where a building trades union picketed with signs which proclaimed that the employer was not meeting union standards the Board held this to be permissible conduct even though another union had been certified. It was deemed not to be a demand for recognition. The picketing union in that case was extremely careful to make certain by the wording of its signs and handbills that its objective could not be misconstrued.

The Board has also nipped the practice of delinquent duespayers making last second tenders prior to actual discharge. The rule now is that if an employee does not maintain his dues payments and the union requests his discharge the Company may discharge him even though, prior to the actual discharge, he makes an offer to pay.

One of the major break-throughs was the recent decision in Plauche

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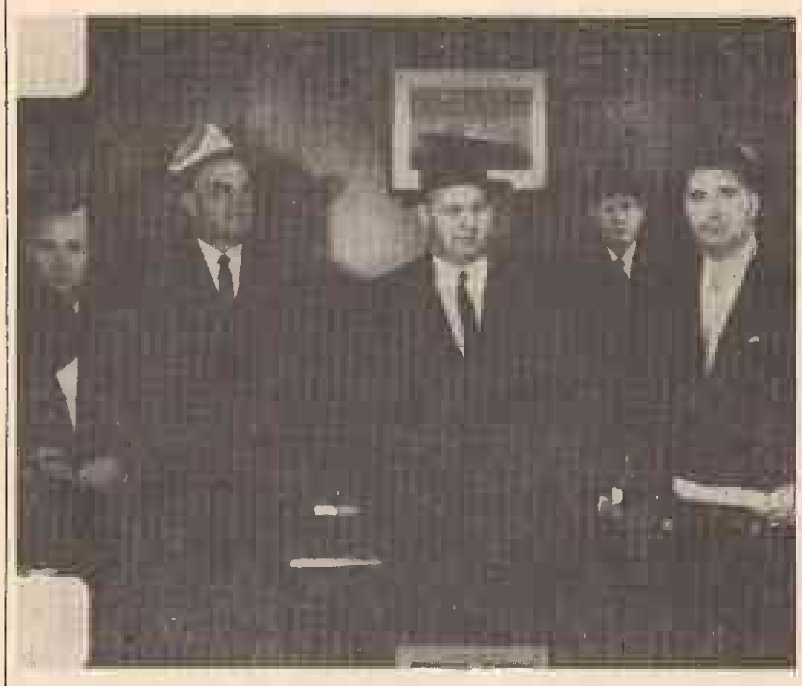
Strike Ends in a Day



As a result of a meeting between officials of the International Longshoremen's Association, the National Maritime Union, OEIU President Coughlin, and Admiral Will, President of the American Export Lines, a quick solution was found to a dispute between OEIU Local 153, New York City and American Export. A meeting, which is pictured above shows, left to right, John Bowers, President of ILA Local 824, Joseph Curran, President of the National Maritime Union, Admiral Will and President Coughlin, was held on board the liner "Independence" which was delayed from its scheduled sailing to the Caribbean. Thereafter, pickets were removed and an agreement was signed. Among numerous improvements called for was a 15% increase across-the-board. This photograph was made from a television film that was taped at the time of the settlement.

Snap-On Tools Votes for Local 29

The office employees of Snap-On Tools voted in an NLRB election five to one in favor of OEIU Local 29, Oakland, California. The election took place on February 1st. Negotiations will now take place to gain wage increases and other benefits for the employees. International Representative Pat Perry assisted them in obtaining Union representation.

Milwaukee Drive Is Successful

The successful organization of the clerical employees of Baso, Inc., a division of Penn-Controls, Inc., has been announced by OEIU Local 9, Milwaukee, Wisconsin.

The campaign was conducted in the Watertown plant of the company under the leadership of International Representative Arthur Lewandowski. The final tabulation in the election showed 13 employees favoring OEIU representation with only one vote in opposition.

Harold Beck, Business Representative of Local 9, announced that negotiations are underway for the first contract. Other branches of Baso, Inc. have been previously organized by the OEIU, composed of some 80 clerical employees.

