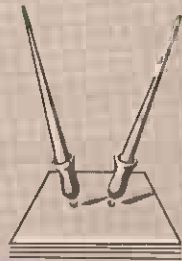




# WHITE

Official Publication of the



# COLLAR

Office Employees International Union



No. 217

DECEMBER, 1963

17

## STATES MARINE—ISTHMIAN STEAMSHIP MAKES AGREEMENT WITH OEIU LOCAL 3



**John F. Kennedy**  
(1917-1963)

### A TRAGIC LOSS FOR ALL OF US

#### America and the Whole World Mourn

Receiving the news of President John F. Kennedy's sudden death while going to press, the Office Employees International Union joins the nation and the people of the world in mourning the tragic loss.

The employees of States Marine-Isthmian Steamship Line in San Francisco have just concluded negotiations on their first agreement following their recent victory in a National Labor Relations Board election.

When negotiations on the Coast proved unsuccessful, President Coughlin met with company officials in New York and later participated in negotiations on the West Coast. When the company refused to grant any concessions to the employees, extensive plans were formulated to strike the company. These plans included Local 3 flying employees to New York to picket the company's New York operations.

*A Pledge to  
President Johnson*

To Lyndon B. Johnson has come the awesome responsibility of leading the United States of America and the free world. That his responsibility has come under circumstances which we know are to him, as to us all, unthinkable only multiplies the burdens that are his.

The nation and the world are fortunate indeed to have, in President Johnson, a man of vast legislative experience who was given extraordinary responsibilities during his service as Vice President, and who acquitted himself with distinction in each of these tasks. He is deeply committed to the program of his martyred predecessor, and he was clearly a partner in its design and scope.

The fulfillment of this program remains of primary importance to our country and to the cause of freedom. America  
(Continued on page 3)

The International Union assisted in making the necessary hotel arrangements and plans for additional pickets to assist the employee pickets in the New York area.

The Local Union received complete cooperation from the entire labor movement, including the City Central Body, the Port Council of San Francisco, and all the Maritime Unions—including the N.M.U., S.L.U., and I.L.A. in New York as well as in San Francisco.

When the company was apprised that a deadline had been set for a strike and that entire labor movement was supporting  
(Continued on page 2)

### K. of C. Office Workers Ratify 3-Year Pact

Local 329 office employees of the Knights of Columbus Supreme Headquarters have voted overwhelmingly in favor of a three-year agreement which includes a package increase of 25c per hour.

International Representative Justin Manning said the new contract provides for a wage increase for each of the three years. There will be a raise of \$2.50 per week for the first year and \$2.00 per week for each of the remaining two years.

The contract also includes full payment of Blue Cross benefits by the Order, improved provisions for sick leave, and a considerably strengthened seniority clause. The renewed  
(Continued on page 3)

### Oklahoma Credit Union Signs

O.E.I.U. Local 330 has just completed its first agreement with the B. F. Goodrich Federal Credit Union in Miami, Oklahoma. The new initial contract provides for a Grade I pay increase of 20c per hour and a Grade II pay increase of 22½c per hour.

The contract includes a CUNA Mutual pension plan, jury duty, funeral pay, seniority protection, sick leave, a check off, union shop provision, vacation, paid expense for performing credit union duties, unemployment tax paid, and eight paid holidays.

The Local 330 committee was Barbara Crew and Sybil Fulp. They were assisted by Neil Wells, president of Local 318; Bob Paul, treasurer of Local 318; and OEIU Vice President, Frank Morton.



San Francisco's first steamship company was signed on November 8. Present at the event, left to right, standing, were steward Clifford J. McCloud; Marshall A. Perkes, administrative assistant at States Marine-Isthmian Agency; Phyllis Mitchell, Local 3 business manager; and stewards Arnold M. Baptiste and Robert Batchelder. Seated is vice president and Pacific Coast manager of States Marine-Isthmian, Mr. J. A. de la Pena.



**WHITE COLLAR**

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

HOWARD COUGHLIN  
*President*

Room 610  
265 West 14th St.  
New York 11, N. Y.

J. HOWARD HICKS  
*Secretary-Treasurer*

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**Kerr-Mills Fails**

The Kerr-Mills medical assistance for the aged program is a flop, in the words of a Senate Subcommittee headed by Senator McNamara of Michigan.

In most states, to be eligible, the Senate Subcommittee found, a person must be nearly destitute. Tough eligibility tests severely limit participation in the program by ailing senior citizens. Benefits vary widely from state to state and in most cases are inadequate.

High administrative costs deprive recipients of real benefits. In Tennessee, it costs 59c to pay \$1.00 in benefits; and in four other states, administrative costs amount to 25% of benefits.

The failure of 22 states to provide matching funds has deprived indigents over 65 years in those states from receiving any assistance. As a result, less than 1% of those over 65 years have been the recipients of medical care.

The King-Anderson Bill, which would provide medical assistance for our nation's elderly through the Social Security system, is the only dignified and sensible method of helping these people and our country as well.

It is time for the Congress to adopt a measure that will work.

**Corporate Profits**

The *Wall Street Journal* in a recent quarterly compilation of profits declared that profits "seem to be certain to reach a record high for all of 1963." The newspaper's views were based on the July-September period reports, which indicate that profits will be 15.2% over the same quarter a year ago. This followed a 15.9% increase in the second quarter of the year and led the *Journal* to predict "Out of 15 industries, no less than 11 promise also to extend their earnings in the fourth quarter."

A few days after the *Wall Street Journal's* findings were reported, the Labor Department issued its unemployment figures which indicate that 5.5% of the nation's work force is unemployed. This is the sixth successive full year that unemployment in the United States has exceeded 5%.

In the face of these figures, it is difficult to counteract the arguments of organized labor that automation and technological change are creating greater profits with fewer workers.

The AFL-CIO's contention that a reduced workweek is essential to combat unemployment must be apparent even to those who oppose the thinking of a reduction in working hours.

**New Ideas In Organization**

Nation-wide attention recently given to the Office Employees International Union's use of a simulated stock certificate which also served as an application for membership form in an organizational drive in the financial district of New York City calls attention to the need for a change in staid organizational techniques. Some of the leading New York newspapers described the rally sponsored by the OEIU on the steps of the Treasury Building in New York City which featured a name band and a top vocalist and the distribution of the stock certificate application form. One leading newspaper reproduced the stock certificate and gave a great deal of attention to the program.

It is probably the first time in many years that wide-spread newspaper and television coverage was given to a novel organizational technique.

It behooves organized labor and the Office Employees International Union, which particularly faces the difficult task of organizing white collar workers in the United States and Canada, to devote time towards the use of new and more modern methods of attracting new members.

These new and successful methods should be called to the attention of all Local Unions of the OEIU charged with the responsibility of organizing the unorganized.

**States Marine and  
OEIU Local 3  
Sign First Agreement**

(Continued from page 1)

OEIU Local 3, a series of negotiations took place which resulted in a one-year contract encompassing a 15 per cent across-the-board general increase, with adjustments and classifications up to \$75.00 a month.

In addition to the general increase, an improved health and welfare program—a provision whereby the company agreed that if it did not submit a pension plan superior to Local 3's plan by August 1964, employees would automatically be covered by the OEIU Local 3 pension plan.

The vacation clause provides two weeks' vacation after one year's service, three weeks after 5 years and four weeks after 10 years. A Christmas bonus of not less than one month's pay per year was incorporated into the agreement. In addition to nine holidays, the new contract provides for overtime for over 37½ hours instead of the previous practice of overtime after 40 hours.

In negotiating sick leave, the union was able to obtain three weeks' sick leave the first year of employment, five weeks from one to three years of employment, seven weeks from three to five years of employment and 16 weeks from five to 10 years of employment. After 10 years of employment, in addition to the 16 weeks of sick leave, either full or half pay will be granted for the balance of the illness, depending on the circumstances and the nature of the illness.

In addition to the above, the contract provides that in cases of from one to three years' employment, in addition to the five weeks at full pay, there will be three more weeks at half pay; from three to five years, in addition to the seven weeks at full pay, there will be five more weeks at half pay. From five to 10 years, in addition to the 16 weeks of full pay, there will be an additional 10 weeks at half pay.