International White Collar Meeting Set

The Executive Committee of the International Federation of Commercial, Clerical and Technical Employees has scheduled its next meeting for Washington, D. C. from October 22-27 of this year. The IFCCTE is the white collar secretariat of the International Confederation of Free Trade Unions with which major labor bodies throughout the free world are affiliated.

President James A. Suffridge, Retail Clerks International Association, AFL-CIO-CLC, is second vice president of the IFCCTE and OEIU Secretary-Treasurer J. Howard Hicks is a member of the Executive Committee.

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Official Organ of
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affiliated with the AFL-CIO

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President

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New Look at Picketing

In a 3-2 vote, the National Labor Relations Board revised its eight-year-old rule enunciated in the Washington Coca Cola case and stated:

"We shall not automatically find unlawful all picketing at the site where the employees of the primary employer (with which the Union has a dispute) spend practically their entire working day simply because, as in this case, they may report for a few minutes at the beginning and end of each day to the regular place of business of the primary employer."

Thus, the NLRB has discarded a previous precedent which protected employers working on a common site with other employers. In such instances, a Union was rendered impotent when the law in effect prevented Union members from picketing on common sites.

The new rule will deprive employers of the advantage of hiding behind a previous formula which had no basis in labor relations.

Shefferman Is Back!

Nathan Shefferman, who headed a "union busting" firm which was exposed by the Senate Labor-Management Rackets Committee, is back in business.

It will be remembered that Mr. Shefferman and his "Labor Relations Associates" were employed by approximately 400 companies.

* * *

The OEIU well remembers Mr. Shefferman's tactics in our campaign to organize the employees of Dallas Blue Cross.

Mr. Shefferman, through Prentice Hall, is offering the "Shefferman Personnel Motivation Program." Paul R. Prentice states that "This unique program will relentlessly expose those individuals and cliques who are covertly sabotaging management goals."

We are quite certain that we know what Mr. Prentice means after a taste of Mr. Shefferman's methods.

* * *

Gigacycle Computers Near

In statements to Congressional Committees and to other groups interested in the problems of automation in the office, the OEIU has outlined improvements in electronic data processing machines.

We have also called the attention of the authorities to the dislocations in employment which are taking place in office employment. Predictions have been made by us that unless labor, management and the government work together for the purpose of preventing large-scale unmployment of office and clerical workers, we will face an economic catastrophe.

The transistorized computer which replaced the giant vacuum type machines and now operates at about a million cycles a second is being sold faster than computer manufacturers can build them.

Spokesmen for the American Institute of Electrical Engineers, recently meeting in Convention, predicted that the Gigacycle computer will be a reality by 1963.

Gigacycle computers will operate at speeds of approximately a billion cycles a second. This entire computer will probably be contained in a box whose maximum dimension does not much exceed six inches.

Advances are being made before our economy can adjust to present revolutionary automation developments.

Court Orders Company to Return

An arbitration award which directed the company to return its plant to the original location was enforced by a Federal District Court in Missouri. The Court also ordered the Selb Manufacturing Company to rehire former workers who were employed in the original location.

The initial findings which were upheld by the Court stated in effect that the move had violated the seniority clause in the company-union contract.

The clause in the agreement. which held that arbitration would be final and binding, was noted by the Courts.

Sign Contract In Puerto Rico

A three-year contract has been signed between Local 392 and the Waterman Steamship Corporation of Puerto Rico. This is the first contract negotiated by this newly chartered Local since its affiliation with the OEIU. Formerly an independent Union, the new Local is known as the Association of Office Employes of the Shipping Industry of Puerto Rico, OEIU.

Features of the contract include a Union Shop clause, check-off, 19 paid holidays, Sunday holidays guaranteed, 2 weeks' vacation after one year, 3 weeks' after five years, and 4 weeks' after 15 years service.

New wage rates were negotiated with salaries now ranging from $62.50 to $125.00 per week for 37½ hours.

Sick leave is earned at the rate of five days every six months of service, cumulative to a maximum of 80 days annually.

Other highlights provide for automatic wage increases, hospitalization, major medical and group life insurance, pension plan and a Christmas bonus, incorporated in the contract.