The seniority clause provides for promotion from within on the basis of seniority. In addition to severance pay, up to an equivalent of 39 weeks, the contract includes a clause to protect the employees in case of the introduction of automated equipment, usually referred to as a technological clause.

The employees of States Marine express deep appreciation to OEIU Local 3 Business Representative Phyllis Mitchell, Local 3 Organizer Pat Perry, and particularly International President Howard Coughlin, for making available the entire resources and personnel of the International Union. The employees of States Marine predict that this victory will result in the organization of the entire steamship industry on the West Coast.

**OEIU Membership Scroll  
Put in Truman Archives**

Office Employees International Union

Honorary Lifetime Membership

Harry S. Truman

By direction of the Ninth Convention of the Office Employees International Union, assembled in Kansas City, Missouri, in June, 1962, our beloved former President of the United States, Harry S. Truman, is hereby awarded this honorary lifetime membership in the Office Employees International Union with the deepest appreciation of all office and clerical employees for his devotion, concern, and understanding of the interests of all people who work for a living.



*Howard Coughlin*  
President

*J. Howard Hicks*  
Secretary-Treasurer

At the Ninth Convention of the OEIU in Kansas City, Missouri, guest of honor and former President of the United States Harry S. Truman was presented a scroll granting him lifetime membership in the Office Employees International Union.

Officials of the Truman Museum in Independence, Missouri, have informed the International office that at the President's request this memorable certificate will be given a permanent position in the museum along with other mementos and milestones of the former President's distinguished career.

**Season's Greetings**

**Feliz Navidad**

**Joyeux Noël**

The International Executive Board  
takes this opportunity to wish  
to our members everywhere a

*Merry Christmas*

and a

*Happy New Year*

Howard Coughlin, *President*  
J. Howard Hicks, *Secretary-Treasurer*  
Henderson Douglas, *Director of Organization*

J. O. Bloodworth	George P. Firth	Frank E. Morton
John P. Cahill	Donald R. Hilliker	William J. Mullin
Donald K. Camp	Sarah E. Keenan	Edw. P. Springman
J. E. Corum	John B. Kinnick	Leo J. Wallace
	William A. Lowe	





## CANADIAN FILE

### B. C. Issues New Office Occupation Wage Order

The Province of British Columbia has issued a new Male and Female Wage Order (No. 34), applicable to those employed in office occupations.

Highlights of the new Order are:

85¢ per hour minimum wage during first month of employment

90¢ per hour during second month of employment

95¢ per hour during third month of employment

\$1.00 per hour thereafter

#### Overtime

Time and one-half of the employee's regular rate of pay for all hours worked in excess of eight in the day, except as provided in the Hours of Work Act.

Time and one-half of the employee's regular rate of pay for all hours worked in excess of 40 in the week where the hours worked do not exceed eight in any one day.

#### Daily Guarantee

Two hours' pay at the employee's regular rate, except where the employee's condition

is such that he is not competent to perform his duties, or has failed to comply with the Accident Prevention Regulations of the Workmen's Compensation Board; and if the employee commences work, four hours' pay at the employee's regular rate, except where work is suspended because of reasons beyond employees' control.

#### Hours of Work

Eight in one day and 44 in one week except as provided under the Hours of Work Act of Sections 5 and 9 of the Order. (Consult full text of the Order for details.)

#### Payment of Wages

At least semi monthly.

#### Rest Period

At least 32 consecutive hours weekly except where other arrangements are approved by the Board.

Prior to the Order, Opal Skilling, Secretary-Treasurer in behalf of Local 15, submitted a brief of testimony calling for a wage minimum of at least \$1.25 per hour.

### Local 23 Signs Fraser Paper Ltd.

Protracted negotiations and dogged insistence on the part of the union committee finally resulted in settlement of a contract with Fraser Paper Ltd. that had expired on June 30.

The union committee made many gains but refused to settle an agreement until such time as the "tour" employees in the technical department—namely inspector and testers—were given sick leave. Nowhere in the U. S. in the paper industry do these people receive this benefit. The agreement was reached on November 5.

The new agreement also provides for a wage increase of 2¢ per hour effective July 1, 1963, and 3¢ an hour effective July 1, 1964.

The pension plan was converted from contributory to non-contributory—with greater vesting rights, minimum guarantees, and interest on withdrawals and death at a cost to the company of 9¢ an hour.

Other important gains are shift differentials increased to 12¢ an hour, four weeks of vacation after 20 years' service, one additional week of sick leave for all office employees, and changes in the bidding and complaint area.

The union committee was composed of President A. E. Mazzerolla, Norman and Joel Plourde, Florent Pelletier, M. Dufour, and Romeo Corbeil, assisted by International Vice President Leo J. Wallace.

### Regina Local 397 Initiates Members

A new phase of organization was entered when the Saskatchewan Insurance Office and Professional Employees Union, Local 397 of the OEIU, welcomed into its ranks members from two organizations outside the insurance field.

New initiates at the ceremony representing the C.C.F. Saskatchewan Section of the New Democratic Party at the C.C.F. Publishing and Printing Co. Ltd. were John Brestow, Marina Drabit, Fern Hettema, Anne Kratzer, Cecile Jelinski, John Staudt, and Ivy Trail.

OEIU Vice President William Lowe reports that negotiations are concluded and a contract signed for these new members.

S.G.I.O. employees also initiated were R. L. Doane, E. Geishauer, Alec Kopek, Eric Pelzer, Vivian Petersen, Nadine Siebert, and A. D. Somers.

Local 397 President Harry Van Eyck, who presided at the initiation ceremony, noted in his welcoming remarks that the occasion was important in that the two new organizations were the first to enter the membership of Local 397 outside the Saskatchewan Government Insurance Office.

The S.G.I.O. joined the OEIU early in 1962. The obtaining of an open charter opened up new horizons, stated Van Eyck.

Previously an autonomous union limited to S.G.I.O. employees, the local is now able to include outside organizations. It

### Canadian Educational Conference



This fall's Canadian Educational Conference held at Quebec City, P. Q., took place on October 19 and 20.

### OEIU Certified at Bell Telephone Co. of Canada

On November 1st, the Canada Labour Relations Board certified the Office Employees International Union, Local 57, as bargaining agent for the 100 salesmen and saleswomen of the Bell Telephone Company of Canada, Eastern Region of the directory sales department (Yellow Pages), located in Montreal, Quebec, and Ottawa.

The Bell Company strongly contested the application on the ground that the unit was not appropriate and that all previous certification for other employees of the company were issued by the Canadian Labour Relations Board on a nation system-wide basis.

The Board in issuing the certification to the OEIU Local 57 stated: "The employees in the proposed unit are not directly engaged in the operation of the system-wide communications operation of the company but comprise the directory sales

force whose activities are within the Eastern regional area. While a system-wide bargaining unit of this sales force might constitute an appropriate collective bargaining unit, we do not consider, in the circumstances of this case, the unit applied for in this instance to be inappropriate."

Romeo Corbeil, international representative, reports that in winning this case before the board the OEIU had scored "a great victory." This is the first instance that a union affiliated with the AFL-CIO had been certified within the Bell Telephone Company of Canada, who employ some 25,000 employees.

The employees firmly supported the OEIU in its organizing campaign by signing at the rate of 85%. The spirit is high, and the group is now negotiating their first collective agreement.

### Dues Check-Off Granted in P.Q.

Quebec—The Provincial Government will now permit a voluntary and revocable check-off in the collection of union dues for recently unionized civil servants.

Premier Lesage said that the check-off would be given to employees of the Quebec Auto-Route Authority, teachers of specialized education, and school inspectors, all of whom recently had their applications for certification approved by the Labour Relations Board.

This marks the first time in Quebec's history that Provincial civil servants have received certification and obtained government recognition of their unions.

is today, it is believed, the only distinct "white collar" union which embraces in its membership insurance employees, office, and professional employees.

### Local 81 Completes Organizing Drive

"Finis" has been written to an intensive organizing campaign launched last spring by Local 81.

Ten employees of the Fort William, Ontario, branch of the National Drug Company of Canada unanimously ratified their first one-year contract on October 1.