Job security provisions include a "hiring from within" and "retraining" clause in the event of technological changes. The severance pay schedule calls for four weeks' pay after one year, six weeks' after five years and seven weeks' after six years of employment.

Improvements Are Made With RCA

Improvements in the life insurance plan and hospital-surgical coverage were negotiated, in addition to a wage increase, in a three-year contract between Local 49, Euclid, Ohio, and the RCA Service Company.

Retirees will now have the benefit of continued life insurance coverage after their retirement, with the company continuing their payment for the cost of such insurance.

Wages for all full time employees were increased $2.20 weekly as of July 24, 1961 with a similar increase to be effective January 28, 1963. Part-time employees receive a 5½-cent increase on the same dates.

Negotiating on behalf of Local 49 were Frank J. Balash, Norman E. Hayes, President, and Joseph A. Golish, Vice President.

Are You Registered to Vote?

Strike Benefit Plans Pay Off

OEIU President Howard Coughlin is shown above paying strike benefits to Sister Harriet Bardes, a striking Local 153 member employed at the Health Insurance Plan of Greater New York, where OEIU Local 153 represents 150 clerical employees. Looking on is Marie Foster, Assistant Office Manager of the Local Union. Local 153's Defense Fund, which now approximates a quarter of a million dollars, has been a deterent to lengthy strkies. Employers think twice about holding to arbitrary positions when they realize that this Local Union of the OEIU is financially able to pay each and every striking worker $35.00 per week. Local 153's strike benefit fund was founded approximately ten (10) years ago, before Business Manager Coughlin assumed the Presidency of the OEIU. President Coughlin has stated on numerous occasions: "Our Local Union faced numerous and repeated strikes until the strike benefit fund was founded." Fifty cents out of every dues payment paid by the Local 153 membership is set aside in a separate fund which can be used only for strike benefit payments.

NLRB Changes Its Mind

(*Continued from page* 1)

Electric, Inc., which reversed the so-called common situs picketing principle. Formerly a struck employer could only be picketed at its place of business and if some of his employees were working at a neutral establishment picketing there was a violation of the secondary boycott rule. However, the Board abandoned this rigid rule stating: "We do not, of course, hold that the place of picketing is irrelevant in determining the legality of the picketing. We shall, in the future, as we have with court approval in the past, consider the place of picketing as one circumstance among others in determining the object of the picketing."

These decisions are heartening as was the public pronouncement by Chairman McCulloch warning employers that the Board might move for court injunctions against certain unfair labor practices often indulged in by employers during organizing campaigns such as illegal discharges for union activity, removal of an establishment following a union election and failure of company to furnish essential information in collective bargaining. It remains to be seen how this will work out in practice but it is encouraging to know that injunction relief will now be a two-sided sword rather than one aimed solely at the unions. It is reasonable to assume, however, that this relief will be used sparingly and only in flagrant cases, but perhaps it will be a deterrent to employers who were willing to take a calculated risk to destroy a unionization campaign.

Montreal Active On Many Fronts

OEIU Local 57, Montreal, Quebec, has been hard at work in negotiating new contracts and organizing office employees in three companies in the Montreal area.

A two-year contract has just been renegotiated with the J. J. Joubert Ltd. Company calling for an 8 per cent general wage increase over the two-year period. A 4 per cent increase was retroactive to November 1, 1961, with an additional 4 per cent to be effective as of November 1, 1962.

The new agreement with Christie Brown Co. Ltd. provides for improved promotion procedures by a modification of the job posting provision. Another important change was a union security clause calling for a modified union shop.

Wages were also improved by $3.00 to $3.50 per week depending upon the classification in the wage structure with an automatic progression to the maximum.

International Representative Romeo Corbeil also reported that successful organizational campaigns have been conducted among the office employees of three Montreal companies.

Twenty employees of the Belleville Realty Co., Ltd. have designated the OEIU as their collective bargaining agent.

A unit of 35 employees of the Begin, Charland, Baliquette Company have also been enrolled in the OEIU.

The third group was the employees of the Christie Bread Ltd. Company.

The new members will be affiliated with Local 57.