Monetary gains of as much as \$34.00 per month were made in some categories, plus the establishment of classifications and an additional week's holiday for employees with 15 years' service.

The National Drug Company is one of the oldest wholesale distributing firms in this district—dealing in drugs, tobacco, and confectionaries. Representing Local 81 during the negotiations were President R. Bean, Secretary-Treasurer W. Kozak, and P. Rogers.

### Work Stoppage Time Losses Stay Low

Ottawa, Ont.—The number of man-days lost through work stoppages in Canada during September amounted to but eight-one hundredths of 1% of the estimated total working time, according to a report by the Federal Bureau of Statistics.

There were 63 stoppages involving 9,583 workers, with a time loss of 86,320 man-days, the Bureau said, compared to 55 stoppages affecting 11,597 workers in August, with a loss of 73,340 man-days.

The August percentage was six-one hundredths of 1%.

### K. of C. Workers Ratify Pact

(Continued from page 1)

agreement retains the automatic wage-progression clause which calls for a raise every four months until the maximum is reached.

The pay scale the first year ranges from a minimum of \$60.30 to a maximum of \$145.55 for a 37½ hour week.

### President Johnson

(Continued from page 1)

must be strong in every way—militarily, economically, socially. America must be generous, wise, and prudent. America must above all be true to its destiny.

We know President Johnson shares these objectives. We know he will prove equal to the problems and challenges which await him. We extend to him—in this most tragic hour in the history of our great republic—our warm understanding and sympathetic support.

On behalf of millions of American workers and their families, we pledge to the new President of the United States of America our complete backing in the dark and dangerous days that lie ahead.





from the desk  
of the

**PRESIDENT**

Politics as usual seems to be the order of the day in the halls of Congress. At a time when legislation is sorely needed on such important measures as the tax cut, civil rights, and Medicare, we witness a coalition of reactionaries in both parties determined to play one measure off against the other. We cannot help but wonder what the net effect of these tactics will be on our nation's economy and on the image of our country in international affairs.

In order to block the civil-rights legislation, there are those in the House and in the Senate who would gamble with our country's economic future. We have been told by leading economists and some of our nation's outstanding industrialists, led by Henry Ford, Jr., that a tax cut is "a must" if we are to stave off another recession within the next two years. All agree that a tax cut should be effective January 1, 1964.

Automation, technological change, and continuing high unemployment make tax-cut legislation imperative and one of our chief offensive weapons in our fight to prevent an economic setback.

AFL-CIO President George Meany, during the recent convention in New York City, said that in order to obtain full employment, we must have a tax reduction and a reduction in the workweek.

President Meany called for all-out support in the drive to obtain a 35-hour week with no reduction in pay. He also asked that unions propose doubletime for work beyond 35 hours in order to discourage overtime at the expense of hiring additional workers.

In addition, President Meany called for government action in the field of housing, better schools, health services, recreational facilities, highways, mass transit, and conservation of resources.

He said: "Even if every part of this program were enacted by Congress, which is an unlikely prospect, the demand for jobs would soon exceed the supply—unless a shorter workweek is attained."

While gains have been made by some union in obtaining a reduced workweek, or extended vacations and sabbatical leaves for workers with seniority, the main goal of a reduced workweek for all workers cannot be accomplished without federal legislation. We, therefore, are dependent on intelligent action by Congress.

It is ridiculous that, at this time when prompt and courageous action must be taken in order to insure our economic future, we find those whom we elected and depend on seeking to delay one part of a legislative program in order to block another.

We must agree with many critics of the present Congress that this session has produced little in the way of tangible results. If members of both Houses are going to play politics with measures of such prime importance as tax legislation, Medicare and civil rights, what possible chance will we have of achieving a legal reduction in our workweek?

We agree with President Meany when he says that much of our trouble can be traced to the apathy of voters. When only 60 per cent of the eligible voters in the United States take the time to cast a ballot, legislators feel no sense of urgency.

We further agree with President Meany in his statement that if we in the labor movement work to insure the full participation of every union member and his family in our national and local elections, we will have no real difficulty in obtaining the passage of constructive legislation.