The following members of Local 57 have been elected as officers for 1962: President, Roger Jeanneau; Vice-President, Roger O'Keefe; Secretary-Treasurer, Philippe Lamoureux; Corresponding Secretary, Solange Lemay; Trustees, D. A. Martin, Gilles Cadieux, D. Vanchestein; Sergeant-at-Arms, Jean St-Denis.

CANADIAN FILE

'Mild' Recovery May Not Last, CLC Told

Ottawa, Ont.—A "mild" economic recovery is under way in Canada, according to economists of the Canadian Labor Congress, but their forecast still stands of peak winter unemployment of 600,000 to 650,000.

A CLC survey indicated that the country began to come out of the recession last August, some 18 months after the economic decline got under way.

Unemployment hit postwar peaks in every month from July 1960 to July 1961, the study showed. But in August it dropped below the figures for August 1960 and August 1958. The trend continued through November, which also showed fewer out of work than in the 1960 and 1958 comparable months.

But not all the signs are good, the labor economists noted. They pointed out unemployment at 6.1 per cent of the labor force in November is still high; that employment has risen only 1.4 per cent over 1960 though productivity is up 5.2 per cent and that the national Unemployment Insurance Fund, which dropped from $319 million to $142 million in a year, "is on the road to bankruptcy."

They also purport to see signs that recovery in the United States may not be going as strong as it was a few months ago.

"There is nothing in any of the figures now available," the CLC staff said, "which appears to make it necessary to cut down on our previous estimates of peak winter unemployment as likely to reach 600,000 to 650,000."

Canada's labor force, like that in the U. S., is slowing down in its growth, the economists reported. It increased by 199,000 between April and November 1960, but by only 64,000 between April and November 1961.

In the U. S., Labor Sec. Arthur J. Goldberg has said that failure of the work force to grow at a normal pace can be partly attributed to the lack of jobs known to be available to certain groups, including women, older people and marginal farm workers.

The Canadian researchers estimated about 20,000 of the 135,000 decline in the growth rate in this country could be attributed to a falling off of immigration, but this still leaves 115,000 unaccounted for. Most of the drop came in women workers. Growth has been almost normal in the male labor force, where unemployment has been highest. The report added:

"On the face of it, this suggests that something like this number may have dropped out of the labor force through despair of getting work. Closer analysis casts some doubt on this. . . .

"It is possible that there may be some concealed unemployment, but the indications are that it is not very large."

Two Reinstated In Vancouver

Two members of OEIU Local 15, Vancouver, B. C. have been reinstated in their jobs by an arbitration board which held they had been unjustly discharged.

The arbitration board declared that members Mrs. Kay Sharpe and Glen Frazer had been discharged without just cause by their employer, the Port Alberni District Credit Union. The arbitrators further ordered that the discharged employees be restored to their positions without loss of any benefits or salary.

The grievance was investigated and processed by Kathy Westfold, Local 15 President, and International Vice President William Lowe.

At Charter Presentation

OEIU officials join hands with Canadian Labour Congress President Claude Jodoin on the presentation of the charter for the newly formed Trades and Labour Council of Baie Comeau, Quebec. President Jodoin made the presentation and took advantage of the opportunity to congratulate OEIU officials, left to right, Julien Michaud, President of Local 361, Jean Marie Cloutier, Vice Pres. of Local 361, Romeo Corbeil, OEIU Representative, Henri Leonard, Vice Pres. of Local 361 and President Claude Jodoin. In the Baie Comeau area, the OEIU represents the office employees of the Canadian British Aluminum Co., and the Quebec North Shore Paper Co.

Local 378 Negotiates With Peace River Power Project

A master agreement was signed by the Allied Hydro Council of British Columbia, representing 17 International Unions, and Peace Power Constructors Ltd.

It was agreed that wages, fringe benefits and working conditions will be the same as those in the British Columbia construction industry.

A single arbitrator has been appointed by mutual consent and will rule on grievances and all other disputes occurring during the life of the contract.

It is estimated that the agreement covers some 3,000 employees. In accordance with the terms of the agreement, Local 378, which represents the white collar workers, will now negotiate an Appendix to the master agreement covering these employees.

Government and Industry Honor OEIU

Government and industry officials joined in honoring the OEIU on the occasion of the presentation of the charter to Local 397, Regina, Saskatchewan. Pictured above, clockwise, at a luncheon arranged by the Mayor of Regina are Trustee Joe F. Lang, Secretary-Treasurer William H. Turner, Vice President Edward A. Heinreich, all of Local 397; Mayor H. H. P. Baker, Regina; Saskatchewan Minister of Labour C. C. Williams; Sergeant-at-Arms Armand P. J. LaChance; OEIU Vice President William A. Lowe; President Harry Van Eyck, Local 397; OEIU Secretary-Treasurer J. Howard Hicks; Trustee Max R. Ripplinger, Local 397; Saskatchewan Treasurer A. E. Blakeney, who is also Chairman of the Board of Directors of the Saskatchewan Government Insurance Office; Company General Manager H. L. Hammond; Assistant Secretary of the Company J. O. Dutton, who is also a Regina City Alderman; and Vice President Carl A. Laufer, Local 397.

Local 378 Gains Bargaining Rights from B. C. Government

The British Columbia Provincial Government recently announced that the employees of B. C. Electric and the B. C. Power Commission have been granted collective bargaining rights. The vast majority of the 5,000 B. C. Electric Company employees are members of the OEIU and the International Brotherhood of Electrical Workers. Both Unions have participated in numerous meetings with representatives of the British Columbia Provincial Government after the government take over of the B. C. Electric Company.

It had originally appeared that the government take over had nullified the collective bargaining rights of the Unions involved. However, representatives of 10 Unions working through a joint council of B. C. Electric employees waged a gallant fight to retain collective bargaining.

After numerous meetings, Labour Minister Leslie Peterson told the Legislature that the Unions were recognized for collective bargaining purposes with the understanding, however, that the right to strike has been eliminated. In place of the strike weapon, Conciliation Board decisions will be binding on the parties.

Strong union membership paid off in this instance. All of the Unions involved, led by the OEIU and the IBEW persisted in their intentions to gain collective bargaining.

While the Provincial Government has agreed to recognize all Unions in the B. C. Electric Employees Council for bargaining purposes, it is also true that all other civil servants in British Columbia are without such protection. The difference in treatment accorded B. C. Electric employees, now in effect Crown employees, as opposed to other civil servants has been brought into sharp focus.

While members of OEIU Local 378 are concerned with the limitation on their right to strike, they have achieved a tremendous victory in their quest for collective bargaining which was recently agreed to. The adoption of a report of the Conciliation Board to be final and binding on the parties is a definite advance.

Labour Minister Peterson expressed himself as very satisfied at the excellent manner in which trade union representatives discussed their principles and expressed their views.

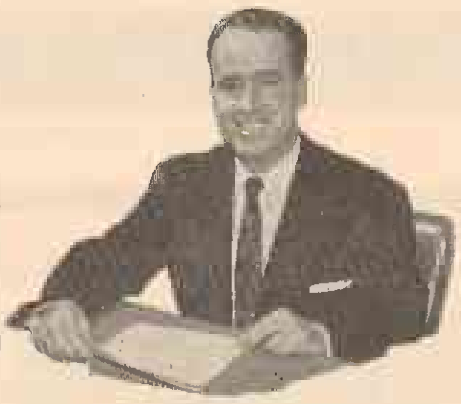
Insurance Charter Presented

Presentation of the charter of Saskatchewan Insurance, Office and Professional Employees Union, Local No. 397, was made at a meeting of the local union membership in Regina on February 8. Pictured above, left to right, are Trustee Joe F. Lang, Trustee Max R. Ripplinger, Vice President Edward A. Heinrich, OEIU Secretary-Treasurer J. Howard Hicks, OEIU Vice President William A. Lowe, President Harry A. C. Van Eyck, Vice President Carl A. Laufer, Recording Secretary Alice M. Parent, Sergeant-at-Arms Armand P. J. LaChance and Secretary-Treasurer William H. Turner. While Local 397 initially represents the 400 employees of the Saskatchewan Government Insurance Office, it is expected that this first OEIU local union in the province will soon attract workers in other industries.

from the desk of the

PRESIDENT

HOWARD COUGHLIN



King-Anderson Needed

THE most important piece of unfinished business pending before the Congress of the United States today is the King-Anderson Bill which will provide medical and hospital care for the aged through the Social Security system.