## Educational Conference



The Western Educational Conference was held in Los Angeles on November 2 and 3.

## President of Local 338 Tells Of Strike's End

Dear Brother Coughlin,

This is to inform you that OEIU Local 338 has returned to work on October 21, 1963, when the United Rubber, Cork Linoleum and Plastic Workers of America Local 642 settled their strike on a three-year agreement, based on increases per hour as follows: 1st year, 3c; 2nd year and 3rd year, 4c—along with other benefits.

Since our return to work we have been actively engaged in negotiations with our employer, Dominion Rubber Co., Ltd., and after three full days of continuous negotiations, we are pleased to inform you that we have prevented a strike for our own group by reaching a settlement for a period of two years as of today, providing for wage increases of \$17.00 per month along with wage progression valued at an average of \$5.00 per month for a total of \$22.00 per month, representing 14c per hour, along with other benefits.

We wish to take this opportunity to thank you for the assistance received from our International Union. OEIU Locals have responded generously and contributed in the whereabouts of \$2,000.00 in our Strike Fund, which has permitted us to pay our membership strike benefits of \$45.00 per member. We also thank you for the assistance of our international representative, Brother Romeo Corbeil. We are encouraged and proud to belong to the Office Employees International Union.

Fraternally yours,

CONRAD AYOTTE, *President*,  
OEIU LOCAL 338  
AFL-CIO—CLC.

## TVA Improves Retirement System



Discussing improvements in TVA's retirement system are (left to right) A. R. Carson, business manager, Tennessee Valley Salary Policy Council; A. J. Wagner, chairman of the TVA Board of Directors; and William R. New, member representative and vice chairman of the Retirement System Board. The Retirement System is administered by an independent board of directors. Three are elected by members of the System, three appointed by TVA, and the seventh selected by the other directors. The System is financed jointly by members and TVA.

After a thorough study of the System, all benefits have been substantially increased, effective January 1, 1964.

The improvements include much more liberal early retirement benefits, particularly for members with 25 years' service at age 55; substantially higher benefits at all ages; beginning at age 55, equal retirement income before and after eligibility for Social Security; greater death benefits; larger disability benefits; and a uniform 4 per cent interest rate on contributions by all members.

Present retirees, totaling about 1,000, will receive an upward adjustment in pensions. All of these increased benefits will be paid for by increased contributions on the part of TVA.

The study was made as the result of a request by the Tennessee Valley Salary Policy Council in August 1962, following a survey of the members sponsored by local unions of the OEIU. The changes were approved by the TVA Board of Directors on October 24 of this year.

## "Miss Congeniality of 1963"



Jo Officer received the award of "Miss Congeniality of 1963" from Audrey R. Bolyard at the Powder Puff Club of Denver annual banquet, held at the Continental Denver Motor Hotel on October 12.

Miss Officer is treasurer of the Powder Puff Club, and Miss Bolyard president. Miss Bolyard was awarded the Championship of the Year award at the same banquet, as well as the Sportsmanship of the Year award.

The Powder Puff Club of Denver is one of the largest women's stock-car racing groups in the United States. They race each Sunday evening in Denver at the Lakeside Speedway. From April until October, they also race on other tracks in the area, including the speedways at Colorado Springs and Cheyenne, Wyoming.

Both award-winners are members of Local 5 OEIU in Denver. Both serve on the Local's executive board and on the board of the Local 5 Credit Union.

Miss Officer is employed by Navajo Freight Lines of Denver, and Miss Bolyard by Denver-Chicago Trucking Co. They both served on the Local 5 negotiating committee for the trucking industry.

## Local 32 Re-Signs Contract With Philip Carey Co.

After a series of negotiations utilizing the assistance of a federal mediator, Business Manager Nicholas Juliano of New Jersey Local 32 reports the signing of a renewed two-year agreement with Philip Carey Co.

Major gains in the new contract are a five cent per hour boost for each year of the two-year pact.

Termination of the need for a doctor's certificate for one-day illness was obtained, as well as other fringe benefits in the area of sick leave.

The company manufactures roofing materials and employs 18 clerical workers.