When President John F. Kennedy was a candidate for the presidency, he emphasized the need for this type of medical care. Time and time again, since his election, he has stated that the King-Anderson Bill is "must" legislation.

During the last session of Congress, in order to appease the cry for the Forand Bill, which would have provided for medical and hospitalization care for our elder citizens through Social Security, a bill was enacted into law which was, at best, a poor substitute. This law is known as the Kerr-Mills Act. This Act provides medical care for the elderly who proved need only if the various State governments supplied additional funds to meet Federal grants.

One of the few States which provided the legislation designed to supplement the monies provided by the Federal government is West Virginia. In this instance, the Federal government provides 70 per cent of the medical care and 40 per cent of the administrative costs.

In its first complete month of operation, November 1960, medical care exclusive of administrative costs totalled $1,340 with West Virginia paying $336. Seven months later, the monthly cost had increased to $391,859 with that State supplying $107,016 of the total. For the first 14 months of medical aid for the aged in West Virginia, the medical care cost came to $3,674,363 with the State's share totalling $1,056,338. This does not include a total of $1,500,000 in unpaid bills.

In order to reduce the staggering costs of the plan, West Virginia imposed stiffer eligibility requirements which cut the number of those eligible to receive medical assistance in half.

West Virginia also reduced payments for doctors' visits from $3.00 to $2.00 and cut the hospitalization cost allowance from $35.00 to $20.00 a day. Prescriptions were cut from a no limit basis to the wholesale price plus $1.00.

Immediately thereafter, hospitals and doctors took themselves off the medical assistance for the aged program. The number of participating hospitals dropped from 108 to 23. The number of participating physicians among the State's 1,800 physicians dropped to 132.

In examining reasons for the collapse of the plan, welfare officials cited these contributing causes:

"Hospitals found it necessary to keep these patients for the limit of 30 days at $35.00 a day.

"Patients who had been getting along on two drug prescriptions, suddenly were found to be in need of as many as eight financed prescriptions.

"Doctors were found to be going into the drug dispensing business. (One collected $1,300 a month for drugs alone.)

"Because of the $10.00 fee allowed for specialized treatment, many if not most doctors became specialists."

West Virginia Welfare Director W. A. Bernard Smith came to the conclusion that there is a definite need for handling this problem under the Social Security system. He stated: "A state just does not have the resources to carry out an adequate program."

The truth of the matter is that the Kerr-Mills Bill provided a "pork barrel" medical care program under which numerous hospitals and doctors were able to profit.

An insurance system through Social Security would be the best way to eliminate these abuses. It would seem that West Virginia has proven the President's point that medical care for the aged can only be handled through the Social Security system.

Philadelphia Strike Terminates

A twenty-four (24) week strike, jointly waged by the International Association of Machinists and Office Employes International Union, Local 14 in Philadelphia, Pa., was recently terminated by both Unions.

The strike settlement was initiated as a result of a report rendered by a three-man panel appointed by Mayor Dilworth of Philadelphia. Additional recommendations made by the Director of the Federal Mediation and Conciliation Service also cleared the way for a settlement of this lengthy dispute.

A new agreement which will expire in August of 1964 provides for wage increases of 6 cents an hour effective September 1, 1961, September 1, 1962, and September 1, 1963. Dispatchers and timekeepers under the new contract will be paid $2.52 and $2.39 per hour respectively. Positions the company originally wanted to take out of the bargaining unit will remain in the unit.

Accident and sickness insurance benefits were increased from $35.00 to $40.00 a week and the term of such coverage was increased from 13 to 26 weeks.

Four (4) weeks' vacation after twenty-five years of service was also attained.

The company previously had asked that all employees reaching the age of 65 be automatically retired. As a result of negotiations, an improved pension plan will retain 68 years of age as the mandatory retirement date.

The seniority clause, which was one of the principal reasons for this extended dispute remained practically unchanged.

During the course of the strike, the company discharged five of our members. Four of these have been reinstated and one additional case will be arbitrated.

Edward Springman, Business Representative of Local 14 and a Vice President of the OEIU commended OEIU Local Unions throughout the United States and Canada for their most generous financial support.

During a period of approximately seven (7) weeks of the strike, it was necessary for the OEIU to carry the full load of picketing. During that period, Lodge 1717 of the IAM had been enjoined from picketing by the Courts.

It is a testimony to members of the IAM and the OEIU that never during this very long strike did any member choose to answer any of the back to work calls sponsored by the company.

Unions and Anti-Trust Laws

(*Continued from page 1*)

eration was given to it, but finally there was almost unanimous agreement after careful consideration that there should not be any limitations on industry-wide bargaining.

The 1947 experience is extremely important. It demonstrated that when anti-labor forces were compelled to think seriously and analytically about a subject, their initial fears were not found worthy. Anti-labor Congressmen in 1947 were much enlightened to learn that industry spokesmen not only wanted industry-wide bargaining—they demanded it.

But is it really industry-wide bargaining that anti-trust supporters want to stop? The answer is clearly no. Because they are either unable or unwilling to provide any specific plan for dealing with labor under the anti-trust laws, apparently they want union activity to be made a restraint of trade. We then come full circle back to the position that any legitimate strike could then be a restraint of trade because it would halt the production and flow of goods. This goes back to the old Danbury Hatters case of 1908, when the Sherman Act was applied so terribly to union men that individuals lost their homes to satisfy a staggering court judgment against their union because of a legitimate strike and boycott against a hat company.

But this is what the proponents of anti-trust laws for labor really seek. If it is not their purpose, then let them draw a line—any line, somewhere. This they simply have been unable to do. Therefore, we have to repeat ourselves again—they really seek to bring any strike within terms of the anti-trust laws.

If your strike is subject to the anti-trust laws and if damages may be assessed for such activity, then the right to strike is lost. Is this the purpose of the anti-trust advocates? If it is, and we think it is, they simply want to destroy trade unions.

The real issue in the anti-trust argument then is the destruction of trade union power and collective bargaining. This issue raises serious questions in our democracy—should collective bargaining continue to be the national policy, should we continue to have a free labor movement, should we even have labor unions?

One must not let the anti-trust supporters obscure these issues by the smoke screen of "labor is too strong." This is about the only argument they have, and upon analysis, it, too, is pathetically weak. Thousands of small unions in every trade and industry struggle for existence year in and year out. Even today, some large industrial unions are unable to even obtain arbitration clauses in their contracts from stubborn employers. But do these critics mean specific unions are too strong—like the Steelworkers or Auto Workers or the Miners? If so, let them name the unions that are too strong. The Mine Workers are losing membership by the thousands each year. The Auto Workers and the Steelworkers have both declined in membership in the past five years. But even assuming the Steelworkers are "too strong," how would one make them "less strong" without crippling the many thousands of other locals and internationals that are not "too strong?" This is a question the anti-trust theorists can never answer. If they return to the argument of preventing industry-wide bargaining, then the falsity of that position can be exposed.

Anti-trust laws were designed against business combinations, not free trade unions. They can no more be applied to labor unions than one can apply higher mathematics to the teaching of Shakespeare. The cry to apply anti-trust laws to labor unions is merely another fraudulent anti-labor weapon much like the cry for "right-to-work" laws. The purposes and motives are the same, the evil is similar, and there is no logical basis for either. More thought and less prejudice supplies the answers that ought to convince any thoughtful person that anti-trust laws must not be applied to labor unions.

Long Strike at Yale & Towne Is Settled

Local 14, Philadelphia, Pa., Committee members acting on Yale and Towne settlement proposals are, left to right, Edwin C. Davis, Frank J. McCarther, Teddy Basalik, OEIU Vice President Edward P. Springman, Philip Kennedy, and Harold Smith.